

## Diversity, Equity, and Inclusion - Non-Manager

<b>Diversity, Equity and Inclusion</b>		
<b>Unacceptable (1)</b>	<b>Meets Expectations (3)</b>	<b>Far Exceeds Expectations (5)</b>
Is unwilling or disinterested in examining own biases, assumptions, and attitudes (e.g., through training, readings, discussions with colleagues, etc...).	Demonstrates a willingness to examine one's own biases, assumptions, and attitudes (e.g., through readings, discussions with colleagues, etc...).	Actively pursues opportunities (e.g., readings, forums, special interest groups, etc..) that foster greater self-awareness and reflection on one's biases, assumptions and attitudes
Avoids or shuns opportunities to pursue personal and professional development (e.g., LOD classes, e-learning, books) on issues related to diversity, equity and inclusion.	Pursues personal and professional development (e.g., LOD classes, e-learning, books) on issues related to diversity, equity and inclusion.	Encourages others to pursue or join in pursuing personal and professional development (e.g., LOD classes, e-learning, books) on issues related to diversity, equity and inclusion.
Demonstrates a lack of awareness (through words, actions, etc..) and/or sensitivity towards others' social identities (e.g., race, gender, disability status, religion, etc..) and their relevance in the workplace.	Demonstrates awareness (through words, actions, etc..) of others' social identities (e.g., race, gender, disability status, religion, etc..) and their relevance in the workplace.	Shares insights and visible support (through words, actions, etc..) regarding the role of social identity (e.g., race, gender, disability status, religion, etc..) and its relevance in the workplace.
Intentionally overlooks diversity-related organizational policies, procedures, and/or resources to help resolve issues and make decisions.	Uses diversity-related organizational policies, procedures, and/or resources (e.g., DEI office) to help resolve issues and make decisions.	Shares personal examples and best practices in the use diversity-related organizational policies, procedures, and/or resources (e.g., DEI office) to help resolve issues and make decisions.
Avoids opportunities to establish relationships with people from other cultures and backgrounds; does not seek nor use alternate ideas, opinions, or insights.	Willingly establishes relationships with people from other cultures and backgrounds; seeks and uses their ideas, opinions, and insights.	Proactively and enthusiastically establishes relationships with people from other cultures and backgrounds; seeks and uses their ideas, opinions, and insights.
Downplays and/or ignores incidents of explicit and implicit bias in the workplace.	Recognizes and addresses incidents of explicit and implicit bias in the workplace.	Provides leadership and guidance on the importance of recognizing and addressing incidents of explicit and implicit bias in the workplace.

Please be mindful of different cultural norms and neurodiverse populations when applying these standards.