



Development of the White Critical Consciousness Index (WhiCCI)

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Roadmap

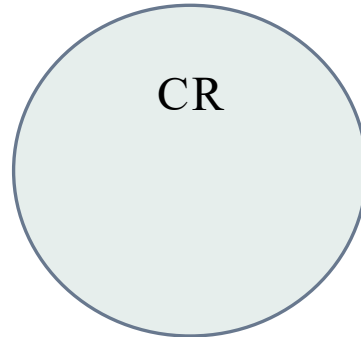
- Definition & measures of critical consciousness (CC)
- Historical focus of CC & need for the white critical consciousness index (WhiCCI)
- Tie-in with critical quantitative (CritQuant; CQ) research and social justice
- Supporting literature and rationale for item pool
- Data, methods, and results
- Contributions to the literature & future research

What is critical consciousness (CC)?

- Loosely: a way of understanding and being in the world with a particular awareness of, and commitment to challenge, power dynamics, inequality, and oppression.
- Three commonly accepted areas of CC are critical reflection (CR), critical motivation (CM), and critical action (CA).

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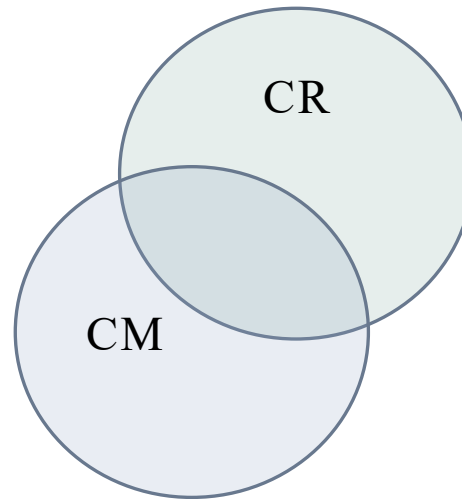
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Critical reflection describes the awareness and understanding of oppression in both historical and contemporary contexts. It is concerned with seeing and reflecting on the ways oppression operates and is reinforced.

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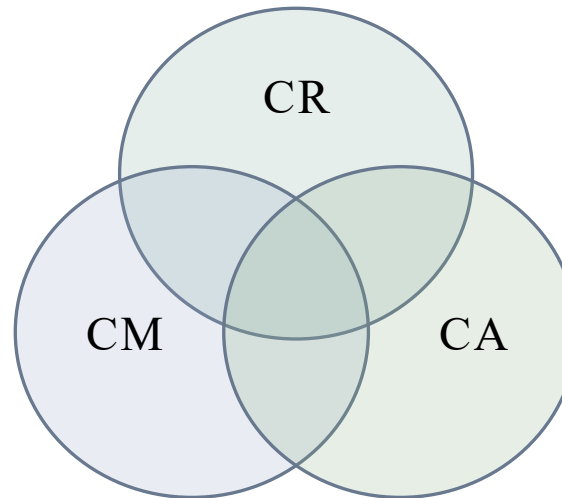
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Critical motivation describes the commitment and resolve to challenge the oppression understood through critical reflection. It is concerned with how individuals feel about their role in perpetuating or challenging oppression, as well as their motivation to fight against it.

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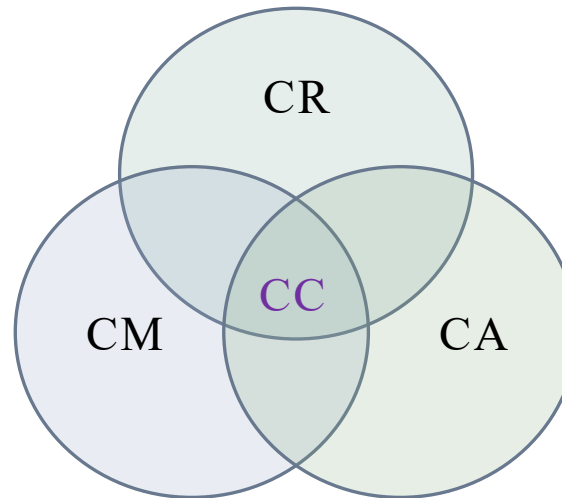
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Critical action describes the specific actions taken by individuals to challenge oppression – often understood through critical reflection. It is concerned with what to target and how to target it in order to strategically undo oppression at its systemic sources.

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Critical consciousness then might be seen as the intersection of these three areas.

What is critical consciousness (CC)?

