

Camosun EDI Initiatives Adjudication Rubric

Criteria	Exceptional (5 points)	Proficient (4 points)	Adequate (3 points)	Minimal (2 points)	Not Addressed (1 point)
Required					
Relevance to EDI	Initiative is directly and meaningfully connected to EDI with a clear focus on raising awareness about specific topics, such as gender, race, Indigeneity, accessibility, or 2SLGBTQI+.	Initiative relates to EDI with a primary focus on raising awareness about general topics in diversity and inclusion.	Initiative has a peripheral connection to EDI but lacks a strong emphasis on awareness or educational impact.	Initiative has minimal relevance to EDI topics, with limited focus on diversity or inclusion.	No connection to EDI is evident.
Audience Engagement	Actively engages a diverse range of Camosun students and employees, with plans to reach a broad audience within the campus community.	Engages a range of Camosun students or employees, with some plans to involve multiple groups in the campus community.	Primarily targets a specific group of students or employees, with limited reach or diversity in engagement.	Limited engagement with Camosun students or employees, focusing on a small or narrow group.	Does not involve Camosun students or employees.
Learning Outcomes and Activities	Clear, measurable learning outcomes with engaging, well-structured activities that enhance learning on EDI and diversity.	Learning outcomes are defined, with relevant activities that contribute to EDI awareness.	General learning outcomes are outlined, with some activities planned but lacking strong ties to EDI education.	Vague or minimal learning outcomes; activities are not well-structured or connected to EDI learning.	No learning outcomes or activities related to EDI are included.
Desirable					
Interdisciplinary Engagement	Actively incorporates interdisciplinary perspectives, bringing in expertise from multiple fields or departments.	Some interdisciplinary elements are present, involving perspectives from different fields.	Limited interdisciplinary approach, primarily focused within a single field or department.	Minimal effort to engage interdisciplinary perspectives.	No interdisciplinary engagement is evident.
Connection to Ləkʷəŋən and W̱SÁNEĆ Territory	Strongly incorporates elements that acknowledge and respect the Ləkʷəŋən and W̱SÁNEĆ territory and culture in a meaningful way.	Acknowledges and respects the Ləkʷəŋən and W̱SÁNEĆ territory, with some relevant connections to the initiative.	Includes a general acknowledgment of the Ləkʷəŋən and W̱SÁNEĆ territory but lacks specific connection to initiative activities.	Minimal reference to the Ləkʷəŋən and W̱SÁNEĆ territory.	No connection to the Ləkʷəŋən and W̱SÁNEĆ territory is provided.
Alignment with Strategic Plan	Strongly aligns with the Camosun College Strategic Plan, enhancing college goals and priorities for EDI.	Generally aligns with the strategic plan, supporting some of the college's EDI goals.	Limited connection to the strategic plan, with unclear ties to college EDI priorities.	Minimal alignment with the strategic plan, with only incidental relevance.	No alignment with the strategic plan.

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Opportunities for Reflection and Feedback	Provides structured opportunities for participants to reflect on their learning and offer meaningful feedback to improve future initiatives.	Includes some opportunities for participant reflection and feedback, though not deeply integrated.	Limited reflection and feedback opportunities, with general plans for participant input.	Minimal opportunities for reflection or feedback; no clear mechanism for improvement.	No reflection or feedback mechanism is provided.
Focus on Sustainability and Responsibility	Prioritizes sustainable practices and responsible resource use, setting an example for future initiatives.	Includes some sustainable practices and responsible resource use in planning and implementation.	Limited focus on sustainability or responsible resource use, with some incidental sustainable elements.	Minimal consideration for sustainability and responsible options; lacks intentional effort.	No focus on sustainability or responsibility evident.
Diversity of Topics Funded	Initiative focuses on an underrepresented or unique EDI topic, broadening the scope of diversity and inclusion discussions on campus.	Addresses an EDI topic within an adequately represented area, contributing positively to campus diversity awareness.	Limited focus on an EDI topic that is already broadly addressed or lacks uniqueness.	Minimal contribution to topic diversity, focusing on an area with substantial existing coverage.	Does not contribute to the diversity of topics.