

SCORING RUBRIC FOR DIVERSITY ESSAY

Essay # _____

Reader _____

1. In assessing the diversity essay the writer identified the following dimensions of diversity:

- Race
- Ethnicity
- Sex
- Gender
- Health/Disability
- Age
- Sexual Orientation
- Religion
- Class/Economics
- Culture: Beliefs/Values/Traditions
- Family
- Nationality
- Other (please specify)

TOTAL CHECKS _____

2. Taken in its entirety, the essay on diversity indicates that the student:

	No	-	Yes
Expresses an <u>accurate definition</u> of diversity	1	2	3
Recognizes the <u>legitimacy</u> of the concept of diversity (i.e. diversity is valuable – not just “PC.”)	1	2	3
Recognizes the <u>instrumental</u> value of an appreciation of diversity and experiences with diverse groups (e.g. employers are looking for this, easier to travel).	1	2	3
Recognizes the importance of diversity in enhancing their <u>perspective</u> on the world.	1	2	3
Has gained an appreciation of diversity through <u>social interactions</u> with people different from themselves.	1	2	3
Identifies and rejects <u>hierarchical</u> conceptions of diversity.	1	2	3
Actively challenges barriers to diversity and/or engages in <u>behaviors</u> that promote diversity and justice/	1	2	3
Exhibits an understanding of the <u>impact</u> of structural inequality (i.e. Diversity is well and good, but rewards should be based only on merit.)	1	2	3

3. Overall Assessment

Rate the degree to which the students understanding of and appreciation for diversity is nuanced.

Knows what diversity is	Sees value in broadening their perspective -- empathy	Actively engages in behaviors the support and defend diversity/has nuanced understanding of the implications of inequality
1	2	3
		4
		5