- Originated with Paulo Freire in the 1960s to fight against economic and class oppression in Brazil.
- **Origination with marginalized communities** is a cornerstone of the underlying philosophy of CC (Freire, Marx, Hegel).
- This origination has continued into contemporary applications of CC theory, including the **development of latent variable models to capture three CC areas**.
 - CCI (Thomas et al., 2014); MACC (McWhirter & McWhirter, 2016); CCS (Diemer et al., 2017); CCCM & CCCMII (Shin et al., 2016; 2018).
- Much of the quantitative research around CC has focused on the successes within marginalized communities and relations to other outcomes.

White Critical Consciousness Index (WhiCCI)

- **My concern:** privileged communities, such as those with white racial identity, should not be let “off the hook” for recognizing and challenging oppression.
 - **Said another way:** I don’t want to inadvertently neglect the social responsibility of privileged members of society by solely focusing on the development of CC in marginalized communities.
 - The development of CC in more privileged communities is well-supported in CC’s philosophical tenets.
- **The emergent question:** if more privileged communities are to develop critical consciousness, what would it look like, and would it differ from the critical consciousness of marginalized communities?
 - And if it were to be measured, what are its constituent parts?
- Multiple forms of privilege exist; white racial identity was adopted as the primary form of privilege for this research.

White Critical Consciousness Index (WhiCCI)

Key takeaways from a systematic review racial solidarity, allyship, and activism

- Recognition and acknowledgement of interlocking systems of oppression
 - Racism, sexism, transphobia, classism, ableism, ...
- Avoidance of recentering privilege
 - Being self-aware, selfless, purposeful, and conscientious of one's positionality in different contexts
 - E.g., avoid white-knighting -> solidarity/allyship is not me-centric
- Solidarity and allyship is better thought of as a verb than a noun or adjective
 - Some have adopted the language of co-conspirator to emphasize the active element of solidarity
- Privilege gives a voice and access to spaces unavailable to others – use it for critical action

White Critical Consciousness Index (WhiCCI)

- Aim: use these takeaways to build sample items to measure key areas of CC for privileged individuals, e.g., ...
 - White people's perspectives are shaped by their privilege.
 - People of color are systematically oppressed in our society.
 - I verbally support people of color who describe their experiences with racism.
 - I take emotional risks to support other racial or ethnic groups
 - I challenge policies that give some people advantage over others, even if I am the one receiving the advantage.
- Hypothesized that these might form distinct factors around different systems of oppression (race, class, gender, etc.).

Situating within CritQuant & Social Justice

- Acknowledges and aims to combat systemic oppression by building a tool to assess how a specific privileged community recognizes and challenges oppression.
- Explicitly draws on critical theory (critical consciousness) in quantitative application to offer example of what CritQuant might look like in practice.
- Offers author positionality and embraces non-neutrality of numbers proposed in CritQuant tenets – strives to support and advance the application of CritQuant in academic research.
- Advances CC literature and theory by expanding its scope to privileged communities.

Methods & Sample

- Methods: Exploratory factor analysis (EFA), confirmatory factor analysis (CFA), item response theory (IRT)
 - **EFA**: sought to identify a plausible underlying factor structure from a candidate sample pool of approximately 60 items.
 - **CFA**: sought to “confirm”/replicate this factor structure on data not used by the EFA.
 - **IRT**: sought to provide additional insight on the performance of individual items for each subscale.
- All items were on a **1-10 scale**, approximately normal, and treated as continuous (MLR)
- **705 respondents** from Lucid survey distributed evenly to 5 different geographic locations across the U.S. (Midwest, northeast, west coast, southwest, and southeast) in 2021.
 - All responses identified as **cis-gender male (40%)** or **female (60%)** aged 18-30 (**mean age: 25**).
 - 58% had a household income < \$50,000; 28% less than \$25,000.
- Prompts and priming questions were used with the aim of encouraging honest responses and minimizing social desirability.

