

NREM Outcomes #3 and 9.

Valuing intercultural and multi-cultural awareness as central to human interaction

Dimension	Mastering 5	Competent 4	Emerging 2	Undeveloped 1
Cultural self-awareness Student understands self in relation to other cultures and in a global context.	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 and/or discrimination.)	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.)
Knowledge of cultural worldview frameworks Student applies different cultural perspectives.	Describes the complexity of elements important to members of another culture (e.g., in relation to its history, values, politics, communication styles, economy, beliefs and/or practices) and applies them in situations.	Demonstrates adequate understanding of the complexity of elements important to members of another culture (e.g., in relation to its history, values, politics, communication styles, economy, beliefs and/or practices).	Demonstrates partial understanding of the complexity of elements important to members of another culture (e.g., in relation to its history, values, politics, communication styles, economy, beliefs and/or practices).	Demonstrates surface understanding of the complexity of elements important to members of another culture (e.g., in relation to its history, values, politics, communication styles, economy, beliefs and/or practices).
Empathy	Interprets intercultural experience from the perspectives of own and more than one worldview or experience and demonstrates ability to be supportive of another cultural group.	Recognizes intellectual and emotional dimensions of more than one worldview or experience and sometimes articulates more than one worldview.	Identifies components of other cultural perspectives but responds in all situations with own worldview.	Demonstrates minimal recognition of the experience of others beyond own cultural worldview.
Recognizes verbal and non-verbal communication of culture(s) different from own	Articulates a complex understanding of cultural differences in verbal and non-verbal communication (e.g., demonstrates understanding of how people use physical contact while communicating or use direct/indirect and explicit/implicit meanings); is able to skillfully negotiate a shared understanding.	Recognizes cultural differences in verbal and non-verbal communication; begins to negotiate a shared understanding based on those differences.	Identifies some cultural differences in verbal and non-verbal communication and is aware that misunderstandings can occur based on those differences; is unable to negotiate a shared understanding.	Demonstrates a minimal level of understanding of cultural differences in verbal and non-verbal communication; is unable to negotiate a shared understanding.
Curiosity	Analyzes complex questions about other cultures, seeks out and articulates answers to questions that reflect multiple cultural perspectives.	Analyzes questions about other cultures and seeks answers to questions.	Recognizes simple or surface questions about other cultures.	Expresses minimal interest in learning more about other cultures.
Openness	Suspends judgment in valuing her/his interactions with culturally different others. Initiates and develops interactions with culturally different others.	Begins to suspend judgment in valuing her/his interactions with culturally different others. Articulates ways to develop interactions with culturally different others.	Has difficulty suspending judgment of culturally different others; is aware of own judgment and expresses a willingness to change. Expresses openness to interactions with culturally different others.	Has difficulty suspending judgment of culturally different others; is unaware of own judgment. Receptive to interacting with culturally different others.

(adapted from an AAC&U Value Rubric by the CALS SOA.).