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|  | 1st Year | 2nd and 3rd Year | Ready to Graduate |
| Recognize and Reflect on Cultural Self-Awareness | * Identify how personal cultural norms differ from others with limited depth.
* Recognize the influence of personal identity, including some cultural and positional awareness, though depth and complexity may be lacking.
 | * Analyze how personal cultural norms differ from others with increased awareness of the impact on interactions.
* Describe personal identity with greater depth, showing understanding of cultural and positional awareness, and exploring its influence in practice.
 | * Critically reflect on and articulates how personal cultural norms differ from others, with a mature understanding of how these norms influence interactions and decisions.
* Describe personal identity with a nuanced understanding of cultural and positional awareness, integrating it into practice.
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| Integrate Diverse Perspectives in Collaboration | * Explore different viewpoints during intercultural interactions in structured settings (e.g., classroom discussions).
* Engage with diverse groups to enhance basic understanding, primarily through observation and simple interactions.
* Describes the experiences of others historically or in contemporary contexts primarily through one cultural perspective, demonstrating some openness to varied

cultures and worldviews. | * Actively integrate different viewpoints in more complex settings (e.g., group projects or community interactions).
* Collaborate with diverse groups to solve problems or achieve shared goals, demonstrating growing competence in intercultural understanding.
* Analyzes substantial connections between the worldviews, power structures, and experiences of multiple cultures historically or in contemporary contexts, incorporating respectful interactions with other cultures.
 | * Engage with diverse groups to develop shared goals, integrate multiple perspectives for intercultural collaboration.
* Collaborate strategically with diverse groups, showing adaptability and a sophisticated understanding of the role diverse perspectives play in problem-solving and innovation.
* Adapts and applies a deep understanding of multiple worldviews, experiences, and power structures while initiating meaningful interaction with other cultures to address significant global problems.
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| Communicate Inclusively and Ethically \*Communicating Meaningfully | * Recognize basic communication differences and begins practicing inclusive language.
* Use respectful communication strategies with guidance, mainly in familiar or structured intercultural settings.
 | * Recognize communication differences and applies inclusive language more consistently, adapting to different contexts.
* Use respectful communication strategies independently, adjusting tone and style to suit various intercultural settings.
 | * Consistently recognize and adapts to communication differences, using inclusive language naturally across various contexts.
* Demonstrate ethical communication strategies that are inclusive, persuasive, and contextually appropriate.
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\*Contributes to the development of additional competencies