

# The Complexity of Identity: “Who Am I?”

Beverly Daniel Tatum

The concept of identity is a complex one, shaped by individual characteristics, family dynamics, historical factors, and social and political contexts. Who am I? The answer depends in large part on who the world around me says I am. Who do my parents say I am? Who do my peers say I am? What message is reflected back to me in the faces and voices of my teachers, my neighbors, store clerks? What do I learn from the media about myself? How am I represented in the cultural images around me? Or am I missing from the picture altogether? As social scientist Charles Cooley pointed out long ago, other people are the mirror in which we see ourselves.<sup>1</sup>

This “looking glass self” is not a flat one-dimensional reflection, but multidimensional. How one’s racial identity is experienced will be mediated by other dimensions of one-self: male or female; young or old; wealthy, middle-class, or poor; gay, lesbian, bisexual, transgender, or heterosexual; able-bodied or with disabilities; Christian, Muslim, Jewish, Buddhist, Hindu, or atheist. ...

What has my social context been? Was I surrounded by people like myself, or was I part of a minority in my community? Did I grow up speaking standard English at home or another language or dialect? Did I live in a rural county, an urban neighborhood, a sprawling suburb, or on a reservation?

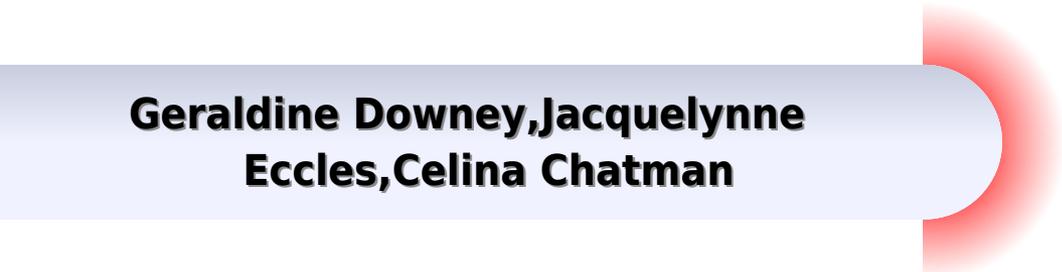
Who I am (or say I am) is a product of these and many other factors. Erik Erikson, the psychoanalytic theorist who coined the term *identity crisis*, introduced the notion that the social, cultural, and historical context is the ground in which individual identity is embedded. Acknowledging the complexity of identity as a concept, Erikson writes,

We deal with a process “located” in the core of the individual and yet also in the core of his communal culture.... In psychological terms, identity formation employs a process of simultaneous reflection and observation, a process taking place on all levels of mental functioning, by which the individual judges himself in the light of what he perceives to be the way in which others judge him in comparison to themselves and to a typology significant to them.<sup>2</sup>

Triggered by the biological changes associated with puberty, the maturation of cognitive abilities, and changing societal expectations, this process of simultaneous reflection and observation, the self-creation of one’s identity, is commonly experienced in the United States and other Western societies during the period of adolescence.<sup>3</sup> Though the foundation of identity is laid in the experiences of childhood, younger children lack the physical and cognitive development needed to reflect on the self in this abstract way. The adolescent capacity for self-reflection (and resulting self-consciousness) allows one to ask, “Who am I now?” “Who was I before?” “Who will I become?” The answers to these questions will influence choices about who one’s romantic partners will be, what type of work one will do, where one will live, and what belief system one will embrace. Choices made in adolescence ripple throughout the lifespan.

## 05 The Complexity Of Identity Beverly Tatum

**Geraldine Downey, Jacquelynne  
Eccles, Celina Chatman**



## 05 The Complexity Of Identity Beverly Tatum:

**Readings for Diversity and Social Justice** Maurianne Adams, 2000 These essays include writings from Cornel West Michael Omi Audre Lorde Gloria Anzaldua and Michelle Fine The essays address the multiplicity and scope of oppressions ranging from ableism to racism and other less well known social aberrations

**Freedom Teaching** Matthew Kincaid, 2024-01-24 Build an anti racist and culturally responsive school environment In Freedom Teaching educator and distinguished anti racism practitioner Matthew Kincaid delivers a one stop resource for educators and educational leaders seeking to improve equity and increase the cultural responsiveness of their school In this book you ll discover the meaning and fundamentals of anti racist education and find a roadmap to reducing the impact of systemic racism in your classroom The author offers skills and tools he s developed over the course of his lengthy career teaching anti racist ideas to educators providing readers with strategies that are effective at both the individual teacher and collective school community level Readers will also find A thorough introduction to the idea of Freedom Teaching and creating an education system that works for all students Strategies for building and maintaining anti racist schools and classrooms Important social justice lessons from unsung activists An indispensable resource for educators educational leaders and anyone who wants to actualize change in our education system Freedom Teaching belongs in the libraries of the parents and families of students and teachers in training hoping for a better understanding on anti racist concepts and ideas

