Center for the Study of Diversity
Diversity Learning VALUE Rubric – Revised 6/30/14

Elements	Capstone 4	Milestones 3	Milestones 2	Benchmark 1
Diversity Self-Awareness	Can effectively articulate self-identity and personal relationships in the context of significant human differences.	Ability to evaluate the effect of relationships and positioning of the individual self and others in diverse environments.	Ability to identify and understand/analyze how position and identity of self and others enables and impacts relationships in diverse environments.	Ability to identify some connections between personal positioning and decision making in diverse environments.
Perspective Taking	Evaluates and applies a range of perspectives to complex subjects within natural and human systems in the face of multiple or conflicting positions (e.g., cultural, disciplinary, ethical).	Synthesizes other perspectives (e.g., cultural, disciplinary, ethical) when studying subjects within natural and human systems.	Identifies and explains multiple perspectives (e.g., cultural, disciplinary, ethical) when studying subjects within natural and human systems.	Identifies multiple perspectives while maintaining a value preference for own positioning (e.g., cultural, disciplinary, ethical).
Cultural Intelligence and Communication	Adapts and applies a deep understanding of multiple worldviews, experiences, and power structures. Initiates meaningful interactions with various groups to address significant issues.	Analyzes substantial connections between worldviews, power structures, and experiences of multiple groups historically or in contemporary contexts. Openly engages in respectful interactions with other groups.	Can give a historical or contemporary telling of multiple groups' experiences and how they relate; somewhat acknowledging power structures. Respectfully interacts with other groups, backgrounds, and worldviews	Can provide a one-sided retelling of a group's experience in a historical or contemporary context. Demonstrates some openness to differing groups' backgrounds, or worldviews.
Personal and Social Responsibility	Takes informed and responsible action to address significant ethical, social and environmental challenges in institutions and communities and evaluates the local and broader consequences of individual and collective interventions.	Analyzes the ethical, social, and environmental consequences facing institutions and communities and identifies a range of actions informed by one's sense of personal and civic responsibility.	Explains the ethical, social, and environmental consequences of local and national decisions for various institutions and communities.	Identifies basic ethical dimensions of some local or national decisions that have consequences for institutions and/or communities.
Understanding Global Systems	Uses deep knowledge of the historic and contemporary role and differential effects of human organizations and actions on various communities, groups, and institutions in order to develop and advocate for informed, appropriate action to solve complex problems.	Analyzes major elements of human organizations and actions historically and in the contemporary world to pose elementary solutions to complex problems.	Examines the historical and contemporary roles, interconnections, and differential effects of human organizations and actions.	Identifies the basic role of some global and local institutions, ideas, and processes involving human organizations and actions.
Applying Knowledge to Contemporary Situations	Applies knowledge and skills to implement sophisticated, appropriate, and workable solutions to address diversity-related issues using interdisciplinary perspectives independently or with others.	Plans and evaluates more complex solutions to diversity-related issues that are appropriate to their contexts using multiple disciplinary perspectives (e.g., cultural, historical, scientific).	Formulates practical yet elementary solutions to diversity-related issues that use at least two disciplinary perspectives (e.g., cultural, historical, and scientific).	Defines diversity-related issues in basic ways, including a limited number of perspectives and solutions.

Adapted from the Association of American Colleges & Universities Global Learning VALUE Rubric