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<b>CHARACTER:</b> 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 <b>lacks</b> supporting detail	<b>Minimal</b> quantitative OR qualitative evidence of creating an inclusive and welcoming campus climate	<b>Some</b> quantitative AND qualitative evidence of creating an inclusive and welcoming campus climate	<b>Significant</b> quantitative AND qualitative evidence of a broad and sustained effort to create an inclusive and welcoming campus climate
<b>COLLEGE:</b> Raising <i>awareness</i> about DEI within context of college’s mission	Not present	Listed examples of raising awareness but <b>lacks</b> supporting detail	<b>Minimal</b> quantitative OR qualitative evidence of raising awareness of DEI within context of the college	<b>Some</b> quantitative AND qualitative evidence of raising awareness of DEI within context of the college	<b>Significant</b> quantitative AND qualitative evidence for sustained effort in raising awareness of DEI within context of the college
<b>COMMUNITY:</b> <i>Engages</i> in activities and events outside of the college that promotes the tenets of DEI within the community.	Not present	Listed DEI activities done within the community but <b>lacks</b> supporting detail	<b>Minimal</b> quantitative OR qualitative evidence of DEI activities or events within the community	<b>Some</b> quantitative AND qualitative evidence of DEI activities or events within the community	<b>Significant</b> quantitative AND qualitative evidence of a broad pattern of DEI activities or events within the community
<b>COLLABORATION:</b> <i>Collaborates</i> within their own campus, center, or department to increase DEI education, expertise, or goals.	Not present	Listed collaboration efforts to increase knowledge of DEI or towards a DEI goal, but <b>lacks</b> supporting detail	<b>Minimal</b> quantitative OR qualitative evidence of collaboration efforts to increase knowledge of DEI or towards a DEI goal	<b>Some</b> quantitative AND qualitative evidence of collaboration efforts to increase knowledge of DEI or towards a DEI goal	<b>Significant</b> quantitative AND qualitative evidence of a broad pattern collaboration efforts to increase knowledge of DEI or towards a DEI goal
<b>PERSONAL DEVELOPMENT:</b> Works to increase <i>their own</i> education or expertise with DEI.	Not present	Listed some personal development efforts to increase knowledge of DEI, but <b>lacks</b> supporting detail	<b>Minimal</b> quantitative OR qualitative evidence of personal development efforts to increase knowledge of DEI	<b>Some</b> quantitative AND qualitative evidence of personal development efforts to increase knowledge of DEI	<b>Significant</b> quantitative AND qualitative evidence of personal development efforts to increase knowledge of DEI