<table>
<thead>
<tr>
<th>Commitment Area</th>
<th>Committee Comments</th>
<th>Lacking Evidence*</th>
<th>Some Evidence*</th>
<th>Optimal Evidence*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Knowledge</td>
<td>☐ Little expressed knowledge of dimensions of diversity that result from different identities.</td>
<td>☐ Individual shows indicators from both Lacking Evidence and Optimal Evidence</td>
<td>☐ Clear knowledge of, experience with, and interest in dimensions of diversity that result from different identities, such as ethnic, socioeconomic, gender, sexual orientation, disability.</td>
<td></td>
</tr>
<tr>
<td>Awareness</td>
<td>☐ Little expressed awareness of dimensions of diversity that result from different identities in their life and others.</td>
<td>☐ Individual shows indicators from both Lacking Evidence and Optimal Evidence</td>
<td>☐ Clear awareness of, experience with, and interest in dimensions of diversity that result from different identities.</td>
<td></td>
</tr>
<tr>
<td>Application</td>
<td>☐ Participated in no specific activities, or only one or two limited activities (limited in terms of time, investment, or role).</td>
<td>☐ Individual shows indicators from both Lacking Evidence and Optimal Evidence</td>
<td>☐ Describes multiple activities in depth, with detailed information about both their role in the activities and the outcomes. Activities may span research, teaching and service.</td>
<td></td>
</tr>
</tbody>
</table>

*Adapted from University of California, Berkeley
https://ofew.berkeley.edu/sites/default/files/rubric_to_assess_candidate_contributions_to_diversity_equity_and_inclusion.pdf
and Cornell University
http://facultydevelopment.cornell.edu/rubric-assessing-candidate-on-diversity-equity-and-inclusion/
The use of this rubric:

- "A rubric is an ordered table containing expressions to aid in the delineation of expectations for performance related to specific criteria." (p. 1)
- Why use a rubric in the hiring process?
  - Objectively compare an applicant's qualifications to both the position qualifications and functions and to other applicants
  - Helps provide equal employment opportunities to all applicants
  - The rubric helps you be able to demonstrate how committee members assessed each candidate's qualifications during the application review and interviews
  - Aides in simplifying the hiring process