

CATEGORY	SCORE 4-5	SCORE 3	SCORE 1-2
<p style="text-align: center;">Qualified Experiences/Expertise and Interest</p>	<p>Clearly articulated, experience with, and interest in dimensions of diversity and equity that result from different identities, such as ethnic, socioeconomic, racial, gender, sexual orientation, disability, and cultural differences. This understanding can result from personal experiences as well as an investment in learning about the experiences of those with identities different from their own.</p>	<p>May express little understanding of specific issues related to diversity and equity, and have less experience and interest in dimensions of the issues, but show an understanding of challenges faced by individuals who are underrepresented and the need to eliminate barriers, and be comfortable discussing diversity-related issues.</p>	<p>Little expressed knowledge of, or experience with, dimensions of diversity and equity that result from different identities. Defines diversity only in terms of one factor such as ethnicity or race. Discusses diversity in vague terms, such as "diversity is important for education." May state having had little experience with these issues because of lack of exposure, but then not provide any evidence of having informed themselves. Or may discount the importance of diversity.</p>
	<p>Understands the challenges faced by underrepresented individuals, and the need for all students and staff to work to identify and eliminate barriers to their full and equitable participation and advancement.</p>	<p>Some general understanding of challenges faced by underrepresented individual. May be specific to one group.</p>	<p>Seems not to be aware of, or understand the personal challenges that underrepresented individuals face in school, or feel any personal responsibility for helping to eliminate barriers.</p>
	<p>Intends to be a strong advocate for diversity, equity and inclusion.</p>	<p>Articulates some general ideas around advocacy for diversity, equity, and inclusion.</p>	<p>No specific advocacy experience.</p>
	<p>References experiences that would enhance equity and inclusion.</p>	<p>Some experience that may be generic and unspecific related to equity and inclusion.</p>	<p>No specific experience that would enhance equity and inclusion.</p>