

Diversity Statement Rubric for Hiring Committees

	Beginning (0)	Developing (2)	Conversant (3)	Advanced (6)
Knowledge: Cultural Self-Awareness	Demonstrates little or no awareness of one's own assumptions, judgments and/or biases about self and others.(0)	Begins to identify own assumptions, judgments and/or biases about self and others.(2)	Articulates the influence of one's own assumptions, judgments and/or biases during interactions with one's own culture and the culture of others.(4)	Demonstrates the ability to evaluate one's own assumptions, judgments and/or biases about one's own culture and the culture of others, and demonstrates ability to assess the impact of assumptions, judgments, and/or biases related to one's own and other cultures.(6)
Equity Skills	Puts responsibility on students for the challenges they experience (0)	Acknowledges that both life challenging experiences and equitable practices significantly impact student achievement. (2)	Demonstrates an understanding of the impact of pedagogical or other strategies to close achievement gaps. (4)	Has implemented specific pedagogical or other strategies to close achievement gaps.(6)
Advocacy and Coalition- Building Skills	Demonstrates little or no action in support of own or other groups. (0)	Begins to demonstrate support of one's own and other groups through some actions.(2)	Demonstrates support for one's own and other cultures through actions and behaviors to influence and/or implement positive change. (4)	Demonstrates ability to influence, implement and assess strategies for positive change. (6)

SCORING

Knowledge of Cultural Self-Awareness: _____ / 6 Equity Skills _____ / 6 Advocacy and Coalition Building Skills _____ / 6			
Total _____ / 18	_____ Committee Member Name	_____ Signature	_____ Date