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Charmaine L. Wijeyesinghe Papers

1985-2024

2 boxes (2 linear ft.)

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Read collection overview

Charmaine Wijeyesinghe has studied, consulted, and written in the area of social justice education and organizational change for almost 40 years. She earned her bachelor's in psychology ('80), a master's in education ('85) and her EdD ('92) from the University of Massachusetts Amherst (UMass), and while a grad student worked as an administrator at UMass, including serving as Staff Associate to the Vice Chancellor of Student Affairs, Assistant Dean of Students, and Assistant University Ombudsperson. After defending her dissertation she became Dean of Student at Mount Holyoke College, and later turned to career as a consultant. She was National Program Consultant for the National Conference for Community and Justice, where she developed social justice programs and trainings, and is now an independent consultant and author who addresses the areas of organizational development, identity development, and social justice, working primarily with colleges and universities around the country. Her doctoral work on Multiracial adults, completed in 1992, yielded one of the first models of Multiracial identity development which was adopted into the anti-bias curriculum of the Anti Defamation League. Dr. Wijeyesinghe has published articles, book chapters, and edited multiple volumes on Multiracial identity, racial identity and conflict resolution practice, the evolution of social identity models, and intersectionality. Wijeyesinghe received the (inaugural) NCORE Award for Scholarship in 2017 and (with Johnston-Guerrero) the Multiracial Network of ACPA's Innovation Award in 2021. She was inducted into the ACPA Diamond Honoree Program in 2024.

The Charmaine Wijeyesinghe Papers document two branches of Wijeyesinghe's scholarly and public engagements in the fields of social identity, Multiracial issues, and the application of intersectionality to higher education. Wijeyesinghe's work and output related to her doctoral degree and 1992 dissertation, *Towards a Theory of Bi-Racial Identity Development: A Review of the Literature on Black Identity Development, White Identity Development, and Bi-Racial Identity Issues*, are well documented, including coded transcripts from interviews and Wijeyesinghe's work log. Wijeyesinghe's extensive engagement at professional conferences and as a workshop trainer frames the remaining materials, which include training workbooks and presentation agendas, programs, and handouts.

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Background on Wijeyesinghe, Charmaine

Charmaine Wijeyesinghe is a consultant, speaker, and author exploring social identity, Multiracial identity, and intersectionality through diverse perspectives. The foundations for Wijeyesinghe's work and writing were formed through the classes, positions, and relationships she experienced at the University of Massachusetts Amherst (UMass).

Wijeyesinghe was born in Danvers, Massachusetts in 1958, shortly after her parents and two older siblings immigrated to the United States from Sri Lanka (then Ceylon). She enrolled as an undergraduate at UMass in 1976, first in pre-med, then changing to psychology. She received a BS degree in 1980. Wijeyesinghe held several administrative positions at the University while completing her master's and doctoral degrees from the School of Education. From 1981-1992, she worked in residential life and in the offices of the Dean of Students, Ombudsperson, and Vice Chancellor for Student Affairs. Around 1985, she joined a consulting collective formed by graduates of the School of Education's social justice program, called DiversityWorks, that enabled her to engage in social justice work with organizations around the country for several years. Wijeyesinghe received a master's degree in higher education administration in 1985, and a doctorate in organizational development and applied group studies in 1992, both from the School of Education. As a graduate student she co-taught classes on forms of oppression and group dynamics. After receiving her doctorate, Wijeyesinghe became the Dean of Students of Mount Holyoke College, and then a member of the national program staff of the National Conference of Christians and Jews (based in New York City). During this period, Wijeyesinghe also taught seminars at Omega Institute in NY and the School for International Training in VT.

Engaging with the faculty and graduate students in the School of Education exposed Wijeyesinghe to foundational information on social oppression, racial identity theory, and organizational change. Her 1992 dissertation, *Towards a Theory of Bi-Racial Identity Development: A Review of the Literature on Black Identity Development, White Identity Development, and Bi-Racial Identity Issues*, joined the list of prominent racial theories produced by doctoral students at UMass, including Black identity (Bailey Jackson, 1976), Asian identity (Jean Kim, 1981) and White identity (Rita Hardiman, 1982). Wijeyesinghe's biracial identity model and its subsequent revision in 2012 were two of the earliest ecological models of Multiracial identity, and enabled Wijeyesinghe to become a cornerstone theorist in the emerging field of Multiracial and Critical Mixed Race Studies. Her work on Multiracial identity was adopted by the Anti-Defamation League in 2006 for its anti-bias curriculum.

