

OSU Diversity Rubric

Statement of Learning Outcome: “Graduates will demonstrate the capacity for engaged citizenship in a diverse, multicultural society.”

Competency		Level of Achievement				
		1	2*	3	4†	5
A	Knowledge of Cultural Context	Demonstrates minimal if any knowledge of the history, values, politics, ideologies, communication styles, economy, beliefs, and/or practices that define culture or identity.		Demonstrates moderate knowledge of the history, values, politics, ideologies, communication styles, economy, beliefs, and/or practices that define culture or identity.		Demonstrates robust knowledge of the history, values, politics, ideologies, communication styles, economy, beliefs, and/or practices that define culture or identity.
B	Conceptual Understanding	Demonstrates minimal if any understanding of diversity concept(s). Does not apply knowledge of cultural context or draw from personal experience. Does not acknowledge own cultural biases and/or demonstrate awareness of cultural differences.		Demonstrates moderate understanding of diversity concept(s) by applying knowledge of cultural context and/or personal experience. Acknowledges own cultural biases and/or demonstrates awareness of cultural differences.		Demonstrates sophisticated understanding of diversity concept(s). Reflects on knowledge of cultural context and/or personal experience. Analyzes own cultural biases and/or cultural differences. Applies knowledge and/or personal experience to communicate nuanced ideas about diversity.
C	Values & Attitudes	Demonstrates minimal if any curiosity about other cultures or openness to interacting with culturally different others. Privileges own perspective. Lacks empathy across cultural differences.		Demonstrates moderate curiosity and openness to learning about other cultures and/or interacting with culturally different others. Acknowledges perspective(s) different from own. Exhibits moderate empathy across cultural differences.		Demonstrates enthusiastic curiosity and openness for and/or shows initiative in learning about other cultures and/or interacting with culturally different others. Actively engages with diverse perspectives and/or articulates the value of cultures different from own. Exhibits significant empathy across cultural differences.

* Exhibits a mix of characteristics of '1' and '3'

† Exhibits a mix of characteristics of '3' and '5'