

**Table 3: Racial Management Strategies**

<b>WRJ Members</b>	<b>Observed Racial Identity Management Strategies</b>			<b>Row Totals</b>	<b>Row %</b>
	<b>Racial Objectification</b>	<b>Reduction of Racism</b>	<b>False Equivalencies</b>		
Blake	18	21	12	<b>51</b>	<b>5.19%</b>
Malcolm	17	9	12	<b>38</b>	<b>3.87%</b>
Cassandra	8	29	8	<b>45</b>	<b>4.59%</b>
Sean	12	15	5	<b>32</b>	<b>3.26%</b>
Bret	9	5	17	<b>31</b>	<b>3.16%</b>
Mark	23	9	9	<b>41</b>	<b>4.18%</b>
Michael	5	12	14	<b>31</b>	<b>3.16%</b>
Patrick	30	12	16	<b>58</b>	<b>5.91%</b>
Horace	9	6	5	<b>20</b>	<b>2.04%</b>
James	15	11	7	<b>33</b>	<b>3.34%</b>
Simon	19	14	5	<b>38</b>	<b>3.87%</b>
Philip	4	6	9	<b>19</b>	<b>1.94%</b>
Samuel	33	15	17	<b>65</b>	<b>6.63%</b>
Duncan	12	20	6	<b>38</b>	<b>3.87%</b>
Tristan	12	17	13	<b>42</b>	<b>4.28%</b>
Andre	13	19	15	<b>47</b>	<b>4.79%</b>
Colin	33	23	29	<b>85</b>	<b>8.66%</b>
Wayne	16	22	28	<b>66</b>	<b>6.73%</b>
Jerry	16	14	17	<b>47</b>	<b>4.97%</b>
Sherrill	13	22	15	<b>50</b>	<b>5.09%</b>
Frederick	10	21	23	<b>54</b>	<b>5.50%</b>
<b>Column Totals</b>	<b>327</b>	<b>322</b>	<b>282</b>	<b>981</b>	
<b>Column %</b>	<b>33.33%</b>	<b>32.82%</b>	<b>28.75%</b>		<b>100%</b>
<b>Mean</b>	<b>15.57</b>	<b>15.33</b>	<b>13.43</b>		
<b>Standard Deviation</b>	<b>8.256</b>	<b>6.49</b>	<b>6.99</b>		
<b>Confidence Interval (95%)</b>	<b>±0.89</b>	<b>±0.71</b>	<b>±0.82</b>		
<b>Range for True Population Mean</b>	<b>14.68 to 16.46</b>	<b>14.62 to 16.04</b>	<b>12.61 to 14.25</b>		

**Table 4: Antiracist Management Strategies**

<b>WRJ Members</b>	<b>Observed Antiracist Identity Management Strategies</b>		Row Totals	Row %
	<b>The White Badge of Courage</b>	<b>Activism Authenticity</b>		
Blake	12	14	<b>26</b>	<b>3.67%</b>
Malcolm	6	18	<b>24</b>	<b>3.38%</b>
Cassandra	14	13	<b>27</b>	<b>3.81%</b>
Sean	34	19	<b>53</b>	<b>7.49%</b>
Bret	10	8	<b>18</b>	<b>2.54%</b>
Mark	12	22	<b>34</b>	<b>4.80%</b>
Michael	6	8	<b>14</b>	<b>1.98%</b>
Patrick	25	17	<b>42</b>	<b>5.93%</b>
Horace	16	13	<b>29</b>	<b>4.10%</b>
James	33	19	<b>52</b>	<b>7.34%</b>
Simon	15	14	<b>29</b>	<b>4.10%</b>
Philip	16	16	<b>32</b>	<b>4.52%</b>
Samuel	21	19	<b>40</b>	<b>5.65%</b>
Duncan	13	17	<b>30</b>	<b>4.33%</b>
Tristan	9	12	<b>21</b>	<b>2.97%</b>
Andre	37	15	<b>52</b>	<b>7.34%</b>
Colin	20	13	<b>33</b>	<b>4.67%</b>
Wayne	31	13	<b>44</b>	<b>6.21%</b>
Jerry	12	15	<b>27</b>	<b>3.81%</b>
Sherrill	18	38	<b>56</b>	<b>7.91%</b>
Frederick	8	17	<b>25</b>	<b>3.53%</b>
<b>Column Totals</b>	<b>368</b>	<b>340</b>	<b>708</b>	
<b>Column %</b>	<b>51.98%</b>	<b>48.02%</b>		<b>100%</b>
<b>Mean</b>	<b>17.52</b>	<b>16.19</b>		
<b>Standard Deviation</b>	<b>9.4001</b>	<b>6.096</b>		
<b>Confidence Interval (95%)</b>	<b>±0.96</b>	<b>±0.65</b>		
<b>Range for True Population M</b>	<b>16.56 to 18.48</b>	<b>15.54 to 16.84</b>		