

## PWR DEI ACHIEVEMENT NARRATIVE RUBRIC

The Annual Merit Review Committee (AMRC) defines teaching and service as follows:

- Improves student academics directly: TEACHING
- Improves student academics indirectly: SERVICE
- Improves student academics neither directly nor indirectly: NO MERIT POINTS

The FRPA explains diversity, equity, and inclusion in the following way:

Describe the equity and diversity component of the teaching activity. Select all applicable checkboxes and add additional comments in the description field, if necessary. [Learn More About Equity and Diversity](#)

The following categories are used on FRPA:

Work with and in historically marginalized communities  
Contribution to research/scholarly or creative work regarding equity or diversity  
Teaching equity- or diversity-focused content  
Mentoring students from historically marginalized communities  
Mentoring colleagues from historically marginalized communities  
Contribution to service regarding equity and diversity  
Other diversity and equity work

The AMRC will judge the DEI Achievement Narratives according to four criteria. To earn points, a narrative must directly address **at least one** of the criteria:

### ***DEI Criterion #1: impact of DEI teaching or service***

Based on your awareness of and ability to articulate understanding regarding diversity broadly conceived, you could describe a great impact on a single student or a smaller impact on a larger number of students. The benefit to students must be *related* to impact in the classroom (teaching), or to the community (service).

### ***DEI Criterion #2: DEI innovation in teaching or service***

You could discuss innovations you have taken to implement DEI practices in the classroom, or successful techniques that you have tweaked, updated, or implemented. Multiple examples of actions should describe what you've done in the classroom as follow-up activities (teaching).

Service activities could include taking steps to make the program infrastructure, or broader discipline, more diverse, equitable, or inclusive; or research into how to incorporate more diverse perspectives in the classroom (service).

### ***DEI Criterion #3: collaboration and collegiality regarding DEI in teaching or service***

This criterion comprises your work to share your skills and insights with colleagues, to support their work and their pedagogical development. You should describe in detail the benefit to your colleagues' DEI pedagogy (teaching) and general awareness (service).

You could work with colleagues to create inclusive and welcoming teaching environments for all underrepresented students. You should describe how that translates to classroom practices (teaching).

Organizing or speaking at workshops or other events aimed at increasing others' understanding of diversity, equity, and inclusion (service).

Participation in workshops and activities that help build multicultural competencies and create inclusive climates (service).

Serving on university or college committees related to equity and inclusion, or preventing sexual harassment and sexual violence (service).

### ***DEI criterion #4: inclusivity and engagement***

To meet this criterion, you could address how you have helped students cross boundaries/barriers (e.g., those of age, class, race, or gender). You could describe how you have worked with others across those boundaries to expand opportunities for your students (teaching).

Other examples would ideally involve an awareness of current programs and initiatives taking place on campus, such as attending a campus DEI event with your class (service).

Each narrative will be awarded 0, 5, 10, or 15 points, according to the following rubric:

#### **0 points**

Narrative is absent or completely unconnected to the DEI criteria.

#### **5 points**

Narrative has a vague or unclear connection to the DEI criteria, **OR** fails to describe specific actions the instructor took, **OR** fails to describe in detail the benefits to students or colleagues' pedagogy(teaching). Service narratives fail to describe the service activity in detail.

#### **10 points**

Narrative clearly addresses at least one of the four DEI criteria, describes specific actions the instructor took, and describes in detail the benefits to student academics or colleagues' pedagogy or service activity.

***We expect that most narratives will be awarded 10 points.***

#### **15 points**

Narrative meets all the criteria of a 10-point narrative, and represents an extraordinary DEI achievement in the judgment of the AMRC.

***We expect that only a few narratives each year will be awarded 15 points***