

## Cultural Context Rubric

Outcome: Graduates will demonstrate the ability to understand and competently engage culture in its diversity in theological reflection, social relations, and ministerial practice.

	<b>Benchmark—1</b>	<b>Emerging—2</b>	<b>Proficient—3</b>	<b>Exceptional—4</b>
<b>Knowledge: Identity</b>	Has a positive sense of identity based on recognizing multiple elements of their own identity. Can articulate various aspects of that identity in relation to cultural context.	Recognizes that multiple elements of identity interact and create unique and complex individuals who are themselves embedded in complex cultures. Can express pride, confidence and healthy self-esteem without denying the value and dignity of other people.	Recognizes elements of the dominant culture in which they live, as well as other cultural contexts, and understands how they negotiate their own identity in multiple spaces with respect to systems and structures of power. Expresses pride, confidence and healthy self-esteem without denying the value and dignity of other people.	Integrates profound self-awareness and intersectional analysis into their theological identity. Sees cultural complexity as an opportunity for ongoing personal and spiritual formation. Embraces the discomfort that can come with conflict, reaches out to learn with genuine humility, and navigates their own complex identity with respect to systems and structures of power.
<b>Knowledge: Diversity</b>	Admits that different elements of cultural meaning-making (history, values, politics, communication styles, economy, beliefs, practices) may be important. Does not yet coherently articulate their impact on Christian biblical/theological reflection, social relations, or ministry practice.	Articulates how differing forms of meaning-making shape cultural contexts, and in turn how context shapes Christian theological reflection and ministry practice in particular cases (e.g., the impact of mass incarceration on African American experience, communities, theology, and practices).	Demonstrates a more thorough understanding of the ways in which power flows shape meaning-making within specific cultural contexts. Articulates how different social realities molded by various histories give shape and meaning to current experiences, relationships, Christian beliefs and/or practices in complex ways.	Demonstrates a thorough understanding of the ways in which power flows shape meaning-making within diverse cultural contexts. Articulates how different social realities molded by various histories give shape and meaning to current experiences, relationships, Christian beliefs and/or practices in complex ways, and embodies that understanding in prophetic action as a ministry leader.
<b>Skill: Systems analysis</b>	Recognizes that various systems have an impact on cultural perspectives. Responds in most situations from a default perspective which is not yet critically reflexive.	Is able to identify at least three systems of power that impact a given situation (gender, race, sexuality, etc.), and can articulate their own emotional responses to these systems, while respecting differing responses from others.	Has an astute analysis of the systems of power operative in a given setting, and can draw from that analysis to enact faithful and effective action which respects the experiences of groups who have been minoritized.	Consistently analyzes systems of power which are operative in a given setting, and draws from that analysis to enact faithful and effective action which leads to empowering groups who have been minoritized.
<b>Skill: Theological action</b>	Admits that cultural differences might shape verbal or nonverbal communication and sees how these can lead to misunderstanding in religious settings. Does not yet recognize the possibility of a shared Christian biblical/theological understanding across contexts in most circumstances.	Is able to draw on their Christian biblical/theological convictions to engage issues of justice, and can articulate how the Gospel invites relationship across many different forms of identity while embracing a world rich in cultural diversity.	Thoroughly grounded in their Christian biblical/theological convictions, can invite differing stances into collaborative action on behalf of justice. Is clear about the Gospel mandate to love one's neighbor in the fullness and complexity of that command. Demonstrates joy in cultural diversity.	Thoroughly grounded in their Christian biblical/theological convictions, is effective at constructing multi-faith and multi-theological action on behalf of the whole of God's creation. Visibly embodies the Gospel mandate to love one's neighbor in the fullness and complexity of that command. Demonstrates joy in cultural diversity.