Wijeyesinghe published five edited or co-edited volumes between 2001 and 2021, including two editions of *New Perspectives on Racial Identity Development* (NYU Press 2001, 2012) that she co-edited and contributed to with Bailey W. Jackson III, chair of her dissertation committee and former Dean of the School of Education. She also wrote articles on the application of racial identity theory to conflict resolution practices. In 2010 the focus of Wijeyesinghe's writing and work pivoted to intersectionality. From 2010-2021 she published book chapters and an edited volume on this topic, often collaborating with Susan Robb Jones, faculty member at The Ohio State University. Jones and Wijeyesinghe became prominent presenters on intersectionality at the National Conference on Race and Ethnicity (NCORE) and American College Personnel Association (ACPA). Wijeyesinghe returned to the topics of race and identity in her later books, *Multiracial Experiences in Higher Education* (co-edited with Marc Johnston-Guerrero, Stylus, 2021) and *the Complexities of Race: Identity, Power, and Justice in an Evolving America* (NYU Press, 2021). Based on the contributions made by her writing, Wijeyesinghe received the (inaugural) NCORE Award for Scholarship in 2017 and (with Johnston-Guerrero) the Multiracial Network of ACPA's Innovation Award in 2021. She was inducted into the ACPA Diamond Honoree Program in 2024.

As made evident by her over 150 sessions at national level conferences such as NCORE, ACPA, Teacher's College Round Table, and Critical Mixed Race Studies, her edited or co-edited books, book chapters and journal articles, and her consulting practice spanning almost 40 years, Wijeyesinghe is an influential thinker in the fields of social identity, Multiracial issues, and the application of intersectionality to higher education.

Scope of collection

The Charmaine Wijeyesinghe Papers document two branches of Wijeyesinghe's scholarly and public engagements in the fields of social identity, Multiracial issues, and the application of intersectionality to higher education. Wijeyesinghe's work and output related to her doctoral degree and 1992 dissertation, *Towards a Theory of Bi-Racial Identity Development: A Review of the Literature on Black Identity Development, White Identity Development, and Bi-Racial Identity Issues*, are well documented in Series 1, including coded transcripts from interviews and Wijeyesinghe's work log. Wijeyesinghe's extensive engagement at professional conferences and as a workshop trainer frames the remaining materials, in Series 2, which include training workbooks and presentation agendas, programs, and handouts, as well as copies of her books.

Series descriptions

[Series 1. Dissertation](#)

1985-1993

2 boxes (.5 linear feet)

This series documents Wijeyesinghe's work and output related to her doctoral degree and 1992 dissertation, *Towards a Theory of Bi-Racial Identity Development: A Review of the Literature on Black Identity Development, White Identity Development, and Bi-Racial Identity Issues*, including coded transcripts from interviews, Wijeyesinghe's work log, and a bound copy.

[Series 2. Professional and Personal](#)

1988-2024

2 boxes (1.5 linear feet)

This series has a few clippings related to Wijeyesinghe's, but primarily documents her extensive engagement at professional conferences and as a workshop trainer, including training workbooks, presentation agendas, programs, and handouts. The series also contains copies of her books.

Inventory

Series 1. Dissertation

1985-1993

2 boxes (.5 linear feet)

Announcements, forms, letters

1985, 1992-1993

Box 1: 1

Comprehensive Exams

1990

Box 1: 2

Comprehensive Exams [2 audiocassettes]

1990

Box 2

Dissertation

1990

Box 1: 3

Dissertation

1990

Box 1: 4

Dissertation: *Towards an Understanding of the Racial Identity of Bi-Racial People* [Bound Copy]

1993

Box 2

Dissertation Defense [audiocassette]

ca.1990

Box 2

Dissertation Log + Diary

1990-1991

Box 1: 5

Dissertation Interview Transcripts (#2)

1991

Box 1: 6

Dissertation Interview Transcripts (#3)

1991

Box 1: 7

Dissertation Interview Transcripts (#5)

