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CHARACTER: Creating, promoting, or advocating an inclusive and <i>welcoming</i> campus environment	Not present	Listed contributions of creating an inclusive and welcoming campus climate but lacks supporting detail	Minimal quantitative OR qualitative evidence of creating an inclusive and welcoming campus climate	Some quantitative AND qualitative evidence of creating an inclusive and welcoming campus climate	Significant quantitative AND qualitative evidence of a broad and sustained effort to create an inclusive and welcoming campus climate
COLLEGE: Raising <i>awareness</i> about Diversity, Equity and Inclusion within context of college's mission	Not present	Listed examples of raising awareness but lacks supporting detail	Minimal quantitative OR qualitative evidence of raising awareness of Diversity, Equity and Inclusion within context of the college	Some quantitative AND qualitative evidence of raising awareness of Diversity, Equity and Inclusion within context of the college	Significant quantitative AND qualitative evidence for sustained effort in raising awareness of Diversity, Equity and Inclusion within context of the college
COLLABORATION: <i>Collaborates</i> within their own campus, center, or department to increase Diversity, Equity and Inclusion education, expertise, or goals.	Not present	Listed collaboration efforts to increase knowledge of Diversity, Equity and Inclusion or towards a Diversity, Equity and Inclusion goal, but lacks supporting detail	Minimal quantitative OR qualitative evidence of collaboration efforts to increase knowledge of Diversity, Equity and Inclusion or towards a Diversity, Equity and Inclusion goal	Some quantitative AND qualitative evidence of collaboration efforts to increase knowledge of Diversity, Equity and Inclusion or towards a Diversity, Equity and Inclusion goal	Significant quantitative AND qualitative evidence of a broad pattern collaboration efforts to increase knowledge of Diversity, Equity and Inclusion or towards a Diversity, Equity and Inclusion goal
PERSONAL DEVELOPMENT: Works to increase <i>their own</i> education or expertise with Diversity, Equity and Inclusion.	Not present	Listed some personal development efforts to increase knowledge of Diversity, Equity and Inclusion, but lacks supporting detail	Minimal quantitative OR qualitative evidence of personal development efforts to increase knowledge of Diversity, Equity and Inclusion	Some quantitative Diversity, Equity and Inclusion qualitative evidence of personal development efforts to increase knowledge of Diversity, Equity and Inclusion	Significant quantitative AND qualitative evidence of personal development efforts to increase knowledge of Diversity, Equity and Inclusion