

Draft List of NWIC Faculty Cultural Outcomes

Criteria	Level of proficiency			
	Pre-Novice (1)	Beginning (2)	Developing (3)	Accomplished (4)
Outcome A: The faculty member demonstrates understanding of the roots and implications of assimilation and colonization.				
History	Thinks "What's assimilation?" Thinks it has always been this way for everyone.	Knows the existence of the terms assimilation and colonization.	Can articulate accurate definitions of the words and give examples. Can enumerate a few key historical events from Greece to modern times leading to practices of colonization and assimilation.	Can clearly outline the historical events leading to the current relationship between Coast Salish and non-Coast Salish Peoples and Governments. Can explain why Indian people have varying degrees of assimilation.
Worldview	Is not aware of worldviews other than own.	Recognizes the existence of more than their own worldview.	Can describe Western (Euro-American) worldview and a few key differences with Coast Salish worldview. Can give examples of how this makes NWIC different from community colleges.	Can articulate the difference between acquired rights and inherent rights. Can clearly articulate how this understanding affects their teaching at NWIC. They can describe how their changing understanding has affected how they live.
Outcome B: The faculty member demonstrates understanding of tribal land ownership issues.				
History	Has no idea of history of tribal land ownership issues.	Recognizes that "reservations" are different from traditional territories.	Can describe key events leading to current tribal land ownership situation.	Can explain the different types of land ownership in Coast Salish lands and explain their history.
Relationship to colonization	Does not see the connection between land ownership and assimilation and colonization.	Recognizes that there is a connection.	Can describe the connection between key historical events and worldview of colonization.	Can describe numerous significant current implications of the connection between history and land ownership.