

Intercultural Appreciation Rubric

Definition: The ability to describe and demonstrate the value of cultural differences and commonalities among people and to recognize and respond to those differences and commonalities in the workplace and the learning environment.

Differences and commonalities include, but are not limited to, ethnicity, age, gender, ability, life experiences, family situation, race, and sexual orientation.

| Criteria | Mastering | Achieving | Developing | Beginning | Not Assessed at Instructor's Discretion |
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| Cultural awareness and self-knowledge | Defines culture in a complex manner and identifies many aspects of own culture. AND/OR Recognizes own unique qualities shaped by culture and how culture impacts their attitude, beliefs, and experiences. AND/OR Articulates insights into own cultural rules and biases. | Defines culture as including multiple components and identifies aspects of own culture. AND/OR Identifies cultural factors that impact their perspective. | Defines culture in a simple way and identifies some aspects of own culture. AND/OR Demonstrates some understanding of how culture impacts them. | Defines culture in a simple way and struggles to identify own culture. AND/OR Believes that only other people possess culture. | |
| Acknowledgement of stereotypes and prejudice | Acknowledges and challenges the stereotypes and prejudice they have regarding people who are different from them in the workplace or classroom. AND/OR Challenges past, present, and future impact of privilege and discrimination. AND/OR Actively demonstrates commitment to eliminate personal biases. | Recognizes stereotypes others may hold about them. AND/OR Acknowledges the stereotypes and prejudice they have regarding people who are different from them in the workplace or classroom. AND/OR Explores how stereotypes impact interactions. AND/OR Considers whether stereotypes are correct and begins to adjust them. | Defines the meaning of stereotype and prejudice. AND/OR Begins to explore how stereotypes impact interactions. AND/OR Shows some willingness to explore whether their stereotypes or prejudices are correct. | Struggle to define the meaning of prejudice or stereotype. AND/OR Recognizes that they may hold stereotypes and prejudices but believes that they are not very harmful or that they do not influence interactions. AND/OR Shows little willingness to explore whether their stereotypes or prejudices are correct. | |

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| <p>Verbal and nonverbal communication</p> | <p>Shows a working understanding of communication differences. AND/OR Is able to negotiate a shared understanding between individuals from different groups in the workplace or classroom.</p> | <p>Identifies cultural differences in verbal and nonverbal communication and their impact on interactions. AND/OR Works toward negotiating a shared understanding between individuals from different groups.</p> | <p>Identifies some cultural differences in verbal and nonverbal communication and is aware that misunderstandings can occur based on those differences. AND/OR Works toward negotiating a shared understanding between individuals from different groups, but struggles at times.</p> | <p>Has a minimal level of understanding of cultural differences in communication. AND/OR Struggles to negotiate a shared understanding between individuals from different cultural groups in the workplace or classroom.</p> | |
| <p>Respect, engagement, and inquiry</p> | <p>Carefully considers the impact of behavior and seeks to foster positive interaction. AND/OR Intentionally engages in cooperative discussions and activities to understand and address differences honestly and respectfully.</p> | <p>Considers impact of potentially offensive behavior and adjusts. AND/OR Engages in opportunities to develop understanding.</p> | <p>Recognizes behavior that might be considered offensive and is willing to adjust. AND/OR Works effectively with people who are different from them.</p> | <p>Struggles to recognize behavior that might be considered offensive. AND/OR Will work with people who are culturally different from them if assigned but does not volunteer.</p> | |
| <p>Teamwork and openness</p> | <p>Analyzes and applies knowledge of multiple points of view and can work effectively with many people who are different from them. AND/OR Uses differences to enhance the ability to effectively perform work. AND/OR Initiates and develops interactions with culturally different others, suspends judgment.</p> | <p>Works well with people who are different from them. AND/OR Identifies how differences can enhance team performance and applies that understanding to action. AND/OR Demonstrates openness to those who are different from them.</p> | <p>Works well with people who are different from them but struggles on occasion. AND/OR Identifies how differences can enhance team performance but struggles to apply that understanding to action. AND/OR Demonstrates some openness to those who are different from them.</p> | <p>Makes an effort but is uncomfortable interacting with people who are different. AND/OR Struggles to identify how differences enhance teamwork.</p> | |