

College Competency – Intercultural and Global Fluency

Through the development of skills, knowledge, and understanding, students demonstrate cultural humility, and both value and respect diverse and intersectional experiences, including variances in culture, race, gender, socioeconomic status, ability, religion, national origin and other markers of the human experience. Becoming aware of implicit bias and privilege develops the capacity to engage and communicate within different cultural contexts.

Key Performance Indicator	Emergent	Proficient	Accomplished
Knowledge of Human Impact on Global Systems	Identifies some connections between an individual's personal decision-making and at least a few ethical and social issues at the local and global levels.	Describes the global impact of individual actions (self and others) on ethical and social issues affecting culture, economy, and/or politics.	Explains historic and contemporary effects of human organizations and actions on global systems in relation to complex ethical and social problems affecting culture, economy, and/or politics.
Applying Knowledge to Contemporary Global Contexts	Defines global challenges in basic ways and including only limited perspectives and solutions.	Formulates and plans practical yet elementary solutions to global challenges using more than one cultural, historic, and/or scientific perspective.	Applies knowledge and skills to develop sophisticated, appropriate, and workable solutions, evaluating and addressing complex global problems using interdisciplinary perspectives (i.e., cultural, historic, scientific) both independently and/or with others.
Cultural self- awareness	Demonstrates limited awareness of their own cultural norms and potential biases, does not identify or consider/adopt different cultural perspectives.	Recognizes and considers/adopts new perspectives about their own cultural norms and potential biases; demonstrates awareness and knowledge of complexities that new perspectives offer.	Articulates and shares insights into their own cultural norms and potential biases; demonstrates awareness of how personal experiences can shape these norms and/or biases; able to recognize and respond to cultural biases in a positive and open, accepting manner
Knowledge of cultural worldview frameworks	Demonstrates limited knowledge of the complexity of elements important to members of another culture in relation to its history, values, policies, communication styles, economy, or beliefs and practices.	Demonstrates basic knowledge of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices.	Demonstrates extensive knowledge of the complexity of elements important to members of another culture in relation to its history, values, politics, communication styles, economy, or beliefs and practices.



Verbal and nonverbal communication	Demonstrates minimal understanding of cultural differences in verbal and nonverbal communication; does not engage in negotiating a shared understanding.	Recognizes and participates in cultural differences in verbal and nonverbal communication; begins to negotiate a shared understanding based on those differences.	Articulates a complex understanding of cultural differences in verbal and nonverbal communication (e.g., demonstrates understanding of the degree to which people use physical contact while communicating in different cultures or use direct/ indirect and explicit/ implicit meanings); is able to skillfully negotiate a shared understanding based on those differences.
Cultural Humility	Begins to embrace empathy, openness, and curiosity toward others' cultural identities by asking simple or surface questions about other cultures, expressing openness to most interactions with culturally different other, demonstrating awareness of own judgment of other cultures and expressing a willingness to change, and/or viewing the experience of others through only their own cultural perspective.	Frequently embraces empathy, openness, and curiosity toward others' cultural identities by asking deeper questions about other cultures, initiating and developing interactions with culturally different others, suspending judgment in valuing interactions with culturally different others, and/or recognizing intellectual and emotional dimensions of more than one cultural perspective or worldview.	Always embraces empathy, openness, and curiosity toward others' cultural identities by consistently asking complex questions about other cultures, initiating and developing interactions with culturally different others, acting in a supportive manner to recognize the perspectives of another cultural group, and applies diverse cultural perspectives in addressing complex challenges.