Results: Critical Reflection

Table 1. White Critical Consciousness Index Critical Reflection Subscale Exploratory Factor Analysis (N = 348)

Factor and Items	Loadings		
	1	2	3
Factor 1: "Critical Reflection: White Racial Privilege" ($\alpha = .94$)			
1. White people in the U.S. have certain advantages because of the color of their skin.	.86*	-.04	-.02
2. All white people receive unearned privileges in U.S. society.	.71*	.13*	.07
3. My status as a white person grants me unearned privilege in today's society.	.79*	.09	-.05
4. White people's perspectives are shaped by their privilege.	.81*	.00	.07
5. White people benefit at the expense of other racial or ethnic groups.	.87*	.01	-.07
6. Our society treats White people better than other people.	.72*	.05	.11*
7. Society treats people who sound White better than people who do not sound White.	.62*	.11	.07
8. All White Americans contribute to racism whether they intend to or not.	.54*	.08	.17*
16. People of color are systematically oppressed in our society.	.60*	.03	.25*
Factor 2: "Critical Reflection: Male Privilege" ($\alpha = .88$)			
11. Men have a leg up over others in society.	.01	.69*	.14*
14. Workplace norms favor men.	.11	.69*	.02
15. Women have to work harder than men to get good jobs.	-.02	.89*	-.06
18. Women are deprived of equal opportunity in society.	.05	.65*	.14*
Factor 3: "Critical Reflection: Sexual & Gender Oppression" ($\alpha = .76$)			
17. Trans people are unjustly treated in society.	.11	.15*	.57*
25. The media often portrays gay and lesbian people based on stereotypes.	.07	.11	.49*
28. LGBTQ people understand what constitutes their equal rights better than others.	.08	.09	.53*

CFI = .98, TLI = .95, SRMR = .02, RMSEA = .051

Results: Critical Action

Table 2. White Critical Consciousness Index Critical Action Subscale Exploratory Factor Analysis (N = 345)

Factor and Items	Loadings
Factor 4: "Critical Action" ($\alpha = .95$)	
34. I try to amplify the voices of other racial or ethnic groups.	.81*
35. I verbally support people of color who describe their experiences with racism.	.74*
36. I verbally challenge sexism when I see it in social settings.	.71*
37. I verbally challenge classism when I see it in educational settings.	.74*
38. I confront friends and/or family when they use homophobic language.	.74*
40. I vote for legislation supporting other racial or ethnic groups, even if it costs me.	.78*
41. I call out and/or vote against legislation designed to limit civic participation.	.66*
42. I challenge policies that give some people an advantage over others, even if I am the one receiving the advantage.	.68*
43. I support women, immigrants, LGBTQ people, or other racial and ethnic groups by showing up at public demonstrations or by other public advocacy.	.67*
44. I publicly advocate for leaders who promote gay and trans rights.	.85*
45. I vote or campaign for leaders who support women's right to choose.	.71*
46. I take social risks to support the LGBTQ+ community.	.80*
47. I take social risks to support women's rights.	.78*
48. I take emotional risks to support other racial or ethnic groups.	.79*
49. I educate myself on the challenges of poor Americans.	.62*

