RUBRIC FOR WORKING ACROSS DIFFERENCE

RUBENSTEIN SCHOOL OF ENVIRONMENT AND NATURAL RESOURCES

Students will be able to critically examine dimensions of difference and apply an advanced understanding of power and privilege to their lives and work.

Objective	Definition	Key Term	(3) Competence	(2) Building Capacity	(1) Exposure
Identity development	The process of constucting one's understanding and sense of belonging to groups that share specific traits or culture.	Identity	Demonstrates an advanced awareness of one's group memberships that provides insights into one's own culturally mediated biases, values, and sense of self.	Demonstrates moderate awareness of one's group memberships that provides insights into one's own culturally mediated biases, values and sense of self.	Demonstrates a limited awareness of one's group memberships that provides insights into one's own culturally mediated biases, values and sense of self.
Intercultural competence	A set of cognitive, affective, and behavioral skills and characteristics that support effective and appropriate interaction and meaningful relationships across a variety of cultural contexts.	Multiple perspectives	Recognizes and invites multiple, even incommensurate truths; recognizes nuance in worldview, values, and ways of knowing; demonstrates an advanced ability to navigate ambiguity and non-closure.	Recognizes, but does not invite, multiple truths; recognizes moderate differences in worldview, values, and ways of knowing; demonstrates moderate ability to navigate ambiguity, uncertainty, and non-closure.	Recognizes multiple truths; recognizes significant differences in worldview, values, and ways of knowing; demonstrates limited ability to navigate ambiguity, uncertainty, and non-closure.
		Building relationships across differences	Demonstrates advanced ability to build and navigate meaningful relationships across differences and to act in ways that attend to and are responsive to impacts across differences.	Demonstrates moderate ability to build and navigate meaningful relationships across differences and to act in ways that recognize nuanced impacts across differences.	Demonstrates a limited ability to build and navigate meaningful relationships across differences and to act in ways that recognize significant impacts across differences.
Power and privilege	Power is the capacity to exert influence or control in a system. Privilege is a system of advantages, benefits, opportunities and choices not available to all.	Power and privilege	Demonstrates advanced awareness of how prevailing historical context, cultural rules and norms, mainstream and margin dynamics, and implicit and explicit biases affect power and privilege at an individual and systemic level.	Demonstrates moderate awareness of how prevailing historical context, cultural rules and norms, mainstream and margin dynamics, and implicit and explicit biases affect power and privilege at an individual and systemic level.	Demonstrates a limited awareness of how prevailing historical context, cultural rules and norms, mainstream and margin dynamics, and implicit and explicit biases affect power and privilege at an individual and systemic level.
		Intersectionality*	Assesses how multiple identities intersect in complex ways that create overlapping and interdependent systems of discrimination or disadvantage; thoroughly identifies and addresses areas of inequity across intersecting identities within a given system.	Demonstrates moderate recognition of how multiple identities intersect in complex ways that create overlapping and interdependent systems of discrimination or disadvantage; moderate ability to identify and address areas of inequity across intersecting identities within a given system.	Demonstrates a limited recognition of how multiple identities intersect in complex ways that create overlapping and interdependent systems of discrimination or disadvantage; limited ability to identify and address areas of inequity across intersecting identities within a given system.
Engaging with tension	The ability to stay present when multiple perspectives are expressed and when discomfort or conflict occurs.	Engaging with tension	Possesses the skills necessary to engage with tension in a generative manner; can work with differences as a source of creativity; avoids the tendency to minimize differences by seeking commonalities; recognizes tension as an opportunity to learn, rethink, and build relationships.	Demonstrates basic skills necessary to engage with tension in a generative manner; avoids the tendency to minimize differences by seeking commonalities; recognizes tension as an opportunity to learn, rethink, and build relationships.	Recognizes the tendency to minimize differences by seeking commonalities; recognizes tension as an opportunity to learn, rethink, and build relationships; may not possess the skills to engage with tensions in a generative manner.

*Intersectionality: the recognition that each individual carries multiple identities and those identities intersect in complex ways that create overlapping and interdependent systems of discrimination or disadvantage. Intersectional approaches to social change create opportunities to addess inequity and increase well-being across intersection identities and social movements.