

# **The Institute for Cultural Competence and Inclusive Excellence**

## **Proficiency levels/Learning Outcomes (RAMS):**

- **Readiness- Why Diversity Matters?**
  - Participant will demonstrate an understanding of the value and challenges of diversity and inclusion.
  - Participants will define cross-cultural competence and inclusive excellence as it relates to working and learning environments and effective means for demonstrating respect in different cultural settings and contexts.
  - Participants will analyze how religious, gender, ethnic, racial, socioeconomic class, sexual orientation, disability, age, regional and/or international identities are shaped by cultural and societal influences.
- **Application- Cultural Competence as a Critical 21<sup>st</sup> Century Skill**
  - Participants will differentiate historical, social and/or economic experiences of groups of people nationally and internationally and be able to demonstrate knowledge and awareness of common barriers and advantages to cultural competence and inclusive practices and strategies.
  - Participants will actively seek and integrate diverse thoughts, perspectives and/or pedagogy.
- **Mastery- Inclusion Cultivates Excellence!**
  - Participant will actively identify personal and professional opportunities to improve diversity, equity and inclusion efforts and expand strategies for inclusion.
  - Participant will effectively select and utilize skills, strategies, resources, and communication strategies that foster inclusion and eliminate barriers or access.
- **Social Influencer- Making WCU Golden!**
  - Participant will actively articulate ideas as an advocate, ally or leader or create platforms and facilitate the exchange of ideas, dialogue or a call to action.
  - Participant will influence campus culture and what it means to model cultural competence and inclusive excellence.
  - Participants will research and analyze ways that individuals, groups, and institutions develop and employ cultural competence