



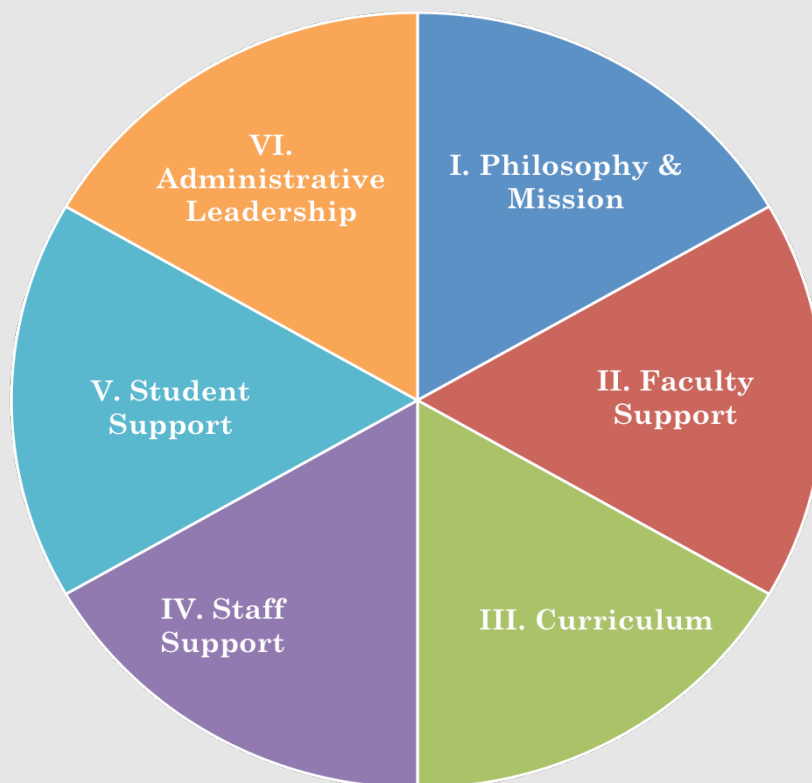
New England Resource Center for Higher Education

A RESOURCE CENTER AT THE COLLEGE OF EDUCATION AND HUMAN DEVELOPMENT, UNIVERSITY OF MASSACHUSETTS BOSTON

NERCHE is committed to collaborative change processes in higher education to address social justice in a diverse democracy.

NERCHE Self-Assessment Rubric for the Institutionalization of Diversity, Equity, and Inclusion in Higher Education

Worksheet



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Self-Assessment Rubric for the Institutionalization of Diversity, Equity, and Inclusion in Higher Education Worksheet

DIRECTIONS

This is the companion worksheet for the Self-Assessment Rubric. For each dimension and associated components (row), identify the stage that best represents the CURRENT status of your institution and the corresponding indicators (evidence).

I: PHILOSOPHY AND MISSION OF DIVERSITY, EQUITY, AND INCLUSION

COMPONENTS	STAGE	INDICATORS
Definition of diversity, inclusion and equity	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Strategic planning	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Alignment with institutional mission	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Alignment with campus renewal and transformation efforts	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Alignment with campus renewal and transformation efforts	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Accreditation	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Historical context	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	

II: FACULTY SUPPORT FOR AND INVOLVEMENT IN DIVERSITY, EQUITY, AND INCLUSION

COMPONENTS	STAGE	INDICATORS
Faculty knowledge and awareness	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Faculty involvement and support	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Faculty leadership	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Faculty rewards	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Faculty development and incentives	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Academic departments	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	

III: TEACHING, RESEARCH, AND SERVICE SUPPORTING DIVERSITY, EQUITY, AND INCLUSION

COMPONENTS	STAGE	INDICATORS
Knowledge and awareness of diversity, inclusion and equity in relation to disciplines	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Curriculum	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Faculty teaching and learning strategies and methods	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Teaching and learning resources	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Student learning outcomes	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Service	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Research	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Academic Departments	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	

IV: STAFF ENGAGEMENT AND INVOLVEMENT IN DIVERSITY, EQUITY, AND INCLUSION

COMPONENTS	STAGE	INDICATORS
Staff knowledge and awareness	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Staff engagement and involvement	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Staff incentives & rewards	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Non-academic departments	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	

V: STUDENT SUPPORT FOR AND INVOLVEMENT IN DIVERSITY, EQUITY, AND INCLUSION

COMPONENTS	STAGE	INDICATORS
Student knowledge & awareness	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Student success	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Student opportunities for engagement	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Student leadership	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Student incentives and rewards	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	

VI: ADMINISTRATIVE LEADERSHIP AND INSTITUTIONAL SUPPORT FOR DIVERSITY, EQUITY, AND INCLUSION

COMPONENTS	STAGE	INDICATORS
Coordination of institutional efforts	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Policy-making entities	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Diversity-focused staff positions	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Hiring & retention	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Professional development	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Funding	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Senior administrative leadership	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Institutional evaluation & assessment	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Institutional research	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Institutional resource management	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	

COMPONENTS	STAGE	INDICATORS
Specialized initiatives	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	
Alumni affairs	<input type="checkbox"/> Emerging <input type="checkbox"/> Developing <input type="checkbox"/> Transforming	