**Handbook of Research on Diversity and Social Justice in Higher Education** Keengwe, Jared, 2020-05-22 There is growing pressure on teachers and faculty to understand and adopt best practices to work with diverse races cultures and languages in modern classrooms Establishing sound pedagogy is also critical given that racial cultural and linguistic integration has the potential to increase academic success for all learners To that end there is also a need for educators to prepare graduates who will better meet the needs of culturally diverse learners and help their learners to become successful global citizens The Handbook of Research on Diversity and Social Justice in Higher Education is a cutting edge research book that examines cross cultural perspectives challenges and opportunities pertaining to advancing diversity and social justice in higher education Furthermore the book explores multiple concepts of building a bridge from a monocultural pedagogical framework to cross cultural knowledge through appropriate diversity education models as well as effective social justice practices Highlighting a range of topics such as cultural taxation intercultural engagement and teacher preparation this book is essential for teachers faculty academicians researchers administrators policymakers and students

**Affective Labor and Alt-Ac Careers** Lee Skallerup Bessette, 2022-04-08 In her groundbreaking work The Managed Heart Commercialization of Human Feeling 1983 sociologist Arlie Russell Hochschild described emotional labor management as follows to induce or suppress feeling in order to sustain the outward countenance that produces the proper state of mind in others Think of a retail worker in customer relations who must keep calm and be pleasant even when dealing with someone who is irate While scholars have explored

the affective realm when it comes to teaching and being a professor there is less written about the experience of those working in nonteaching areas of academia

*Affective Labor and Alt Ac Careers* critically examines aspects of affective and emotional labor involved in alt ac careers in higher education This is the first and only book of its kind that focuses on affective labor and alt ac staff careers in higher education Cross profession and cross disciplinary the book takes seriously the invisible labor performed at our institutions by academic staff work that is essential for the success of our students Research in this volume allows an opportunity for those in alt ac careers to examine and share their affective experiences in their roles in technology administration research and academic support services and as librarians academic advisors and writing center instructors among others *Affective Labor and Alt Ac Careers* is the third book in Kansas's Rethinking Careers Rethinking Academia series which seeks projects that lead to meaningful professional development and create lasting value for graduate students recent and experienced PhDs university faculty and administrators and the growing alt ac and post ac community

**G.K. Hall Interdisciplinary Bibliographic Guide to Black Studies** Schomburg Center for Research in Black Culture, 2000 [www.congregationalresources.org](http://www.congregationalresources.org) Richard Bass, 2004-12-30 An ever increasing number of resources compete for the attention of congregational leaders With a seemingly endless number of choices finding the best resource on a particular topic for a specific congregation is an often daunting challenge [www.congregationalresources.org](http://www.congregationalresources.org) is an invaluable companion to the groundbreaking online version of Alban Institute's and Indianapolis Center for Congregation's jointly researched and produced Congregational Resource Guide launched in 2001 and accessed by thousands of seekers each week The book conveniently and cogently puts the rich array of important resources into context by examining in depth the key books organizations Web sites and people that will help leaders gain an understanding of important issues facing their congregations The book features ten overviews of important topics by widely recognized experts in their fields including Amy Sherman on Community Ministry Tom Fischer on Congregational Health Lee Ramsey on Preaching Paul Chaffee on Leadership John Janka on Evaluation and Jean Trumbauer on Lay Ministry Each essay is accompanied by an annotated list of selected resources for researching further information Helpful guides for using these valuable resources to promote and encourage congregational understanding and transformation are also included

*Why Are All The Black Kids Sitting Together In The Cafeteria?* Beverly Daniel Tatum, 1999-06-24 Walk into any racially mixed high school and you will see Black youth seated together in the cafeteria Of course it's not just the Black kids sitting together the White Latino Asian Pacific and in some regions American Indian youth are clustered in their own groups too The same phenomenon can be observed in college dining halls faculty lounges and in corporate cafeterias What is going on here Is this self segregation a problem we should try to fix or a coping strategy we should support How can we get past our reluctance to talk about racial issues to even discuss it And what about the other questions we and our children have about race Beverly Daniel Tatum is a renowned authority on the psychology of racism She asserts that we do not know how to talk about our racial differences Whites are

