



University of Colorado Denver | Anschutz Medical Campus

CULTURAL DIVERSITY GENERAL EDUCATION LEARNING OUTCOMES AND ASSESSMENT RUBRICS

By cultural diversity we mean the diversity of social and cultural contexts in which humans live their everyday lives. The goal of the cultural diversity requirement is for students to examine issues of race, ethnicity, religion, socioeconomic status/background, gender, age, disability, physical characteristics, and sexuality, with an emphasis on the United States; to understand the contributions of diverse populations to the modern world; and to understand the impact of power relations on individuals and communities.

In the Cultural Diversity core area, students will be able to:

- 1) *Marginalization*. Explain theories and histories of marginalization and discrimination and their effects on contemporary events and future implications.
- 2) *Social Access and Rights*. Analyze how diverse social positions impact economic, legal, and political access and rights.
- 3) *Collective Identities*. Describe the evolution and social construction of social identities.
- 4) *Self-Awareness*. Assess their own individual attitudes, sense of self-awareness, and identities within the context of cultural diversity, and how these impact personal and professional interactions.
- 5) *Societal Contributions*. Summarize how diverse groups have made major contributions and have affected changes to educational, social, legal, religious, political, and cultural institutions and society.

Cultural Diversity Assessment Rubric

| <i>Cultural Diversity</i> | <i>Below Proficient</i> | <i>Proficient</i> | <i>Above Proficient</i> |
|---|---|---|--|
| <p><u>1. Marginalization</u></p> <ul style="list-style-type: none"> • Explanation of theories and histories of marginalization and discrimination • Discussion of implications of biased treatment on contemporary events | <p>Shows little comprehension of theories and histories of marginalization and discrimination</p> <p>Cannot clearly discern implications of marginalization and discrimination on contemporary events</p> | <p>Explains theories and histories of marginalization and discrimination</p> <p>Recognizes effects of marginalization and discrimination on contemporary events and future implications</p> | <p>Displays deep knowledge of theories and histories of marginalization and discrimination</p> <p>Evaluates how marginalization and discrimination affect current events and future implications</p> |
| <p><u>2. Social Access and Rights</u></p> <ul style="list-style-type: none"> • Identification of diverse social positions • Analysis of how social position affects access | <p>Demonstrates little awareness of diverse social positions</p> <p>Cannot explain the relationship between social position and access</p> | <p>Exhibits knowledge of diverse social positions</p> <p>Explains how and why social position affects access</p> | <p>Identifies diverse social positions and can compare and contrast with insight</p> <p>Analyzes various ways that social position affects access across a variety of settings</p> |
| <p><u>3. Collective Identities</u></p> <ul style="list-style-type: none"> • Description of evolution and social construction of collective identities | <p>Does not adequately define and/or clearly explain how collective identities are constructed and evolve</p> | <p>Explains how collective identities are constructed and evolve</p> | <p>Explains the construction and evolution of collective identities and illustrates with specific examples</p> |
| <p><u>4. Self-Awareness</u></p> <ul style="list-style-type: none"> • Awareness of one's own attitudes and identities in the context of cultural diversity • Recognition of the connection between one's own attitudes and identities and personal and professional interactions | <p>Largely unaware of own attitudes or unable to recognize or articulate identities in the context of cultural diversity</p> <p>Does not make connections between own attitudes and identities and interactions</p> | <p>Demonstrates awareness of own attitudes and identities in the context of cultural diversity</p> <p>Makes connections between own attitudes and identities and their impact on interactions</p> | <p>Critically reflects on own attitudes and identities in the context of cultural diversity</p> <p>Thoughtfully explains connections between own attitudes and identities across a variety of personal and professional interactions</p> |
| <p><u>5. Contributions</u></p> <ul style="list-style-type: none"> • Summarization of contributions and impact by diverse groups to institutions and society | <p>Misidentifies or trivializes contributions by diverse groups to institutions and society</p> | <p>Can identify ways diverse groups have made contributions to institutions and society</p> | <p>Explains the ways in which contributions by diverse groups to institutions and society are significant</p> |