Social Justice Advocacy

Social Justice Advocacy: Addressing systemic social and environmental barriers, power, privilege and bias by actively working towards fairness, impartiality, inclusion, and equity.

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 actively work towards fairness, impartiality, inclusion, and equity.

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
• Recognize instances of inequity • Identify own bias and privilege • Recognize own circle of influence (where power is held) • Recognize own identities that hold power and privilege • Identify the difference between equality and equity • Identify the difference between concepts of bias, power, and privilege • Recognize how my actions can hinder equity in my community • Reflect how my personal decisions can promote inclusion in my community • Consider what others need given the barriers in a situation • Recognize how actions can hinder the building of inclusive communities • Identify systemic practices that impact equity • Identify personal choices that allow systemic inequalities to continue • Recognize how my actions can consider what others need given the barriers in a situation • Articulate how social and environmental issues might impact feelings of inclusion	• Build inclusive communities • Promote equity in my community • Challenge systems that disproportionately affect a specific group of people • Interrupt systemic inequalities • Develop strategies to break down barriers in situations that are not equitable	• Reflect how my personal decisions can promote inclusion in my community • Evaluate my community for inclusivity • Challenge systems of inequality • Create systematic practices that impact equity

• Articulate how cultural norms can be unwelcoming to me/others			

Social Justice Advocacy: Addressing systematic social and environmental barriers, power, privilege and bias by actively working towards fairness, impartiality, inclusion, and equity.

Rubric	Beginning	Developing	Competent	Advanced
Personal Agency	Lacks understanding of own identities and intersectionality. Does not understand systems of socialization that impact lived experiences. Cannot identify instances of bias.	Understands one's identities and intersectionality. Identify systems of socialization that influence one's multiple identities and sociopolitical perspectives and how they impact one's lived experiences. Recognizes but does not address bias incidents.	Able to articulate one's identities and intersectionality. Can explain how systems of socialization influence one's multiple identities and sociopolitical perspectives and how they impact one's lived experiences. Addresses bias incidents that impact self.	Address bias incidents affecting others. Evaluates how systems of socialization influence others multiple identities and sociopolitical perspectives and how they impact others lived experiences.
Community Building/Interconnectedness-MICRO	Lacks understanding on intersectionality, social justice, and inclusion and how it impacts them and others and their communities and locally.	Understands others have multiple, intersecting identities, perspectives, and developmental differences. Developing understanding of social justice and inclusion in their communities and locally.	Connects and builds meaningful relationships with others while recognizing their multiple, intersecting identities, perspectives, and developmental differences. Articulate a foundational understanding of social justice and inclusion in their communities and locally.	Advocates for building meaningful relationships with others with multiple, intersecting identities, perspectives, and developmental differences to achieve inclusion and justice in their communities and locally. Advocates for social justice and inclusion in their communities and locally.
Systems Comprehension	Lacks understanding or ignores systems of oppression privilege and power.	Understand how one is affected by and participates in maintaining systems of oppression, privilege, and power.	Take responsibility for ones role in perpetuating discrimination or oppression	Advocates for systematic changes that can positively impact others. Creates opportunities for others to impact systems.
Global Communities-MACRO	Lacks understanding of issues of social justice, oppression, privilege, and power that impact people based on national	Understands issues of social justice, oppression, privilege, and power that impact people based on national and global	Can articulate issues of social justice, oppression, privilege, and power that impact people based on national and global	Evaluates issues of social justice, oppression, privilege and power that impact people based on national and global

	and global interconnections.	interconnections. Developing knowledge of social justice and inclusion.	interconnections. Actively building on knowledge of social justice and inclusion.	connectedness. Challenges treats to social justice. Advocates for inclusion and social justice on a national and global scale.