

Dominant Culture in the United States: Values & Behaviors

- **Competitiveness / Individualism**
(contrast: emphasis on relationships, sharing, collaboration, and community)
- **Quantity Over Quality**
(contrast: process as important as product)
- **Formal Education Over Life Experiences**
(contrast valuing experiential reality and the wisdom of elders)
- **Emotional Restraint**
(contrast: passion and emotion as strength; conviction)
- **Either / Or Thinking; One Right Way**
(contrast: “both / and”; acknowledging multiple perspectives)
- **Conflict Avoidance**
(contrast: truth-telling and reconciliation; accepting conflict as a natural result of different perspectives; acknowledging and addressing conflicts openly)
- **Belief In Objectivity - that one can be unbiased and impartial**
(contrast: multiple perspectives valued; subjectivity)
- **Right To Comfort / Entitlement**
(contrast: resilience; reconciliation; right of marginalized and oppressed to speak and be heard)

Modified by OCEE From Dismantling Racism: A Workbook for Social Change Groups, by Kenneth Jones and Tema Okun, ChangeWork, 2001

