**Rubric for Working Across Difference**

**Objective** | **Definition** | **Key Term** | **(3) Competence** | **(2) Building Capacity** | **(1) Exposure**  
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Identity development | The process of constructing 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.  
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.  
Engaging with tension | The ability to stay present when multiple perspectives are expressed and when discomfort or conflict occurs. | Intersectionality* | Demonstrates advanced awareness of 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; limited 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.  

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**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 address inequity and increase well-being across intersection identities and social movements.

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**Revised:** 2/6/18