1991
Box 1: 8
Dissertation Interview Transcripts (#6)
1991
Box 1: 9
Dissertation Interview Transcripts (#7)
1991
Box 1: 10
Dissertation Interview Transcripts (#8)
1991
Box 1: 11
Dissertation Interview Transcripts (#9)
1991
Box 1: 12
Series 2. Professional and Personal
1988-2024
2 boxes (1.5 linear feet)
Clipping - The Diversity Factor - "Diversity Assessment Telling the Story"
1996
Box 1: 13
Clipping - The Oracle - "First multiracial identity development mini-conference"
2006 Apr
Box 1: 14
Clipping - Times Union - "Women's game belongs out front"
2013 Apr
Box 1: 15
Clipping - UMass Amherst - "The United Colors of Family"
2007 Apr
Box 1: 16
Social Justice Education Project, UMass, Expanding Racial Identity Theory [2 audiocassettes]
1994 Apr
Box 2
Conferences & Workshops

American College Personnel Association - Conference on Multiracial and Multiple Identities
2008 Feb
Box 1: 17
American College Personnel Association - Presentation, Integrating Intersectionality in Student Affairs
Practice
2011 Mar
Box 1: 18
American College Personnel Association - Presentation, Diamond Honoree Ceremony Program
2024 Mar
Box 1: 19
American College Personnel Association - Diversity and Learning Conference
1998 Nov
Box 1: 20
Boston College - Diversity Challenge
2011 Oct
Box 1: 21
Bucknell University - Integrating Intersectionality into Student Affairs
2010 Nov
Box 1: 22
Diversity Works - Improving Racial Harmony on Campus, NJ Dept. of Higher Ed, Summer Institute Reader
1988
Box 1: 23
Diversity Works - Improving Racial Harmony on Campus, NJ Dept. of Higher Ed, Summer Institute Workbook
1988
Box 1: 24
Diversity Works - Diversity in the Workplace
1988 Dec
Box 1: 25
Diversity Works - Diversity in the Workplace: Moving Beyond the Barriers
1989 Apr
Box 1: 26
Diversity Works - Heterosexism + Homophobia Awareness Workshop, Shippensburg University
1992 Mar

Box 1: 27
Diversity Works - Conflict Interventions in a Residential Environment
1992 Oct
Box 1: 28
Diversity Works - Designing a Workshop on Diversity
1993 Jul
Box 1: 29
Diversity Works - Developing Confrontational and Mediation Skills for Effective Management of a Diverse
Campus Environment
ca.1993-1995
Box 1: 30
Diversity Works - Issues of Identity and Diversity + Understanding Social Diversity
1994 Jul
Box 1: 31
Diversity Works - Training of Trainers Institute, Workbook
1994 Aug
Box 1: 32
Diversity Works - Diversity Training for Professionals - Training of Trainers, Reader, part 1-Oppression
1995 Jul
Box 1: 33
Diversity Works - Diversity Training for Professionals - Training of Trainers, Reader, part 2-Heterosexism
1995 Jul
Box 1: 34
Diversity Works - Diversity Training for Professionals - Training of Trainers, Reader, part 3-Racism
1995 Jul
Box 1: 35
Diversity Works - Diversity Training for Professionals - Training of Trainers Reader, part 4-Sexism
1995 Jul
Box 1: 36
Diversity Works - Diversity Training for Professionals - Training of Trainers Reader, part 5-Anti-Semitism,
Ableism, Ageism
1995 Jul
Box 1: 37
Diversity Works - Diversity Training for Professionals - Training of Trainers, Workbook
1995 Jul
Box 1: 38
Elements of a Campus Assessment for Creating a More Inclusive Environment for Multiracial Students
ca.2005
Box 1: 39
Factor Model of Multiracial Identity (FMMI)
2001
Box 1: 40
Hunter College School of Social Work - Racial Identity Development
1996 Jan
Box 1: 41
Multicultural Organizational Development (MCOB)
ca.1993
Box 1: 42
The National Conference - Presentation, The Challenge for Leadership
1995 Oct, 1996 Feb
Box 1: 43
The National Conference - The Effect of Social Identities on the Development and Resolution of Conflicts
Involving Diversity
1996 Jan
Box 1: 44
The National Conference - Racial Identity Development
1996 Jan
Box 1: 45
The National Conference - Training of Trainers Seminar
1996 Nov
Box 1: 46
National Conference of Community and Justice - Learning and Practicing Dialogue Skills for Challenging
Conversation
2011 Jan
Box 1: 47
National Conference on Race and Ethnicity - Understanding and Responding to the Racial Identity
Development of Multiracial Students
1994 Jun

