



Intercultural Competency

Definitions:

Intercultural Knowledge and Competence is "a set of cognitive, affective, and behavioral skills and characteristics that support effective and appropriate interaction in a variety of cultural contexts."

(Bennett, J. M. 2008. Transformative training: Designing programs for culture learning. In Contemporary leadership and intercultural competence: Understanding and utilizing cultural diversity to build successful organizations, ed. M. A. Moodian, 95-110. Thousand Oaks, CA: Sage.) -

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Students who demonstrate Intercultural Competency are able to reason and address issues of cultural sensitivity from a wide array of authentic contexts and everyday life situations, with respect toward the ability to interact with different cultures. Students will learn how to understand, relate and address cultural dynamics in a supportive, equitable manner, and acquire the ability to clearly communicate socio-political cultural differences which allow for positive inclusivity.

RUBRICS for the 6 Dimensions of Intercultural Competency

Select one or more of these rubrics to assess the dimensions of intercultural competency. **Add the rubric to the assignment, test, or discussion that best captures students' ability to demonstrate the specific dimension. Please use each rubric no more than once per course.**

Dimension	Meets outcome (5)	Outcome nearly met (3)	Outcome not met (1)	No Submission (0)
Cultural Self-Awareness (Knowledge)	Demonstrates awareness of their own cultures' rules and acknowledges that these cultural rules are not universal. Additionally identifies examples of rules from other cultures that seem different on the surface but are analogous to rules from their own cultures.	Demonstrates awareness of their own cultures' rules. Does not explicitly acknowledge that these cultural rules are not universal. And does not identify examples of rules from other cultures that are analogous to the rules of which they are aware.	Shows minimal or no awareness of their own cultures' rules.	

Dimension	Meets outcome (5)	Outcome nearly met (3)	Outcome not met (1)	No Submission (0)
Cultural worldview frameworks (Knowledge)	Demonstrates knowledge of the elements fundamental to a culture of which they are not a member (e.g., history, values, socio-political views, communication styles, economy, expressions,	Demonstrates partial understanding of the complex elements important to members of another culture, in relation to its history, values, socio-political views, communication styles, economy,	Demonstrates little or no knowledge of the complex elements important to members of another culture, in relation to its history, values, socio-political views, communication styles, economy,	

	beliefs and practices).	expressions, beliefs and practices.	expressions, beliefs and practices.	
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Dimension	Meets outcome (5)	Outcome nearly met (3)	Outcome not met (1)	No Submission (0)
Empathy (Skills)	Acknowledges the cultural experience of others and values the accounts of people describing their own cultural experiences. Additionally identifies actions they can take based on their understanding of others' cultural experience.	Acknowledges the cultural experience of others and values the accounts of people describing their own cultural experiences. Does not identify actions they can take based on their understanding of others' cultural experience.	Acknowledges the cultural experience of others, but does so by judging it through a self-centered cultural worldview.	

Dimension	Meets outcome (5)	Outcome nearly met (3)	Outcome not met (1)	No Submission (0)
Verbal and nonverbal communication (Skills)	Recognizes cultural differences in verbal and nonverbal communication styles, and identifies communication strategies to negotiate cultural differences in communication styles.	Identifies some cultural differences in verbal and nonverbal communication styles, and is aware that misunderstandings and misrepresentations can occur based upon those differences, but does not identify communication strategies to negotiate cultural differences in communication styles.	Has a minimal level of understanding the cultural differences in verbal and nonverbal communication, and is unable, or unwilling, to negotiate cultural differences in communication styles.	

Dimension	Meets outcome (5)	Outcome nearly met (3)	Outcome not met (1)	No submission (0)
Curiosity (Attitudes)	Asks complex questions about other cultures, and actively seeks-out culturally founded answers to these questions from multiple cultural perspectives.	Asks simple or surface questions about other cultures, without sufficient further culturally focused research addressing these questions.	States minimal or no interest in learning more about other cultures.	

Dimension	Meets outcome (5)	Outcome nearly met (3)	Outcome not met (1)	No submission (0)
Openness (Attitudes)	Begins to intentionally engage in interactions with different cultures. Reflects on their efforts to suspend judgment in valuing various interactions with other cultures.	Expresses openness to interactions with different cultures without intentionally engaging in interactions with different cultures. Has difficulty suspending self-centered judgements through interactions with different cultures, but is aware of, and expresses	Expressess no interest in interaction with different cultures and/or no willingness to change their self-centered approach to interacting with other cultures.	

		a willingness to change this approach.		
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