

Bethel's R.E.A.L. Experience Skills & Sample Artifacts

Skill: Valuing Difference

Definition

An individual developing skill in valuing difference has the ability to “value, respect, and learn from diverse cultures, races, ages, genders, sexual orientations, and religions. The individual demonstrates openness, inclusiveness, sensitivity, and the ability to interact respectfully with all people and understand individuals’ differences.”

National Association of Colleges and Employers. (2017). *Career Readiness Defined*. Retrieved from <http://www.naceweb.org/career-readiness/competencies/career-readiness-defined/>

Indicators

1. Ability to analyze/solve problems with people from different backgrounds
2. Recognition of one’s own social identities and impact on worldview
3. Ability to synthesize varying perspectives and influencing factors
4. Cultural intelligence (CQ)
5. Awareness of and ability to utilize basic language related to difference and diversity
6. Understanding ways that various people groups experience organizational and cultural systems and settings in historic and contemporary contexts

Examples

- I learned how to listen, respect and value the contributions of classmates who are different from me over the course of a semester. I now believe that having them in my class added more value to my education than had I been in class with students who had similar backgrounds and beliefs as myself.
- I built a relationship with a recent refugee and their family through my Intercultural Communications class and started to understand on a personal level how different cultures communicate differently, and also how to communicate when there isn’t much shared language between two individuals.
- In an education practicum, I worked in a classroom dynamic where one 8th grade student was getting bullied because of his sexual orientation. I learned a lot through watching the classroom teacher handle the situation by providing care for the bullied student, following through on consequences for the offending student, and honoring the confidentiality of all students involved.

Sample Artifact

Want to see an example of how a real Bethel student developed an understanding of difference and perspective? Check out the difference & perspectives [sample artifact](#), by Natalie Simons reflecting on how her biases and perspectives have shifted due to a volunteer experience she had in connection with her class Federal Income Taxes (BUS 312). Essay published by Prepare + Prosper in an online magazine, Spark.