Box 1: 48
National Conference on Race and Ethnicity - Presentation, Understanding and Responding to the Racial Identity Development of Multiracial Students
1995

Box 1: 49
National Conference on Race and Ethnicity in American Higher Education - Presentation
2001

Box 1: 50
National Conference on Race and Ethnicity in American Higher Education - Pre-Conference Institute on Multiracial Students and Identity
2004 Jun

Box 1: 51
National Conference on Race and Ethnicity in American Higher Education - Pre-Conference Institute on Multiracial Students and Identity
2005 May-Jun

Box 1: 52
National Conference on Race and Ethnicity - Presentation, Racial Identity in Multiracial People
2006 Jun

Box 1: 53
National Conference on Race and Ethnicity in American Higher Education - Presentation
2008 May

Box 1: 54
National Conference on Race and Ethnicity - Presentation, Intersectionality
2010

Box 1: 55
National Conference on Race and Ethnicity - Presentation, Race as Choice
2016

Box 1: 56
National Conference on Race and Ethnicity in American Higher Education - Pre-Conference Institute: Intersectionality, Race, and Identity
2015 May

Box 1: 57
National Conference on Race and Ethnicity in American Higher Education
2018 May-Jun

Box 1: 58
National Girls and Women in Sport Symposium
1992 Feb

Box 1: 59
National Staff Conference - Presentation, Racial Identity Foundation
1996 Jan

Box 1: 60
New England College Alcohol Network Conference
1993 Sep-Oct

Box 1: 61
School for International Training - Conflict Resolution and Mediation from an Intercultural Perspective
1994 Jul

Box 1: 62
Social Identity in the Workplace - Intersectionality lecture, Skidmore College
2015 Nov

Box 1: 63
Strategies for Successfully Navigating Graduate Writing - Ohio State University
2017 Mar

Box 1: 64
Systems Approach to Workplace Diversity Staff Conference
1996 Jan

Box 1: 65
Teachers College - Annual Winter Roundtable on Culture, Psychology and Education
2013 Feb

Box 1: 66
UMass Amherst - Putting our Ideologies into Action: Moving Beyond Awareness to Anti-Racism Work
1993 Sep

Box 1: 67
UMass Amherst - Strategies for Combating Racism and Promoting Civility
1993 Sep

Box 1: 68
UMass Amherst - Social Justice Education Program, Exploring the Complexities of the Concept of Social Group Membership in Social Justice Education
1994 Nov

Box 1: 69
UMass Amherst - Social Justice Education Conference
2012 Apr
Box 1: 70
UMass Amherst - Advocacy, Inclusion and Support Programs Cluster
2017 Aug
Box 1: 71
Workplace Diversity Network Spring Forum
1996 Apr
Box 1: 72
Workplace Inclusion Network - Multicultural Organizational Development
2016 Oct
Box 1: 73
Books

Wijeyesinghe, Charmaine, L. ; Jackson, Bailey, W.: New Perspectives on Racial Identity Development: A Theoretical and Practical Anthology
2001
Box 2
Wijeyesinghe, Charmaine, L. ; Jackson, Bailey, W.: New Perspectives on Racial Identity Development: Integrating Emerging Frameworks, Second Edition
2001, 2012
Box 2
Ouellett, Mathew, L.: An Integrative Analysis Approach to Diversity in the College Classroom
2011
Box 2
Johnston-Guerrero, Marc, P. ; Wijeyesinghe, Charmaine, L.: Multiracial Experiences In Higher Education: Contesting Knowledge, Honoring Voice, and Innovating Practice
2021
Box 2
Wijeyesinghe, Charmaine, L.: The Complexities of RACE, Identity, Power, and Justice in an Evolving America
2021
Box 2

Administrative information

Access

The collection is open for research.

Provenance

Gift of Charmaine Wijeyesinghe, 2023-2024.

Processing Information

Processed by Blake Spitz, finding aid by Jaedin Johnson, 2024.

Related Material

For additional materials related to the School of Education in Special Collections and University Archives, see:

[University of Massachusetts School of Education Records \(RG 013\).](#)

Language:

English

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Search terms

Subjects

- African Americans--Race identity
- Black people--Race identity
- Education, Higher
- Educational consultants
- Intersectionality (Sociology)
- Race awareness--United States
- Racially mixed people--Race identity
- White people--Race identity
- Wijeyesinghe, Charmaine, 1958-

Contributors

- Wijeyesinghe, Charmaine, 1958- [main entry]

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