

## Intercultural Engagement

Criteria	Expert	Practitioner	Apprentice	Novice
<b>Understands own cultural identity.</b>	Articulates insights into own cultural rules and biases (e.g. seeking complexity; 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-description.)	Recognizes new perspectives about own cultural rules and biases (e.g. not looking for sameness; comfortable with the complexities that new perspectives offer.)	Identifies own cultural rules and biases (e.g. with a strong preference for those rules shared with own cultural group and seeks the same in others.)	Shows minimal awareness of own cultural rules and biases (even those shared with own cultural group(s)) (e.g. uncomfortable with identifying possible cultural differences with others.
<b>Open to others.</b>	Open to others' values, beliefs, and behaviors. Initiates and develops interactions with culturally different others. Suspends judgment in valuing her/ his interactions with culturally different others.	Begins to initiate and develop interactions with culturally different others. Begins to suspend judgment in valuing her/ his interactions with culturally different others.	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.	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.
<b>Considers multiple worldviews.</b>	Adapts and applies a deep understanding of multiple worldviews, experiences, lifestyles, and power structures while initiating meaningful interaction with other cultures to address significant global problems.	Analyzes substantial connections between the worldviews, power structures, lifestyles, and experiences of multiple cultures historically or in contemporary contexts, incorporating respectful interactions with other cultures.	Explains and connects two or more cultures historically or in contemporary contexts with some acknowledgement of power structures, demonstrating respectful interaction with varied cultures and worldviews.	Describes the experiences of others historically or in contemporary contexts primarily through one cultural perspective, demonstrating some openness to varied cultures and worldviews.



## College Unbound Leadership and Change Competencies v3-5-18

<p><b>Challenges cultural misperceptions.</b></p>	<p>Challenges misconceptions, prejudices, and injustices in order to influence and/or implement positive change. Works collectively with others and supports efforts that combat prejudice, harassment, discrimination, exclusion, and oppression in all its forms.</p>	<p>Makes it clear that racial, ethnic, religious, or sexual jokes or slurs, or any actions that demean any person or group will not be tolerated. Addresses such misconceptions promptly.</p>	<p>Uses language and behavior that is non-biased and inclusive of all people regardless of race, ethnicity, sex, disabilities, sexual orientation, class, age, religion, or other identities, setting an example for others.</p>	<p>Recognizes biased language and behaviors.</p>
<p><b>Actively advances social justice.</b></p>	<p>Works actively to advance social justice and equity. Demonstrates ability and commitment to collaboratively work across and within community contexts and structures to achieve social justice</p>	<p>Demonstrates ability and commitment to work actively within community contexts and structures to achieve social justice.</p>	<p>Demonstrates experience identifying intentional ways to participate in community contexts and structures.</p>	<p>Experiments with civic contexts and structures, tries out a few to see what fits.</p>