Justice-based Student Development

Stages	Attitudes	Descriptions	Shadows of each Stage
Inactive or Unengaged Community Member	Me, alone	Unaware of or not concerned with role in social problems and/or unsure how to get involved	
Compassion-filled, Helping Volunteer	Me, helping, feeling good	Eager to help, moved by compassion, well-intentioned but not well-educated about social issues	*"Giving" service creates a power differential; views self as hero or savior.* *Ongoing belief that "I'm changing the world through my volunteerism. Just keep doing service – that's enough." Focus on good feels.*
Humbly Engaged, Learning from Others	Me, serving respect-fully	Seeks not to save/fix or "help" others, but rather to learn from, respect and engage the knowledge, power and agency of those on the margins	*Compartmentalizes issues of inequality, doesn't see interconnectedness; doesn't connect injustice with own lifestyle choices, but with others' choices.* *"I'll just change myself because I can't change anyone else." "Being in relationship people on the margins is enough."*
Recognition of Oppressive Structures	Me, vs. the system	Discovers that root causes of problems are in the "system"; may become angry, experience guilt, or even disengage	*The system is too big, I'm overwhelmed and frustrated. It can't be done, so I won't even try. I give up. I disengage.*
Deep Dive to Understand Issues & Structures	Me, committed to learn	Seeks to explore and deeply understand root causes of injustice; becomes a student of social change	*I'm gonna fix it all by myself. "Fight the power!" "Us vs. them" Self-righteousness; Justice Snob : "I can't believe you don't recycle!"*
Active Solidarity & Shared Action	Us, working collectively	Engages in deep and reciprocal relationships, and builds coalitions for collective action toward systemic change	*Becomes too academic/ theoretical; detached from relationship.* *Burnout, lack of self-care, cynicism.*

Developed by scholar/practitioners in the Dorothy Day Center for Faith & Justice at Xavier University.