Rubric for Equity, Diversity, and Inclusion

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| Content Element | Description and Requirement  |
| ****Illustrations & Photos**** | Ensure diversity is reflected and that we consider the [intersectionality](https://www.merriam-webster.com/dictionary/intersectionality) and context of the depiction (e.g., is it perpetuating a stereotype, are all populations equally “active” in the art program, etc.).  \*Consider illustration/artwork diversity on a section/chapter level.  |
| ****Example Names**** | Ensure that the names of people used in examples, exercises, and scenarios represent various countries of origin, ethnicities, genders, and races.  |
| ****Researchers & Studies**** | Ensure that we recognize key contributors from all backgrounds, and that our real-world examples are also diverse.   \*If historical figures in a field lack diversity, we must balance their inclusion with more current and diverse contributors.   |
| ****References or Bibliography**** | Determine if the research we reference or the data we utilize has been sourced from diverse authors, researchers, and organizations.   |
| ****Applications & Scenarios**** | Ensure that diverse contexts are included, and that all examples are comprehensible by everyone; yet avoid stereotypes.   \*Consider on a section/chapter basis.   |
| ****Keywords & Indexed items**** | Ensure the index/keywords signal priorities and importance without creating any superficial or misleading sense of coverage all while reflecting the diversity of the subject areas and audience.   |
| ****Historical & Current Perspectives**** | Represent issues, events, or concepts that are relevant to diverse populations and ensure that impacts are represented accurately for the populations affected. Examples include social problems, health issues, political issues, business practices, economic conditions, and so on that are relevant to underrepresented groups. (e.g., Are we covering [BLM](https://www.merriam-webster.com/dictionary/Black%20Lives%20Matter), gender pay gap, Indigenous experience…)  |
| ****Controversial Topics**** | Present the [consensus](https://www.merriam-webster.com/dictionary/consensus) view reflected in scholarship, yet allow for alternative points of view, and/or acknowledge that alternate views exist.   |
| *This work is adapted from* [*A Community Effort to Enhance the Diversity of OpenStax Psychology*](https://mfr.osf.io/render?url=https://osf.io/85s4y/?direct%26mode=render%26action=download%26mode=render) *, © 2019 Rice University, and is used under* a [*CC BY 4.0*](https://creativecommons.org/licenses/by/4.0/) licence. |