

## APPENDIX G Guidelines for Evaluation

### Criterion 1.

#### Changes to existing bullet:

- Demonstrate the use of multicultural, anti-racism, anti-oppression, and/or equity and inclusion perspectives in teaching methods and other current assignments

#### Additional bullets:

- Develop and update culturally responsive pedagogy and course content
- Demonstrate inclusion of culturally relevant and responsive pedagogy and course content
- Engage students in anti-racist and otherwise challenging course content and discussions.
- Implement anti-bias curriculum and course materials

### Criterion 2.

#### Changes to existing bullet:

- Research that contributes to a profession and/or to higher education including but not limited to multiculturalism, anti-racism, anti-oppression and or equity and inclusion topics

#### Additional bullets:

- Research that focuses on cultural experiences, impacts, and/or influences
- Scholarship in the public sphere, e.g., online platforms
- Student-centered practices research
- Invited presentations to community forums, colleagues and students
- Collaboration with students on multi-media scholarship
  
- Open educational resource development

### Criterion 3.

#### Changes to existing bullet:

- Studying multicultural, anti-racism, anti-oppression, and/or equity and inclusion topics

#### Additional bullets:

- Studying local resources available to communities of color
- Attending student-organized cultural events and forums
- Studying campus policies and laws related to financial aid, housing, and student code of conduct
- Studying legal and university policies related to discrimination and harassment
- Collaborating with colleagues on anti-racist curriculum and course content

#### **Criterion 4.**

##### **Changes to existing bullet:**

- Working with students in multicultural, anti-racism, anti-oppression and/or equity and inclusion topics and efforts

##### **Additional bullets:**

- Serving as liaison to student families
- Serving as advocates to students in relation to university policies and legal system
- Working collaboratively with student support offices
- Contributing to student success planning process
- Working with students on understanding racism
- Serving as mentor for first generation students, students of color and international students
- Modeling best practices for students on equity and inclusion
- Contributing to equitable practices in advising, mentoring and advocacy of students
- Contributing to student recruitment

#### **Criterion 5.**

##### **Changes to existing bullet:**

- working with the community and/or campus in multicultural, anti-racism, anti-oppression and/or equity and inclusion topics and efforts

##### **Additional bullets:**

- Mentoring colleagues on anti-racism and culturally-responsive practices
- Participating in culturally-focused recruitment activities with department, university, families and student organizations
- Providing language interpretation skills to university offices and committees
- Providing leadership on equity and inclusion committees
- Representing communities of color on campus and community organizations
- Addressing injustice on campus and in local communities
- Participating in actions to create campus, community and larger social changes
- Contributing to equitable and inclusive university and community practices
- Delivering culturally relevant/responsive and anti-racist lectures, seminars, workshops or development activities