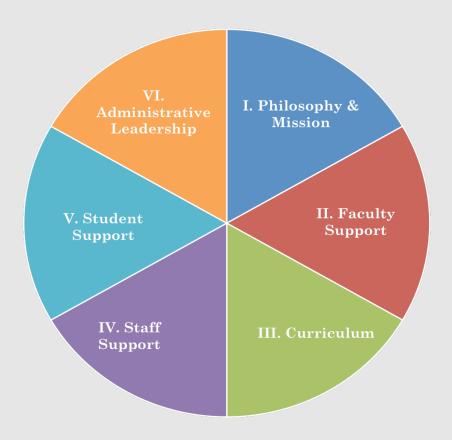
NERCHE is committed to collaborative change processes in higher education to address social justice in a diverse democracy.

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	□ Emerging	
equity	□ Developing	
	□ Transforming	
Strategic planning	□ Emerging	
	□ Developing	
	□ Transforming	
Alignment with institutional mission	□ Emerging	
The state of the s	□ Developing	
	☐ Transforming	
Alignment with campus renewal and	□ Emerging	
transformation efforts	□ Developing	
	☐ Transforming	
Alignment with campus renewal and	☐ Emerging	
transformation efforts	□ Developing	
	□ Transforming	
Accreditation	☐ Emerging	
Accieuitation	□ Developing	
	☐ Transforming	
	L Hanstorming	
Historical context	□ Emerging	
	□ Developing	
	□ Transforming	

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

COMPONENTS	STAGE	INDICATORS
Faculty knowledge and awareness	□ Emerging	
	□ Developing	
	□ Transforming	
Faculty involvement and support	□ Emerging	
	□ Developing	
	□ Transforming	
Faculty leadership	☐ Emerging	
	□ Developing	
	□ Transforming	
Faculty rewards	□ Emerging	
	□ Developing	
	□ Transforming	
Faculty development and incentives	☐ Emerging	
	□ Developing	
	□ Transforming	
Academic departments	□ Emerging	
	□ Developing	
	□ Transforming	

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

COMPONENTS	STAGE	INDICATORS
Knowledge and awareness of diversity,	□ Emerging	
inclusion and equity in relation to	□ Developing	
disciplines	☐ Transforming	
Curriculum	□ Emerging	
	□ Developing	
	□ Transforming	
Faculty teaching and learning	☐ Emerging	
strategies and methods	□ Developing	
	□ Transforming	
Teaching and learning resources	□ Emerging	
	□ Developing	
	□ Transforming	
Student learning outcomes	□ Emerging	
	□ Developing	
	□ Transforming	
Service	□ Emerging	
	□ Developing	
	□ Transforming	
Research	□ Emerging	
	□ Developing	
	□ Transforming	
Academic Departments	□ Emerging	
	□ Developing	
	□ Transforming	

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

COMPONENTS	STAGE	INDICATORS
Staff knowledge and awareness	□ Emerging□ Developing□ Transforming	
Staff engagement and involvement	□ Emerging □ Developing □ Transforming	
Staff incentives & rewards	□ Emerging □ Developing □ Transforming	
Non-academic departments	□ Emerging □ Developing □ Transforming	

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

COMPONENTS	STAGE	INDICATORS
Student knowledge & awareness	□ Emerging	
	□ Developing	
	□ Transforming	
Student success	□ Emerging	
	□ Developing	
	□ Transforming	
Student opportunities for engagement	□ Emerging	
	□ Developing	
	□ Transforming	
Student leadership	□ Emerging	
-	□ Developing	
	□ Transforming	
Student incentives and rewards	□ Emerging	
	□ Developing	
	□ Transforming	

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

COMPONENTS	STAGE	INDICATORS
Coordination of institutional efforts	□ Emerging□ Developing□ Transforming	
Policy-making entities	☐ Emerging ☐ Developing ☐ Transforming	
Diversity-focused staff positions	☐ Emerging ☐ Developing ☐ Transforming	
Hiring & retention	□ Emerging□ Developing□ Transforming	
Professional development	□ Emerging□ Developing□ Transforming	
Funding	□ Emerging□ Developing□ Transforming	
Senior administrative leadership	□ Emerging□ Developing□ Transforming	
Institutional evaluation & assessment	□ Emerging□ Developing□ Transforming	
Institutional research	☐ Emerging ☐ Developing ☐ Transforming	
Institutional resource management	☐ Emerging ☐ Developing ☐ Transforming	

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COMPONENTS	STAGE	INDICATORS
Specialized initiatives	□ Emerging□ Developing□ Transforming	
Alumni affairs	☐ Emerging ☐ Developing ☐ Transforming	