

CULTURAL AWARENESS RUBRIC

Based on Ethic Value Rubric by AAC&U



Definition: Intercultural Knowledge and Competence is "a set of cognitive, affective, and behavioral skills and characteristics that support effective and appropriate interaction in a variety of cultural contexts." (Bennett, J. M. 2008. Transformative training: Designing programs for culture learning. In *Contemporary leadership and intercultural competence: Understanding and utilizing cultural diversity to build successful organizations*, ed. M. A. Moodian, 95-110. Thousand Oaks, CA: Sage.)

**Educators guide students to understand the complexity of gathering and researching information about a culture different from the student's own culture and recognizing that information will lose accuracy when brought into the lens of one's own cultural perspective.

Evaluators are encouraged to assign a zero to any work sample or collection of work that does not meet benchmark (cell one) level performance.

		Proficient	Competent	Developing	Emerging
Knowledge	<i>Cultural self-awareness</i>	Articulates insights into own cultural rules and biases	Recognizes new perspectives about own cultural rules and biases	Identifies own cultural rules and biases	Shows minimal awareness of own cultural rules and biases (even those shared with own cultural group(s))
	<i>Knowledge of cultural worldview frameworks</i>	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.	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 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 no 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.
Skills	<i>Verbal and nonverbal communication</i>	Articulates a complex understanding of cultural differences in verbal and nonverbal communication and is able to skillfully negotiate a shared understanding based on those differences.	Recognizes and participates in cultural differences in verbal and nonverbal communication and begins to negotiate a shared understanding based on those differences.	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.	Has a minimal level of understanding of cultural differences in verbal and nonverbal communication and is unable to negotiate a shared understanding.
Attitudes	<i>Curiosity and Empathy</i>	Asks rigorous/multilayered questions about other cultures, seeks out and articulates answers to these questions that reflect multiple cultural perspectives. Often uses more than one worldview.	Asks thorough questions about other cultures and seeks out answers to these questions. Sometimes uses more than one worldview in interactions.	Asks simple questions about other cultures. Identifies components of other cultural perspectives but responds in all situations with own worldview.	Doesn't ask questions or states limited interest in learning more about other cultures. Views the experience of others but does so through own cultural worldview.
Behaviors	<i>Openness</i>	Initiates and develops interactions with culturally different others. Suspends judgment in valuing their interactions with culturally different others.	Expresses openness to interact and begins to initiate interaction with culturally different others. Begins to suspend judgment in valuing their interactions with culturally different others.	Receptive to most, if not all, interactions with culturally different others. Has difficulty suspending any judgment in their interactions with culturally different others, and is aware of own judgment and expresses a willingness to change.	Minimum interest in interacting with culturally different others. Has difficulty suspending any judgment in their interactions with culturally different others, but is unaware of own judgment.

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