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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. |
| 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. |
| 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. |

\*Contributes to the development of additional competencies