afraid of using the wrong words and being perceived as racist Parents of color are afraid of exposing their children to painful racial realities too soon Tatum understands that the vocabulary of race is loaded and that embarrassment and awkwardness often stymie conversations about this subject yet she believes that these obstacles can and must be overcome if we are to bring about change In *Why Are All the Black Kids Sitting Together in the Cafeteria And Other Conversations About Race* Dr Tatum provides us with a new way of thinking and talking about race through the lens of racial identity She explains that all of us have a racial identity and must strive to affirm it For people of color the development of a constructive racial identity requires being able to recognize and reject the bombardment of negative stereotypes and to embrace a history of resistance and empowerment rather than passive victimization For Whites the challenge is to engage in a process of racial identity development which leads to an awareness of White privilege and a determination to actively work against injustice and this requires the strength to reject a system that awards them and to reclaim the legacy of White allies For many this is uncharted territory This book provides a road map for those who want to make the journey and better understand the racial dynamics of their daily lives Tatum extends her ideas about racial identity development beyond the usual Black White paradigm to embrace the unique circumstances of Latinos American Indians Asians as well as biracial youth Also included is a list of resources for further reading as well as a list of books for parents and teachers to recommend to children of all ages Using real life examples and the latest research Tatum presents strong evidence that straight talk about our racial identities whatever they may be is essential if we are serious about facilitating communication across racial and ethnic divides We have waited far too long to begin our conversations about race This remarkable book infused with great wisdom and humanity tells us where to start *Navigating the Future* Geraldine Downey, Jacquelynne Eccles, Celina Chatman, 2006-01-12

Psychologists now understand that identity is not fixed but fluid and highly dependent on environment In times of stress conflict or change people often adapt by presenting themselves in different ways and emphasizing different social affiliations With changing demographics creating more complex social groupings it is important to understand the costs and benefits of the way social groups are categorized and the way individuals understand cope with and employ their varied social identities *Navigating the Future* edited by Geraldine Downey Jacquelynne Eccles and Celina Chatman answers that call with a wealth of empirical data and expert analysis *Navigating the Future* focuses on the roles that social identities play in stressful challenging and transitional situations Jason Lawrence Jennifer Crocker and Carol Dweck show how the prospect of being negatively stereotyped can affect the educational success of girls and African Americans making them more cynical about school and less likely to seek help The authors argue that these issues can be mitigated by challenging these students educationally expressing optimism in their abilities and emphasizing that intelligence is not fixed but can be developed The book also looks at the ways in which people employ social identity to their advantage J Nicole Shelton and her co authors use extensive research on adolescents and college students to argue that individuals with strong positive connections to their

ethnic group exhibit greater well being and are better able to cope with the negative impact of discrimination Navigating the Future also discusses how the importance and value of social identity depends on context LaRue Allen Yael Bat Chava J Lawrence Aber and Edward Seidman find that the emotional benefit of racial pride for black adolescents is higher in predominantly black neighborhoods than in racially mixed environments Because most people identify with more than one group they must grapple with varied social identities using them to make connections with others overcome adversity and understand themselves Navigating the Future brings together leading researchers in social psychology to understand the complexities of identity in a diverse social world

**Teaching for Diversity and Social Justice** Maurianne Adams, Lee Anne Bell, Pat Griffin, 1997 A sourcebook that addresses the need to facilitate communication and understanding between members of diverse social groups providing a framework in which students can engage and critically analyze several forms of social oppression

**Campus Counterspaces** Micere Keels, 2020-01-15 Frustrated with the flood of news articles and opinion pieces that were skeptical of minority students imagined campus microaggressions Micere Keels a professor of comparative human development set out to provide a detailed account of how racial ethnic identity structures Black and Latinx students college transition experiences Tracking a cohort of more than five hundred Black and Latinx students since they enrolled at five historically white colleges and universities in the fall of 2013 Campus Counterspaces finds that these students were not asking to be protected from new ideas Instead they relished exposure to new ideas wanted to be intellectually challenged and wanted to grow However Keels argues they were asking for access to counterspaces safe spaces that enable radical growth They wanted counterspaces where they could go beyond basic conversations about whether racism and discrimination still exist They wanted time in counterspaces with likeminded others where they could simultaneously validate and challenge stereotypical representations of their marginalized identities and develop new counter narratives of those identities In this critique of how universities have responded to the challenges these students face Keels offers a way forward that goes beyond making diversity statements to taking diversity actions

*Sources* Jana Noel, 2000 Over 40 selections of enduring intellectual value classic articles book excerpts and research studies that have shaped the study of multicultural education and our contemporary understanding of it

**Women's Studies on Its Own** Robyn Wiegman, 2002-11-13 The future of a retheorized women s studies in an increasingly institutionalized context *Cornell Law Review* ,2000

**Resources in Education** ,1996 **Journal of School Leadership** ,2006 [American Book Publishing Record](#) ,2004 **Current Index to Journals in Education** ,1999 **Library Journal** ,2003 Includes beginning Sept 15 1954 and on the 15th of each month Sept May a special section School library journal ISSN 0000 0035 called Junior libraries 1954 May 1961 Also issued separately *Annual Editions* Fred Schultz, 2003-12 This eleventh volume of articles have been selected from the best of the public press The readings offer samples from the most recent journal literature The articles include topics on teacher education in multicultural perspective the social contexts of multicultural education and curriculum

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