CFI = .94, TLI = .93, SRMR = .04, RMSEA = .08

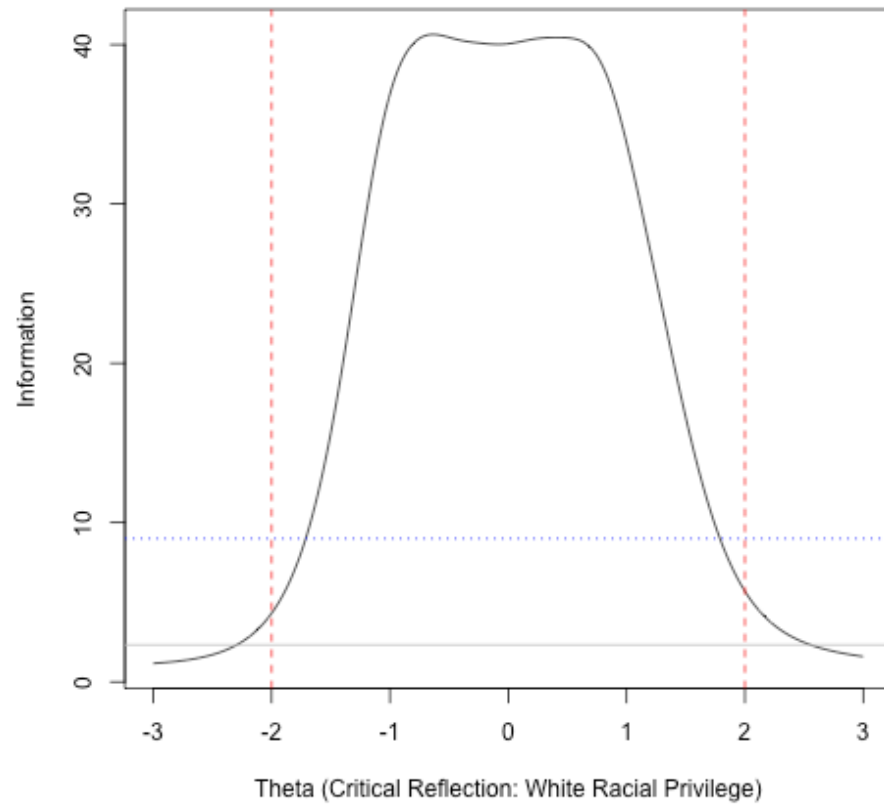
Results: Factor Correlations

Table 3. Factor Correlations Between WhiCCI Measures of Critical Reflection and Critical Action

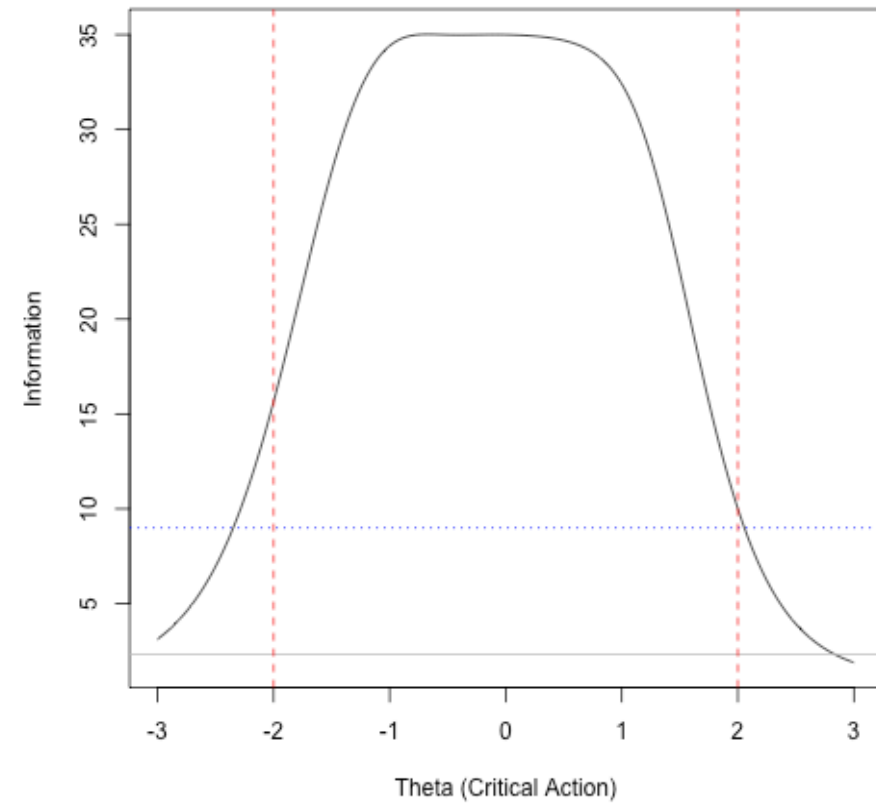
	CR: WRP	CR: MP	CR: SGO	CA
CR: WRP	1.00			
CR: MP	.72	1.00		
CR: SGO	.88	.73	1.00	
CA	.67	.63	.79	1.00

Results: Total Information Curve

Total Information Curve as a Function of Theta



Total Information Curve as a Function of Theta



Summarize

- The EFA resulted in a three-factor solution for CR and a one-factor solution for CA.
- These factor structures were supported in a subsequent CFA on a left-out data source.
- Factor correlations indicate that these factors are fairly distinct from one another (mostly).
 - Convergent validity with the CCS also found within the factor correlations (not shown here).
- IRT results suggest good functioning within plus or minus 2SD of theta for both CR and CA.
- These results mark meaningful first steps in expanding CC literature to more privileged communities.
- This work adds to a small but growing body of CritQuant research.

Additional Research

- Critical motivation was not taken up as part of this initial instrument development.
 - Currently working on additional literature review and items to formulate CM scale.
- Additional steps to establish divergent validity will be incorporated in future iterations.
- Aiming for a “study 2” in which more data and new items may better establish additional areas for CR – areas such as social class and income inequality that were removed during the EFA.
- Eventually look for “bridges” between critical reflection, motivation, and action within privileged communities to better promote and support engagement and social justice.