

Diversity Rubric

Revised by GE Faculty Learning Community: 12/14/18 workshop

Criteria	Beginning/ 1	Developing/ 2	Accomplished/ 3	Exemplary/ 4
Multidimensional understanding (of others): A multidimensional understanding of others' situations (historical, economic, political, social, cultural, etc.)	Limited discussion of relevant factors that shape other groups or perspectives with no or incorrect discussion of how the factors logically link to the current understanding of said group(s) and lacking evidence	Limited discussion of relevant factors that shape other groups or perspectives; Some attempt at logically linking factors to the current understanding of said group(s) and/or with limited supporting evidence .	Identifies relevant factors that shape other groups or perspectives. Logically links those factors to the current understanding of said group(s) with some supporting evidence .	Identifies relevant factors that shape other groups or perspectives. Logically links those factors to the current understanding of said group(s) with sufficient supporting evidence .
Self-awareness (of self): A critical awareness and reflection of the factors that shape OWN positions, beliefs, attitudes and biases	Inability or resistance to reflect on own positions, beliefs, attitudes and biases	Identifies own positions, beliefs, attitudes and biases	Identifies the factors that shape own positions, beliefs, attitudes and biases	Identifies and analyzes HOW the factors shape own positions, beliefs, attitudes and biases
Perspectives or worldviews: An ability to describe and compare multiple perspectives or worldviews	Fails to describe more than one perspectives	Identifies multiple perspectives or worldviews, BUT provides basic description of these perspectives or worldviews	Identifies multiple perspectives or worldviews, AND/OR provides detailed description of and limited comparison between these perspectives or worldviews	Identifies multiple perspectives or worldviews, AND/OR provides a thorough comparison of these perspectives or worldviews
Biases: An ability to recognize and examine the biases associated with different perspectives or worldviews	Fails to recognize biases inherent in any perspectives or worldviews	Demonstrates recognition of biases inherent in any perspectives or worldviews, BUT unable to explain these biases	Demonstrates a reasonable but limited examination of biases inherent in different perspectives or worldviews	Demonstrates a thorough critique or analysis (e.g. critical evaluation) of the biases inherent in different perspectives or worldviews
Knowledge application: An ability to apply ideas and concepts drawn from multiple perspectives to real-world situations/scenarios/problems	No attempt to apply ideas and concepts drawn from multiple perspectives to real-world situations/scenarios/problems	Limited attempt (quantity or quality) to apply ideas and concepts drawn from multiple perspectives to real-world situations/scenarios/problems	Substantive attempt to apply ideas and concepts drawn from multiple perspectives to real-world situations/scenarios/problems	Thorough application of ideas and concepts drawn from multiple perspectives to real-world situations/scenarios/problems