<p><b>Attitude: Empathy</b></p>	<p>Is able to recognize that their experience is different from that of others, and values other viewpoints.</p>	<p>Is able to hear the perspective of another group, hold it without judgement, and convey respect for that viewpoint.</p>	<p>Is able to ask complex questions of people from whom they differ with a clear stance of humility. Seeks out and welcomes challenges to their current understanding, and sees conflict as a source of learning.</p>	<p>Courageously seeks both to understand and to experience the complexity of differences present in God's good creation in a host of sociologically and Christian biblically/theologically sophisticated ways. Inspires and cultivates wonder in others. Advocates and acts on their point of view in such a way as to encourage confrontation and inquiry into it</p>
<p><b>Attitude: Stance towards conflict</b></p>	<p>Has difficulty suspending judgment in their interactions amidst conflict. May not be aware of their own judgments. Expresses a willingness to change.</p>	<p>Understands their pattern of practice relative to various forms of conflict. Has developed a habit of being able to be present to conflict without shutting down.</p>	<p>Is clear about their experience with and stance towards conflict. Has developed a habit of seeing conflict as a source of learning, and is able to invite others into constructive engagement with conflict.</p>	<p>Demonstrates the ability to dynamically lead a faith community amidst difficult public conflict. Their behavior reflects a high capacity for advocacy coupled with a high capacity for inquiry and vulnerability without feeling threatened</p>

## Rubric Criteria

- **Knowledge: Identity** — Aware of their own preferences, rules, and biases, including personal prejudices and dynamics of privilege, relative to various forms of identity and differing cultural contexts. Aware of how their experiences have shaped their own perspectives on identity complexity. Open to critical reflection on their own perspective and can receive scrutiny and critique from alternative perspectives. Uses analysis of systems of power to augment self-understanding and self-description. Not looking for sameness, but instead welcomes complexity in identity and cultural context. Sees such complexity as an opportunity for ongoing personal and spiritual formation.
- **Knowledge: Diversity** — Knows that constructive self-awareness is a first step to positive relationship. Understands how differing elements of identity (history, values, politics, communication styles, economy, beliefs, practices) shape Christian biblical/theological reflection, social relations, and ministry practice. Articulates how different social realities (e.g., mass incarceration, poverty, health disparities) have been molded by history and give shape and meaning to current experiences, relationships, beliefs, and/or practices in complex ways. Demonstrates ability to sensitively interpret new and differing group identities. Integrates profound awareness of difference into constructive understanding in their own Christian biblical/theological reflection, ministry practice, and prophetic action as a ministry leader.
- **Skill: Systems Analysis** — Accurately discerns specific systems of power. Recognizes intellectual, emotional, and physical dimensions of more than one system and interprets experience from multiple perspectives (own and others). Acts in a constructive manner that conveys deep respect for the experiences and feelings of other people, particularly those which various systems of power have minoritized. Allows the experiences and feelings of other groups to challenge and modify their Christian biblical, theological and ministry practices. Permits God's universal love for the world to shape their love and empathy for others.
- **Skill: Theological Action** — Is able to draw on their Christian biblical/theological convictions to engage issues of justice and power connected to the complexity of identity and culture, and can articulate how the Gospel invites relationship across many different forms of identity. Thoroughly grounded in their Christian biblical/theological convictions, can invite differing stances into collaborative action on behalf of justice. Is clear about the Gospel mandate to love one's neighbor in the fullness and complexity of that command.
- **Attitude: Empathy** — Acknowledges the need for relational understanding amidst the diversity of God's people. Is able to ask complex questions about people from whom they differ from a clear stance of humility, and in ways that seek to transform power structures. Seeks out and welcomes challenges to their current understanding, and sees conflict as a source of learning. Inspires and cultivates wonder in others.
- **Attitude: Stance towards conflict** — Displays openness to venturing outside of their comfort zone. Is clear about their experience with and stance towards conflict. Has developed a habit of seeing conflict as a source of learning, and is able to invite others into constructive engagement with conflict. Demonstrates the ability to dynamically lead a Christian faith community amidst difficult public conflict. Their behavior reflects a high capacity for advocacy coupled with a high capacity for inquiry and vulnerability without feeling threatened.