

Multicultural Mindedness

Multicultural Mindedness: Knowledge, skills, and attitudes that support effective and appropriate interaction in a variety of cultural contexts. Ability to recognize the origins and influences of one's own identities and cultural heritage along with its limitation, and the curiosity to learn respectfully about the identities and cultural diversity of others. Navigates interactions with those who are different from oneself with cultural humility.

Response Options: Please use the same response options for each of these questions, starting with Strongly agree, Agree, Neither agree nor disagree, Disagree, Strongly disagree

Overarching Question: After participating in ...I am better equipped to interact in a variety of cultural situations.

Detailed Questions: The questions in the table below are separated out by different levels of Bloom's Taxonomy starting with items that are more introductory and moving towards applying ideas or analyzing and synthesizing ideas.

Each item starts the same way: After participating in [event or program here], I am better equipped to...

Know/Comprehend	Apply	Analyze/Evaluate
<ul style="list-style-type: none"> Identify my most relevant identities in a given situation Identify personal biases and/or stereotypes Recognize that my identities and traditions influence my actions Recognize how others might be different than me based on their identities Recognize and accept people with differing identities and perspectives Identify perspectives and ideas that are different from my own Recognize other people have different perspectives, ideas and experiences than my own Identify statements and/or actions that are racist, discriminatory, or prejudicial Describe characteristics of community/ culture/ 	<ul style="list-style-type: none"> Examine how my cultural identities influence my interactions with others Articulate how issues like stereotyping and discrimination can affect people and places around me Explain how historical events/issues have impacted individuals from a particular culture, identity, or background Ask others to share their perspectives Articulate the impact of oppression and discrimination on people Challenge when I hear racist, discriminatory or prejudicial statements Challenge when I see racist, discriminatory or prejudicial acts Challenge others when I hear a prejudicial slur or joke Examine how one or more of my identities have granted me privilege/advantage in society (e.g. cultural background, gender, race, sexual orientation, class, education, age, other identity) Examine how one or more of my identities has created 	<ul style="list-style-type: none"> Assess my thoughts and emotions when I hear racist, discriminatory or prejudicial statements Assess my thoughts and emotions when I see racist, discriminatory or prejudicial statements acts Explain the impact a racist, discriminatory or prejudicial statement has on me

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identity not based in stereotypes • Recognize historical events have generational impacts	disadvantages for me in society (e.g. cultural background, gender, race, sexual orientation, class, education, age, other identity) • Explore opportunities to learn more about cultures/identities outside of own	
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Rubric	Beginning	Developing	Competent	Advanced
Cultural Self-Awareness	Shows minimal awareness of own traditions or identities and biases (even those shared with own cultural group(s)) (e.g. uncomfortable with identifying possible cultural differences with others.)	Identifies own, identities, cultural traditions and biases (e.g. with a strong preference for those rules shared with own cultural group and seeks the same in others.)	Recognizes new perspectives about own identities, cultural traditions and biases (e.g. not looking for sameness, comfortable with the complexities that new perspectives offer.)	Articulates insight into own identities, cultural traditions and biases. Awareness of complexities. Aware of how own experiences have shaped experience. Responds to cultural biases resulting in a shift in self-description.
Knowledge of Cultural Worldwide frameworks	Shows minimal understanding of the complexity of elements important to members of another identity or culture in relation to history, values, politics, communication styles, economy, or beliefs and practices.	Demonstrates partial understanding of the complexity of elements important to members of another identity or culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices.	Demonstrate adequate understanding of the complexity of elements important to members of another identity or culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices.	Interprets intercultural experience from the perspectives of own and more than one view and demonstrates the ability to act in a supportive manner that recognizes the feelings of another identity or cultural group.
Empathy	Views the experience of others through only own viewpoint.	Identifies components of other identity and cultural perspectives but respond in most	Recognizes dimensions of more than one's own identity or cultural group. Uses more	Interprets experiences from the perspectives of own and more than one identity of cultural

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		situations with own viewpoint.	than one viewpoint in interactions.	groups viewpoint. Demonstrates ability to act in a supportive manner that recognizes the feelings of another identity or cultural group.
Curiosity and Openness	States minimal interest in learning more about other identities and cultures. Has difficulty suspending any judgment in interactions with those different from one's own identity and culture. Unaware of own judgement.	Ask simple or surface questions about other identities or cultures. Is aware of one's own judgement. Interacts with openness to most if not all culturally or identity groups.	Asks deeper questions about other identities and cultures and seeks out answers to these questions. Initiates interactions with identity or culturally different groups. Begins to suspend judgment in valuing own interactions with those different from one's own identity and culture.	Asks complex questions about other identities and cultures. Articulates answers to these questions that reflect multiple perspectives. Initiates and develops interactions with identity or culturally different groups.