**CULTURAL COMPETENCY**

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| **Learning Outcome: Cultural Competency** | |
| **Assignment: DESCRIBE** | |
| **Developmental Level: [ ] Introduction [ ] Reinforcement [ ] Mastery** | |
| **Performance Level** | **Description** |
| **Exemplary** | **Knowledge:**  1) Articulates insights into own cultural rules and biases (e.g. seeks complexity; recognizes how her/his experiences have been shaped by these rules; and attempts to recognize and respond to cultural biases, resulting in a shift in self-description.)  2) Demonstrates sophisticated understanding of the complexity of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices.  **Skills:**  3) Interprets intercultural experience from the perspectives of more than one worldview and demonstrates ability to act in a supportive manner that recognizes the feelings of another cultural group.  4) Articulates a complex understanding of cultural differences in verbal and nonverbal communication (e.g., understanding the degree to which people use physical contact while communicating in different cultures or use direct/indirect and explicit/implicit meanings) and is able to skillfully negotiate a shared understanding.  **Attitudes:**  5) Asks complex questions about other cultures, seeks out and articulates answers to these questions that reflect multiple cultural perspectives.  6) Initiates and develops interactions with culturally different others. Suspends judgment in valuing her/his interactions with culturally different others. |
| **Proficient** | **Knowledge:**  1) Recognizes new perspectives about own cultural rules and biases (e.g. not looking for sameness; comfortable with the complexities that new perspectives offer.)  2) Demonstrates adequate understanding of the complexity of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices.  **Skills:**  3) Recognizes intellectual and emotional dimensions of more than one worldview and sometimes uses more than one worldview in interactions.  4) Recognizes cultural differences in verbal and nonverbal communication and begins to negotiate a shared understanding.  **Attitudes:**  5) Asks deeper questions about other cultures and seeks out answers to these questions.  6) Begins to initiate and develop interactions with culturally different others. Begins to suspend judgment in valuing her/his interactions with culturally different others. |
| **Competent** | **Knowledge:**  1) 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.)  2) Demonstrates partial understanding of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices.  **Skills:**  3) Identifies components of other cultural perspectives but responds in all situations with own worldview.  4) Identifies some cultural differences in verbal and nonverbal communication and is aware that misunderstandings can occur based on those differences but is still unable to negotiate a shared understanding.  **Attitudes:**  5) Asks simple or surface questions about other cultures.  6) Expresses openness to most, if not all, interactions with culturally different others. Has difficulty suspending judgment in her/his interactions with culturally different others, but is aware of own judgment and expresses a willingness to change. |
| **Needs Improvement** | **Knowledge:**  1) 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.)  2) Demonstrates surface understanding of the complexity of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices.  **Skills:**  3) Views the experience of others but does so through own cultural worldview.  4) Has a minimal level of understanding of cultural differences in verbal and nonverbal communication; is unable to negotiate a shared understanding.  **Attitudes:**  5) States minimal interest in learning more about other cultures.  6) Receptive to interacting with culturally different others. Has difficulty suspending judgment in her/his interactions with culturally different others, but is unaware of own judgment. |
| **Inadequate** | None of items is addressed by the student. |

This rubric is based on the Association of American Colleges and Universities (AAC&U) Intercultural Knowledge and Competence VALUE Rubric. Retrieved from [*https://www.aacu.org/value-rubrics*](https://www.aacu.org/value-rubrics).