

	1 - Emerging	2 - Approaching	3 - Meeting	4 - Exceeding
Language	Demonstrates surface understanding of the complexity of elements important to members of other cultures in relation to its history, values, politics, communication styles, economy, or beliefs and practices.	Demonstrates partial understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices.	Demonstrates adequate understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices.	Demonstrates sophisticated understanding of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices.
Self: Awareness & Assumptions	<ul style="list-style-type: none"> - Expresses attitudes and beliefs as an individual, from a one-sided view. Is indifferent or resistant to what can be learned from diversity of communities and cultures. - Demonstrates little or no awareness of one's own assumptions, judgments and/or biases about self and others. - States minimal 	<ul style="list-style-type: none"> - Has awareness that own attitudes and beliefs are different from those of other cultures and communities. Exhibits little curiosity about what can be learned from diversity of communities and cultures. - Begins to identify own assumptions, judgments and/or biases about self and others. - Asks simple or 	<ul style="list-style-type: none"> - Reflects on how own attitudes and beliefs are different from those of other cultures and communities. Exhibits curiosity about what can be learned from diversity of communities and cultures. - Articulates the influence of one's own assumptions, judgments and/or biases during interactions with one's own culture and the culture of others. 	<ul style="list-style-type: none"> - Demonstrates evidence of adjustment in own attitudes and beliefs because of working within and learning from diversity of communities and cultures. Promotes others' engagement with diversity. - Demonstrates ability to assess the impact of assumptions, judgments, and/or biases related to one's own and other cultures.

	<p>interest in learning more about other cultures.</p> <p>Receptive to interacting with culturally different others. Has difficulty suspending any judgment in her/his interactions with culturally different others, but is unaware of own judgment.</p>	<p>surface questions about other cultures.</p> <p>Expresses openness to most, if not all, interactions with culturally different others. Has difficulty suspending any judgment in her/his interactions with culturally different others, and is aware of own judgment and expresses a willingness to change.</p>	<p>-Asks deeper questions about other cultures and seeks out answers to these questions.</p> <p>Begins to initiate and develop interactions with culturally different others. Begins to suspend judgment in valuing her/his interactions with culturally different others</p>	<p>-Asks complex questions about other cultures, seeks out and articulates answers to these questions that reflect multiple cultural perspectives.</p> <p>Initiates and develops interactions with culturally different others. Suspends judgment in valuing her/his interactions with culturally different others.</p>
Systems: Implicit/Explicit Bias	<p>Views the experience of others but does so through own cultural worldview.</p> <p>Lacks understanding or ignores systems of oppression, privilege and power.</p>	<p>Identifies components of other cultural perspectives but responds in all situations with own worldview.</p> <p>Understands how one is affected by and participates in maintaining systems of oppression, privilege, and power.</p>	<p>Recognizes intellectual and emotional dimensions of more than one worldview and sometimes uses more than one worldview in interactions.</p> <p>Take responsibility for one's role in perpetuating discrimination or oppression</p>	<p>Interprets intercultural experience from the perspectives of own and more than one worldview and demonstrates ability to act in a supportive manner that recognizes the feelings of another cultural group.</p> <p>Advocates for systematic changes that can positively impact others. Creates opportunities for others to impact systems.</p>
Integration	<p>understands individual and systems level thinking</p>	<p>Connects individuals lived experience with systems theory</p>	<p>Can connect individual and systems thinking from a personal perspective.</p>	<p>Internalizes the importance of use of</p>

	<p>from a theoretical perspective</p> <p>little to no understanding of positionality</p> <p>Lacks understanding on intersectionality, social justice, and inclusion and how it impacts them and others and their communities and locally.</p>	<p>Understands others have multiple, intersecting identities, perspectives, and developmental differences. Developing understanding of social justice and inclusion in their communities and locally.</p>	<p>understands and accounts for positionality</p> <p>Connects and builds meaningful relationships with others while recognizing their multiple, intersecting identities, perspectives, and developmental differences. Articulate a foundational understanding of social justice and inclusion in their communities and locally.</p>	<p>Advocates for building meaningful relationships with others with multiple, intersecting identities, perspectives, and developmental differences to achieve inclusion and justice in their communities and locally. Advocates for social justice and inclusion in their communities and locally.</p>
Communication	<p>Has a minimal level of understanding of cultural differences in verbal and nonverbal communication; is unable to negotiate a shared understanding.</p>	<p>Identifies some cultural differences in verbal and nonverbal communication and is aware that misunderstandings can occur based on those differences but is still unable to negotiate a shared understanding</p>	<p>Recognizes and participates in cultural differences in verbal and nonverbal communication and begins to negotiate a shared understanding based on those differences.</p>	<p>Articulates a complex understanding of cultural differences in verbal and nonverbal communication (e.g., demonstrates understanding of the degree to which people use physical contact while communicating in different cultures or use direct/indirect and explicit/implicit meanings) and is able to skillfully negotiate a shared understanding based on those differences.</p>