



## Divergence

### Dimension 2: Critical

OER are critically reviewed, issues are challenged and stereotypes are subverted.

### Evaluating OER against the Divergence criterion

The Equity Rubric for OER Evaluation gives a resource a high rating for Divergence if it “empowers divergent thinking and methods of making meaning of the content.”

The Rubric suggests looking for resources “explaining that stereotypes such as ‘all tall people play basketball’ can be hurtful.”

### Key Examples and Suggestions

Resource	Description	Link
Imagery that subverts stereotypes	<p>Images that actively subvert stereotypes can be helpful in empowering divergent thinking.</p> <p>For example, Microsoft released an Inclusive Design Toolkit with an image intended to explain different impairment types; however, the image quickly received backlash for unconscious stereotyping.</p> <p>An improved adaptation was published by the Swedish Public Employment Service and public discourse continues to offer suggestions for improvement.</p>	<p><a href="#">LinkedIn’s favourite accessibility and inclusive design resources</a> – LinkedIn article by Joe Johnston, featuring both inclusive design images and other useful resources.</p> <p><a href="#">Read this LinkedIn post by Meryl Evans, a disability advocacy public speaker</a>, to view the discussion around continued improvements to the image.</p>



Resource	Description	Link
<i>Language Guide</i> by People with Disability Australia (PWDA)	This guide provides background, considerations, and examples of respectful language to use when writing about people with disability that will help to avoid perpetuating stereotypes.	<a href="#">Language Guide</a>
<i>LGBTIQ+ Inclusive Language Guide</i> by Minus18	Originally developed for public sector employees in Victoria, Australia, this guide is publicly accessible for anyone to learn how to use respectful and inclusive language when referring to LGBTIQ+ people.  The guide includes key terms used by LGBTIQ+ Aboriginal and Torres Strait Islander peoples and example scenarios.	<a href="#">LGBTIQ+ Inclusive Language Guide</a>

Table of key examples and suggestions demonstrating the [Divergence criterion](#) of the Critical dimension.

### [Suggest an Example](#)