

## Appendix A: ETHNIC STUDIES RUBRIC

### Essential Learning in the Ethnic Studies Requirement

Adapted from Association of American Colleges and Universities “Intercultural Knowledge and Competence,” “Critical Thinking” and “Civic Engagement” VALUE Rubrics

SCORE →	4	3	2	1
<b>ESR Outcomes</b> ↓	<i>Artifact exhibits <b>sophisticated and substantial</b> cognitive, affective, and behavioral skills and characteristics that support effective and appropriate understanding and interaction in a variety of cultural contexts.</i>	<i>Artifact exhibits <b>developing and consistent</b> cognitive, affective, and behavioral skills and characteristics that support effective and appropriate understanding and interaction in a variety of cultural contexts</i>	<i>Artifact exhibits <b>emerging and inconsistent</b> cognitive, affective, and behavioral skills and characteristics that support effective and appropriate understanding and interaction in a variety of cultural contexts</i>	<i>Artifact exhibits <b>minimal and surface-level</b> cognitive, affective, and behavioral skills and characteristics that support effective and appropriate understanding and interaction in a variety of cultural contexts.</i>
<b>ELO 1: Awareness of History’s Impact on the Present</b>	Demonstrates sophisticated understanding of the complexity of elements important to members of another culture in relation to its history, politics, economy or beliefs and practices.	Demonstrates adequate understanding of the complexity of elements important to members of another culture in relation to its history, politics, economy or beliefs and practices.	Demonstrates partial understanding of the complexity of elements important to members of another culture in relation to its history, politics, economy or beliefs and practices.	Demonstrates surface understanding of the complexity of elements important to members of another culture in relation to its history, politics, economy or beliefs and practices.
<b>ELO 2: Ability to recognize and questions assumptions related to culture</b>	Thoroughly analyzes own and others’ assumptions regarding culture and carefully evaluates the relevance of contexts when presenting a position.	Demonstrates identification of own and others’ assumptions regarding culture and several relevant contexts when presenting a position.	Questions some assumptions regarding culture. May be more aware of others’ assumptions than one’s own (or vice versa).	Shows a minimal awareness of present assumptions regarding culture. Begins to identify some superficial contexts when presenting a position.
<b>ELO 3: Consciousness of “Self” and “Other” (cultural self-awareness)</b>	Articulates insights into own cultural rules and biases (e.g. aware of how her/his experiences have shaped these rules, and how to recognize and respond to cultural biases, resulting in a shift in self-perception.	Recognizes multiple perspectives about own cultural rules and biases (e.g. not looking for sameness, comfortable with the complexities that multiple perspectives offer).	Identifies own cultural rules and biases (albeit with a strong preference for those rules shared with own cultural group and seeks the same in others).	Show minimal awareness of own cultural rules and biases (even those shared with own cultural groups, e.g. uncomfortable with identifying possible cultural difference with others).

*NOTE: A N/A should also be indicated for any ELO for which the artifact provides no opportunity to evaluate skills and characteristics that support effective and appropriate understanding and interaction in a variety of cultural contexts.*