**General Education Learning Goal: DEI Designated Courses**

|  | **Accomplished** | **Developing** | **Beginning** |
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| **Understanding of Identities** | Demonstrates understanding of and respect for people with identities other than their own; articulates a clear understanding of how one’s own and others’ identities may shape experience.  | Articulates an understanding of how own identity influences experience; demonstrates partial understanding of how other identities shapes different experiences.  | Shows minimal awareness of own identity and how it shapes experience; indicates minimal or no awareness of other identities, preferring to think “we’re all people.” |
| **Understanding of Barriers** | Provides a thorough analysis of how specific barriers lead to inequitable outcomes; evaluates such barriers with respect to how they might be eliminated or reduced.  | Identifies barriers that lead to inequitable outcomes and describes how these barriers contribute to inequities; no evaluation of how such barriers might be eliminated or reduced.  | Identifies potential barriers that lead to inequitable outcomes but does not analyze or evaluate how these barriers impede equity.  |
| **Understanding Inclusiveness**  | Demonstrates anti-racist/anti-bias attitudes by thoughtful evaluation of how policies and practices inhibit or foster greater inclusivity; provides clear examples to illustrate understanding.  | Articulates some understanding of how certain policies or practices may foster or inhibit inclusivity; does not provide adequate examples that illustrate understanding.  | Demonstrates a minimal level of understanding of how policies and practices may promote racism and bias and work against the goals of inclusivity.  |