

Diversity Rubric

Name of Student:

Date Completed:

DIVERSITY OUTCOMES	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
	Unawareness	Dualistic Awareness	Questioning and Self Exploration	Exploration of Otherness	Validation
Understanding Difference	May not consciously recognize or react to particular types of differences, even when experiencing them; assumes knowledge is certain	Categorizes knowledge claims as right or wrong; views differences as a threat to self-identity	Questions own experience in relation to others' experience; acknowledges multiple perspectives; recognizes that learning about others is necessary	Exhibits a willingness to critically explore claims of knowledge concerning differences; acknowledges that they, as individuals, do not have all the answers regarding differences; face the dilemma of understanding others without compounding societal stereotypes	Validates others' experiences and/or beliefs. Acknowledge the rights, responsibilities, and contributions of others. Ability to openly discuss cultural differences and issues. Effectively communicates across individual differences.
Self Understanding	Unlikely to question own beliefs or characteristics; no congruency between thought and behavior; rely on an external authority for definition of self	Expresses superiority to others; resists challenges to one's own beliefs	May express tension between previously held beliefs and contradictory beliefs from others; expresses awareness of their own background and how it affects their world view, values, and assumptions; recognizes that personal experiences and beliefs are starting points for understanding others	Exhibits a willingness to challenge own beliefs, assumptions, and biases; faces both their own discomfort and the very real possibility of rejection by those closest to them; ability to accurately assess their own multicultural skills, comfort level, growth, and development	Develops positive congruency between thought and behavior; acknowledge the rights, responsibilities, and contributions of self

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	Unawareness	Dualistic Awareness	Questioning and Self Exploration	Exploration of Otherness	Validation
Cultural Awareness	Does not express an awareness of others; has no understanding of how cultural differences affect communication	Is naïve about different cultural practices and values; expresses awareness of how social systems affect group norms	Expresses willingness to learn about diverse cultures (i.e., history, traditions, values, customs, resources, issues); expresses awareness of intergroup differences and similarities in terms of social identities	Considers social identities in a broader context; recognizes legitimacy of similarities and differences within and between cultures and groups; exhibits an ability to assess the impact of cultural differences on interactions	Exhibits understanding of the way cultural differences affect communication
Interaction with Others	Interacts mainly with individuals with similar identities to self; avoids interactions that lead to conflict because of difference; does not affirm choices and beliefs that differ from their own	If contact with the other is chosen, it may be to point out wrong behavior, correct behavior, or remove others from the environment; aware that the other exists but does not validate, affirm, or choose to become involved with the other	Has some conflict or meaningful encounter with the other; may use observation, conversations, or media to gain more insight into others; engages in interactions where multiple perspectives exist	Willingly interacts with diverse others; may begin to advocate for others; may “try on” someone else’s differences; begins to implement strategies for positively impacting group norms and intergroup relations; exhibits a willingness to reach out to others	Ability to affirm choices and beliefs different from their own; willingness to advocate and provide for others; engages in interactions that are based on understanding and appreciation for differences; ability to gain the trust and respect of individuals who are different from themselves; increasingly able to interact confidently with others

COMMENTS: