7-19-2021

Supporting Equity, Diversity and Inclusion in the Library

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University of
**Central
Florida**

STARS
Showcase of Text, Archives, Research & Scholarship

Supporting Equity, Diversity and Inclusion in the Library

Sai Deng

University of Central Florida Libraries

Why this session?

- **EDI are fundamental values of the library and community.**

- **Part of the Stay Savvy with Scholarly Communication Summer Professional Development Series at UCF Libraries**

- **Goal: Share information and resources, continue the EDI conversation.**

- **Experiences: Felt an urge to talk about EDI while I keep encountering it in various committee work**
  - **ALA Diversity Fair:**
    - Promoting Library Advocacy, Diversity, Family Literacy, and Global Outreach (Chou, M., Lee, E., Tseng, S. & Deng, S., 2011)
    - Chinese American Librarians Association: Embracing Diversity and Outreaching to the Global Community (Deng, S. & Zhang, Y., 2017)
  - **UCF Graduate Student Garrison's research on Classification and Cataloging of LGBTQAI+ Materials**
    - In western cataloging and classification, assumed user was historically "a white, heterosexual, Christian, western European male" (e.g., in Dewey Decimal Classification, LC classification, LCSH)
  - **ALA Interest Group Programming**
    - **ALCTS Cataloging and Classification Research Interest Group**
      - Thinking Outside the Book: Research on Non-traditional Cataloging & Classification (2019 ALA Annual)
        - "An astronaut, a nurse, and a prostitute walk into a library…": How to Effectively Explain Our Value to Non-Catalogers (Ros)
        - Classification and Cataloging of LGBTQAI+ Material in the Elementary School Library (Garrison)
    - **Core Role of the Professional Librarian in Technical Services IG Discussion**
      - Embracing Equity, Diversity and Inclusion (EDI) in Library Cataloging (2021 ALA Core IG Week)
      - Equity, Diversity and Inclusion (EDI) in the Library and Technical Services (2021 ALA Annual)

Why this session?

- **DLF Inclusive Metadata Task Force (IMTF), 2019**
  - Bias and Inclusivity in Metadata (Zotero Library)
    (https://www.zotero.org/groups/2294724/bias_and_inclusivity_in_metadata/collections/DDUNVQRZ/items/TT2KQN3W/collection)
  - IMTF library (https://www.zotero.org/groups/2335582/imtf/items/A5JIUB3V/library)
- **DLF Committee for Equity and Inclusion GLAM Diversity subgroup, 2021**
  - Assemble "resources and tools that organizations and individuals can use in designing, implementing, and assessing efforts to achieve greater levels of diversity, equity, and racial and ethnic justice across an organization"
  - Goal: create a framework of what DEI efforts look like at various GLAM entities
  - **CALA Committees** (CALASYS, CALA Social Media, Best Book Award...)
- Worked with **special collections** before (e.g., Carol Mundy collection, Civil War, PRISM: Political & Rights Issues & Social Movements)
- **Community work** (Greater Orlando Chinese Professionals Association, Chinese School of Tomorrow)
- **SSDN Metadata Working Group**
  - **Inclusive Metadata & Conscious Editing Resources List** (2020)

Why this session?

- **EDI Work at UCF and UCF Libraries**
  - [UCF Libraries EDI-related Initiatives 2019 Report](#) (Beile)
  - [Collaborating for Change: Devoting Time for Diversity Discussions for Your Library Staff](#) (Dubach & Avila, 2021)

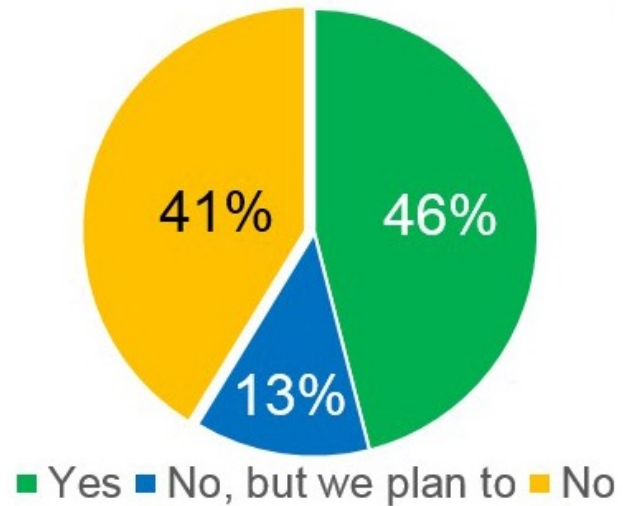|		
[Diverse Families Bookshelf](#) (CMC)	[UCF Libraries Featured Bookshelf](#) (Haught)	[Diversity Week](#)
Diverse Collections & Resources (e.g., African American Communities, American Indian Newspapers, Asian American Drama…)	Diversity Programming & Events	[Campus Climate Survey](#)
Serving on Committees	Trainings (e.g., by [Office of Diversity and Inclusion](#))	[Virtual Conversation About Race and Unity](#)	[UCF: President's Statement Regarding Equal Opportunity and Affirmative Action](#)

EDI at ALA, ACRL & OCLC

- **ALA**
  - [Equity, Diversity, Inclusion: An Interpretation of the Library Bill of Rights](#)
  - [Office for Diversity, Literacy and Outreach Services](#)
  - ALA Advocacy: Equity, Diversity & Inclusion Resources (http://www.ala.org/advocacy/diversity)
- **ACRL**
  - ACRL: Equity, Diversity, and Inclusion (https://www.ala.org/acrl/issues/edi)
  - [ACRL Equity, Diversity and Inclusion LibGuide](#)
  - [ACRL Diversity Alliance](#)
- **OCLC**
  - [OCLC: Equity, Diversity, and Inclusion Initiatives](#)
    - [Towards respectful and inclusive description](#)
    - [The CARE Principles for Indigenous Data Governance: overview and Australian activities](#)
    - [Free webinars, trainings, and resources](#)

An EDI Survey

- **Equity, Diversity, and Inclusion in the OCLC Research Library Partnership Survey, 2017** (https://www.oclc.org/research/areas/community-catalysts/rlp-edi.html)

EDI Committee or WG

41% 46% 13%

■ Yes ■ No, but we plan to ■ No

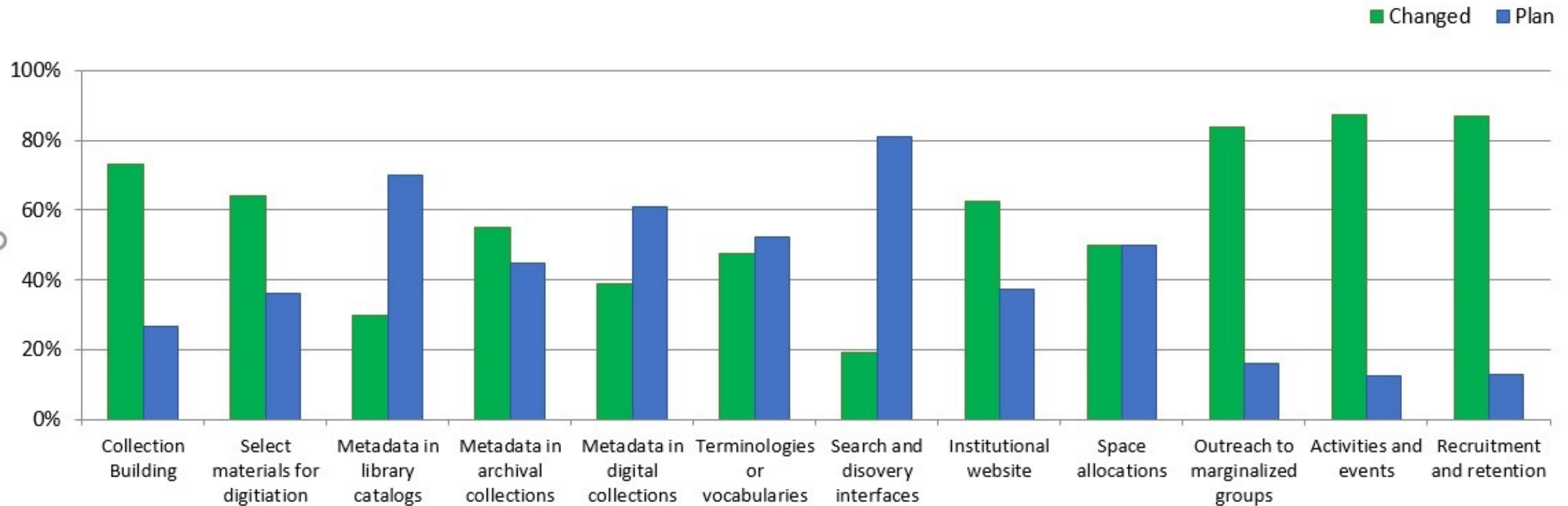## Using EDI principles

28% 51% 21%

■ Yes ■ No, but we plan to ■ No
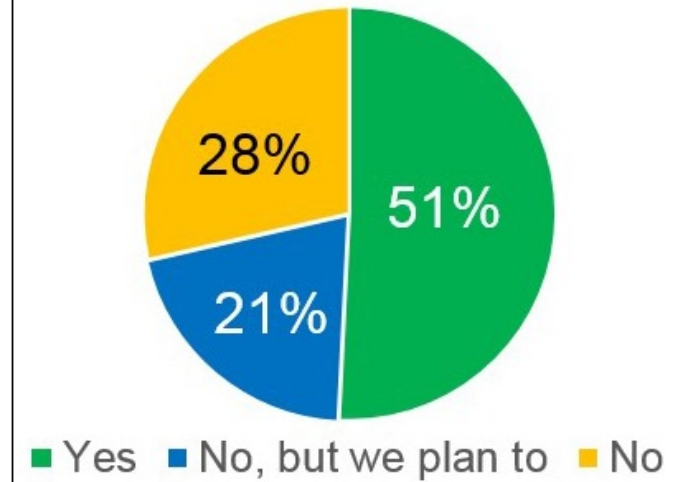
An EDI Survey

- **Equity, Diversity, and Inclusion in the OCLC Research Library Partnership Survey, 2017**

The top areas that had changed due to their EDI goals:
Activities and events (88%)
Recruitment and retention (87%)
Outreach to marginalized communities (84%)
Collection building (73%)

The top areas that institutions planned to change:
Search and discovery interfaces (77%)
Metadata descriptions in library catalogs (70%)
Metadata descriptions in digital or digitized collections (58%)
Terminologies and/or vocabularies (52%)

EDI Questions from an ACRL Survey: Recruitment/Retention

- **ACRL 2020 Academic Library Trends survey**: **DEI questions on recruitment/retention**, e.g.,
  - **What strategies is the library using to hire staff from underrepresented groups?** (Check all that apply)
    - **Action plans** for recruiting underrepresented groups
    - **Analyzing the number of applicants**, finalists, and hires **from underrepresented groups**
    - Conducting **blind review** of resumes and other application materials
    - Including an explicit **EDI statement** in job postings
    - Offering higher salaries to reflect supply/demand imbalance for hires from underrepresented groups
    - Offering **implicit bias and/or cultural competency training** for library staff
    - Offering **residency or fellowship program(s)**
    - **Posting** the position **to a diverse range of audiences**
    - Providing formal **mentorship programs** for new hires
    - Requiring candidates to **demonstrate support for EDI initiatives** in their job applications
    - Rewriting position descriptions to **encourage a broader pool of applicants**
    - Training search committees on best practices for **inclusive searches…**

EDI Questions from an ACRL Survey: Recruitment/Retention

- **[ACRL 2020 Academic Library Trends survey](#)**
  - **DEI questions on recruitment/retention**, e.g.,
    - **What strategies does the library use to retain staff from underrepresented groups?**
      - **Action plans** for retaining employees from underrepresented groups
      - Formal **mentorship programs** for new hires
      - Fostering an **inclusive workplace culture**
      - Working to **dismantle systemic racism** in our organization
      - Other (Please specify)
      - No intentional efforts have been made to retain staff from underrepresented groups

EDI Questions from an ACRL Survey: Library Programming

- **ACRL 2020 Academic Library Trends survey**: DEI questions on library activities/programming, e.g.,
  - **Does your library do (or has it done) any of the following? (check all that apply)**
    - Analyze the **demographics of local or campus communities for use in planning or setting goals**
    - Assign **personal librarians as liaisons** to programs devoted to underrepresented or marginalized groups
    - Attend **programming and/or events** related to EDI
    - Charge one or more **library committees** to focus on EDI issues/initiatives
    - Collect and preserve **materials** related to underrepresented and marginalized groups
    - Collect materials related to teaching and/or research in EDI
    - Conduct periodic **antiracism audits**
    - Conduct periodic reviews of **library space** to ensure inclusive and/or representative artwork is on the walls
    - Conduct periodic reviews of library space to ensure **accessibility** for other-abled individuals
    - Incorporate EDI into **library instruction**
    - Participate in and/or lead **research** related to EDI
    - Posted **public statements** or created **action plans** in support of antiracism
    - Use data from campus and/or library **assessments of climate** as it relates to EDI…
- **National Movements for Racial Justice and Academic Library Leadership: Results from the Ithaka S+R US Library Survey 2020**

EDI at Organizational Level

- [Diversity, Equity, and Inclusion Spectrum Tool for Organizations](#)
  - **Dimensions of DEI/EDI work:**

- DEI Vision
- Policies
- Diversity
- Decisions
- Commitment
- Infrastructure

- Data
- Accountability
- Leadership
- Training
- Community
- Inclusion

DEI Component	Not Yet Started	Ready to Start	Launched	Well on the Way	Exemplary or Leading
Diversity	Doesn't see diversification of board and staff as a priority; may be paralyzed by the perceived challenges or view it as unattainable	Has had initial discussions about and values the idea of diversifying its board and staff	Beginning attempts to diversify its board and/or staff but may not know how to do it effectively or have strategies and systems in place; may not result in growing diversity	Actively works to increase diversity of board and staff, resulting in growing diversity; has begun to identify and institute retention strategies for diverse staff	Has policies and strategies for strengthening and maintaining organizational diversity; staff and board represent the diversity of the community it serves; effective retention strategies are implemented

Meyer Memorial Trust

EDI at Organizational Level

Global Diversity, Equity & Inclusion Benchmarks

From The Centre for Global Inclusion: https://centreforglobalinclusion.org/wp-content/uploads/2021/06/GDEIB-APRIL-2021-1.pdf

- **Global Diversity, Equity & Inclusion Benchmarks**

15 categories, organized into 4 groups
Five levels
LEVEL 5: BEST PRACTICE
Demonstrating current global best practices in DEI; exemplary.
LEVEL 4: PROGRESSIVE
Implementing DEI systemically and showing improved results and outcomes beyond what is required or expected.
LEVEL 3: PROACTIVE
A clear awareness of the value of DEI; starting to implement DEI systemically. This is what is required and expected of all organizations.
LEVEL 2: REACTIVE
A compliance-only mindset; actions are taken primarily to comply with relevant laws and social pressures. Doing the bare minimum.
LEVEL 1: INACTIVE
No DEI work has begun; diversity, equity, and inclusion are not part of organizational goals.

The Libraries' Responses to EDI

- **[EDI and Anti-Racism Toolkit from the Oregon Library Association](#), 2021**
  - **EDI Antiracism**: EDI Antiracism Readiness Survey; Antiracism Policies and Practices; Black, Indigenous, People of Color (BIPOC) workplace perspective…
  - **Collection Development: EDI Collection Development**
    - [Diverse Collections: An Interpretation of the Library Bill of Rights](#)
    - **Considerations for Collection Development:**
      - Look for authentic voices;
      - look beyond mainstream review journals, get to know publisher highlighting diverse voices (e.g., online resources of AILA, APALA, BCALA, CALA, REFORMA, JCLC, specialized book fairs); alternative resources, diverse authors
      - Collection promotion (in book display, library program, reference)
      - Maintenance (diversity audit, need assessment, look beyond circulation statistics for weeding)
      - Policy: budget for diverse collection; support diverse collection management
  - **Align intellectual freedom with EDI values via adding acknowledgement statement**, e.g.,
    - [List of Statements on Bias in Library and Archives Description](#)
    - [DPLA's Statement on Potentially Harmful Content](#)

The Libraries' Responses to EDI

- **Cataloging**
  - Considerations with Cataloging
    - Subject Headings; Authority work; Classification Systems
    - Author/Audience Characteristics
      - Specify in MARC fields 385/386 using [LC Demographic Group Terms](#), e.g., 385 ‡m Gender group: ‡n gdr ‡a Women ‡2 lcdgt; 386 $m Age group: $n age $a Children $2 lcdgt
- **Diversity Audit**
  - Considerations with Diversity/Equity Audits
    - Types of representations;
    - Keep an eye on stereotypes;
    - Examine your own internalized biases;
    - Can be time-consuming;
    - Decide if you need a book in hand to evaluate
- **Advocacy**
- **Intellectual Freedom:** banned books; libraries for "all"
- **Professional Development:** [EDI & Social Justice Opportunities](#); Books, Reading materials; Mentorship program (e.g., for Library Staff of Color)…

Gender minorities
[gender]
UF GLBT people
    GLBTQ people
    LGBT people
    LGBTQ people
NT
    Intersex people
    Transgender people
    Transsexuals
    Transvestites

* from [LC Demographic Group Terms](#)

The Libraries' Responses to EDI: Equal Access

- **Promote equitable access for all** (via services, collections, spaces)
- **Access to Library Resources and Services** (ALA)
  - Access to Digital Resources and Services: An Interpretation of the *Library Bill of Rights* (2019)
  - Services to People with Disabilities: An Interpretation of the *Library Bill of Rights* (2018)
- **Open Access, Open Education Resources**
- **Textbook affordability**
- **Accessibility** (Technology access, Assistive technology, Universal design)
- **Digital Divide:** economic and social inequality to information and technology between demographics and regions
  - Pew Research on Digital Divide
- **Net neutrality**
  - Net Neutrality (ALA Washington Office)

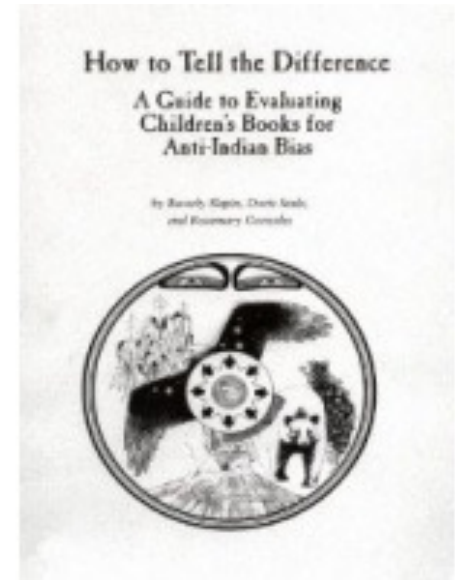# The Libraries' Responses to EDI: Collection Development

- **Equity, Diversity, and Inclusion in Libraries: Collection Development** (SC State Library)
    - Diversity audit
    - Diverse reviews and book lists
    - Diverse book awards
    - Publishers/distributors: multicultural/multilingual, indigenous, Spanish/Latino…

- **Doing a Diversity Audit** (Karen Jensen, Teen Librarian Toolbox)
    - **Types of Diversity to Consider**
        - Race/ethnicity, Gender, LGBTQAI+, Disability, Religion, Own voice
    - **What you need to do for an effective diversity audit**
        - Goal: consider US census data (e.g., population percentage of people of color, LGBTQAI+, disabled people)
        - Up to date shelf list
        - Staff with time and knowledge to evaluate the titles
        - Research
        - Book titles in each category

The Libraries' Responses to EDI: Evaluating Books for Bias

- **How to Tell the Difference: A Guide for Evaluating Children's Books for Anti-Indian Bias**
  - **Criteria from How To Tell The Difference:**
    - **Look at picture books** (e.g., "E" for "Eskimo," "I" for "Indians" present in ABC books?)
    - Look for **stereotypes** (e.g., are native people portrayed as savages, or simple tribal people, oversimplified, generalized, all one color, one style)
    - Look for **loaded words** (e.g., primitive, pristine, simple, Injun, savage)
    - Look for **tokenism** (e.g., stereotypically alike)
    - Look for **distortion of history** (e.g., Euro-American conquest of /victory over the Native people)
    - Look for **victimization** (e.g., Natives accepted defeats passively, aided conquest)
    - Look at the **lifestyles** (e.g., condescending manner: them vs. us; "vanished Indian"; religion described as superstition; ethnocentric Western focus on material objects)
    - Look at **dialog** (e.g., "early jawbreaker" vs. "noble savage," oral tradition)
    - Look for **standards of success** (e.g., avoid pastor knew better than native people on what is good for them; culture norm; values)
    - Look at **the role of women, elders, Child's self-image**
    - Look at **the author's or illustrator's background**

How to Tell the Difference
A Guide to Evaluating
Children's Books for
Anti-Indian Bias

by Beverly Slapin, Doris Seale
and Rosemary Gonzales

The Libraries' Responses to EDI: Cataloging & Metadata

- **Biases in Cataloging & Classification**
  - **DDC, LCSH:** principles favored white, Christian, American/Western/European, heterosexual males
- **Berman's Legacy**
  - **Berman, Sanford**. *Prejudices and Antipathies: A Tract on the Lc Subject Heads Concerning People*. McFarland & Company, 2013. https://www.sanfordberman.org/prejant.htm
  - Berman, Sanford. *Prejudice and Antipathies: A Tract on the LC Subject Heads Concerning People.* Metuchen, N.J.: Scarecrow Press. **1971**.
  - Knowlton, Steven A. Three Decades Since Prejudices and Antipathies: A Study of Changes in the Library of Congress Subject Headings. *Cataloging & Classification Quarterly.* Vol. 40, Issue 2, 2005. https://doi.org/10.1300/J104v40n02_08
- **Linda Garrison's Research**
  - Paradigmatic Change and Its Effect on the Collection and Cataloging of LGBTQAI+ Literature in the Elementary School Library
- "Windows, mirrors, and sliding glass doors" metaphor (Bishop)

The Libraries' Responses to EDI: Cataloging & Metadata

- **Changes eventually made to LCSH after the publication of *Prejudice and Antipathies***

Original LCSH Heading	Changed to/ Changes
Jewish question	Jews – [place], Jews
Yellow peril	deleted
Chinese (/Japanese/Mexican) in the U.S.	Chinese Americans, Japanese Americans, Mexican Americans
Mixed bloods (subdivision under Indians of North America etc.)	Mixed descent
Mohammedanism, Mohammedans	Islam, Muslims
Negroes, Negro art, etc.	African Americans, Blacks (used for works on blacks as an element in the population)
Genocide	"Race problems" cross-refs deleted
Lynching	"criminal justice, administration of" cross-refs deleted
Native races	Indigenous peoples
Sexual Perversion	Paraphilias; cross-refs (Homosexuality, Lesbianism) eliminated
The West	West (U.S.)
Women as…	Women [field], e.g., Women astronauts

The Libraries' Responses to EDI: Cataloging & Metadata

- **Libraries:** Provide safe, supportive environments and diverse, inclusive collections

- **Community voices:** [Change the Subject](), [Canadian Subject Headings for Indigenous Peoples]()...

- **Initiatives in Libraries and Communities, e.g.,**
  - CaMMS Subject Analysis Committee (SAC)
  - [Wikidata:WikiProject LD4 Wikidata Affinity Group]()
  - NYU Libraries: Inclusion, Diversity, Belonging, Equity and Accessibility (IDBEA) Steering Committee
  - OSU Libraries: EDI CV (Equity, Diversity and Inclusion Controlled Vocabulary) & Description Working Group

- **Outcomes and Deliverables:**
  - Bibliographies, resource lists
  - Library-wide and community activities, discussions
  - Strategies, policies, recommendations, tools
  - Inclusive metadata practice (in cataloging and archival description etc.)

- **Continue the Conversation in the Library**
  - **Cases, examples and resources are compiled from:**
    - [**Inclusive Metadata & Conscious Editing Resources List**]() (SSDN Metadata Working Group)

Radical Cataloging

"Alien" vs. "Noncitizens" etc.

- Survey: ALA/ALCTS/CaMMS Subject Analysis Committee
  - September-Oct 2019, 40 responses
- Trend: Those who made revisions mostly changed their heading to "Undocumented immigrants"
- Primary approaches:
  - Keep authorized LCSH and add new term(s)
  - Replace authorized LCSH with new term(s)
  - Keep authorized LCSH, but display new term(s)

Appendix 1: Terms from non-LCSH controlled vocabularies as of March 2020

LCSH term	Alternate term suggestion
Aliens	Noncitizens $2 sears
Illegal aliens	Unauthorized immigrants $2 sears Undocumented Immigrants $2 mesh Undocumented Immigrants $2 eric Undocumented immigrants $2 hapi
Illegal aliens—Canada	Undocumented immigrants—Canada $2 sears
Illegal aliens—United States	Unauthorized immigrants—United States $2 sears

Fox, Violet, Tina Gross, Cate Kellett, and Karl Pettit. "Implementing Local Alternatives to the 'Illegal aliens' LCSH: Report from the SAC Working Group on Alternatives to LCSH 'Illegal aliens.'" Conference presentation, ALCTS CAMMS Catalog Management Interest Group, ALA Midwinter, 2020. https://connect.ala.org/HigherLogic/System/DownloadDocumentFile.ashx?DocumentFileKey=8daa3ab7-f013-4712-9939-a56c42698ca4

Fox, Violet; Bennyhoff, Nick; George, Kelsey; Grant, Erin; Gross, Tina; Kellett, Cate; Kirkland, Arden; Jurgemeyer, Karla; Perera, Treshani; Pettitt, Karl; Piascik, Jeanne; Robinson, Lisa; Tomaras, Deborah. Report of the SAC Working Group on Alternatives to LCSH "Illegal aliens." June 2020. http://hdl.handle.net/11213/14582

Radical Cataloging
"Alien" vs. "Noncitizens" etc.

López, Sol María, and Laura Wright. "Radical Cataloging: Using alternative subject headings locally to promote inclusiveness and diversity." Webinar. Colorado State Library, 2018.
https://www.librarieslearn.org/calendar/radical-cataloging-using-alternative-subject-headings-locally-to-promote-inclusiveness-and-diversity
*URL updated

- **Radical Cataloging:** " 'radical'… refers to addressing the root–systemic, or structural–issues behind social problems. <u>Radical cataloging… [is] intended to address the root issues that can make access to information problematic.</u>" - Radical Cataloging: From words to action (Lember)

- Radical Cataloging: Using alternative subject headings locally to promote inclusiveness and diversity
  - **CU Boulder Libraries:** added "undocumented immigrants" (and six variants) to over 5,000 bib records

1. Aliens >> **Noncitizens**

2. Illegal Aliens >> **Undocumented immigrants**

3. Alien detention centers >> **Immigrant detention centers**

4. Children of illegal aliens >> **Children of undocumented immigrants**

5. Illegal alien children >> **Undocumented immigrant children**

6. Illegal aliens in literature >> **Undocumented immigrants in literature**

7. Women illegal aliens >> **Women undocumented immigrants**

Racial Considerations

"Identifying & dismantling white supremacy"

This slide is from:
Bolding, Kelly. "Reparative Processing: A Case Study in Auditing Legacy Archival Description for Racism"
https://docs.google.com/presentation/d/1MhOXx5ZlVjb_8pfvvFquMqLsUUlOHFFMT4js5EP4qnA/edit?usp=sharing

Racial Considerations

"Describing whiteness"

Auditing Legacy Archival Description for Racism

- **Reparative Processing** (Bolding)
  - Describe white ethnicities (ex. Scottish American)
  - Call it like it is (settlers, colonists)
  - "The first white" ≠ "The first"
  - Use active voice to describe oppressive relationships
  - Denormalize colonial place names (e.g., for Early American history collections)

Bolding, Kelly. "Reparative Processing: A Case Study in Auditing Legacy Archival Description for Racism"
https://docs.google.com/presentation/d/1MhOXx5ZlVjb_8pfvvFquMqLsUUlOHFFMT4js5EP4qnA/edit?usp=sharing

Racial Considerations

"Include racial identities for all people"

"whiteness is no longer the presumed default"
Example: Julian Shakespeare Carr Papers

Dean, Jackie. "Conscious Editing of Archival Description at UNC-Chapel Hill." *Journal of the Society of North Carolina Archivists* 19 (2019): 41-55. http://www.ncarchivists.org/wp-content/uploads/2020/02/jsnca_vol16_dean.pdf

- **Legacy description:** Julian Shakespeare Carr (1845-1924) of Chapel Hill and Durham, N.C., was a manufacturer of tobacco products with interests in a wide range of other businesses, including banking and textiles. Carr was also active in the Methodist Church, the Democratic 45 Party, and several Confederate veterans' organizations, including the North Carolina branch of the United Confederate Veterans, which he served as commander. He was also a strong supporter of various institutions of higher education in the state. The collection includes letters, telegrams, printed announcements, programs, and pamphlets, business and legal documents, maps, and newspaper clippings pertaining to Carr's business and personal affairs. The letters chiefly concern banking, farming, and family matters, but also reflect Carr's interests in the Civil War and the United Confederate Veterans and in the Methodist Church. Also included are printed and manuscript addresses and Sunday School lessons given by Carr. **Of special note is a series of speeches discussing the race problem in North Carolina and throughout the South.** One address, 2 June 1913, given at the dedication of the monument later known as "Silent Sam" on the University of North Carolina campus. Business topics are also represented. Included are seven volumes of Carr's diary containing brief entries, 1907-1917, and letter books, 1919-1922. These volumes chiefly document Carr's personal life, particularly his travels and family associations. Also included are a wedding album, 1895, of Carr's daughter Eliza, and a family history, 1991, by Joseph Julian Carr. Photographs are chiefly of Julian S. Carr.

Racial Considerations

Include racial identities for all people

"whiteness is no longer the presumed default"
Example: Julian Shakespeare Carr Papers "conscious editing"

Dean, Jackie. "Conscious Editing of Archival Description at UNC-Chapel Hill." *Journal of the Society of North Carolina Archivists* 19 (2019): 41-55. http://www.ncarchivists.org/wp-content/uploads/2020/02/jsnca_vol16_dean.pdf

- **2018 revision:** The papers of white businessman and public figure Julian Shakespeare Carr (1845-1924) of Chapel Hill and Durham, N.C., document his financial interests in tobacco, textiles, and banking; affiliations with the Methodist Church, the Democratic Party in North Carolina, and organizations commemorating the Confederacy; and philanthropic support of institutions of higher education, particularly the University of North Carolina (UNC). Papers include letters, printed items, business records, legal docu-46 ments, diaries, photographs, lessons for Sunday school, and addresses written and delivered by Carr. The rhetoric in many addresses reflects Carr's positions on what he and his contemporaries called "the race problem." In keeping with white supremacy movements in North Carolina at the turn of the twentieth century, Carr defended the institution of slavery, claiming it had been beneficial to the enslaved, and argued for denying full citizenship rights to African Americans. Included are Carr's 1899 speech supporting an amendment to the North Carolina constitution that disenfranchised African Americans and his address at the 1913 dedication of the Confederate monument later known as "Silent Sam" on the UNC campus.

Cases & Examples
Ethical and Cultural Considerations

"Be more precise, less prejudicial"

East Indians (May Subd Geog)
Here are entered works on the inhabitants of India in general. Works on the aboriginal peoples of the Western Hemisphere, including Eskimos, are entered under Indians.
   UF Asian Indians
      Indians, East
      Indic peoples
   BT Ethnology—India
   SA individual ethnic groups, e.g. **Bhil (Indic people); Dravidians**
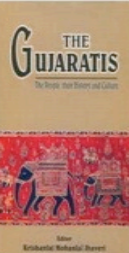   NT Peranakan (Asian people)

Ethnology—India
   RT Caste—India
   NT Adi (Indie people)
      Adiwasi Garasia (Indie people)
      Agaria (Indie people)
      Ahirs
      Ahoms (Indie people)
      Akas
      Alu Kurumba (Indie people)
      Ambastha Kayasthas
      Ambattans
      Anal (Indie people)
      Anavil Brahmans
      Andamanese (Indie people)
      Angami (Indie people)
      Anwal (Indie people)
      Ao (Indie people)
      Apatani (Indie people)
      Arains
      Arunthathiyars
      Assamese (South Asian people)
      Asur (Indie people)
      Audumbara (Indie people)
      Babars (South Asian people)
      Badaga (Indie people)
      Baḍaganāḍu Brāhmaṇas
      Bagals (Indie people)
      Bagdis
      Bagga (Indie people)
      Bagta (Indie people)
      Baiga (Indie people)
      Bailpattars
      Bairwas

WorldCat

The Gujaratis : the people, their history, and culture :
Author: Krishanlal Mohanlal Jhaveri
Publisher: New Delhi : Cosmo Publications, 2003.
Series: Peoples of India.
Edition/Format: Print book : English
Rating: (not yet rated) 0 with reviews - Be the first.
Subjects: Gujaratis (Indic people) -- Social life and customs.
Gujaratis (Indic people) -- History.
Gujuri literature -- History and criticism.

Gujaratis in Fiji Islands : personal glimpses
Author: Kanti Jinna; Francis Mangubhai
Publisher: [Flynn] : [Gujarat Samaj of Fiji], [2008?]
Edition/Format: Print book : Biography : English   View all editions and formats
Summary: This book focuses on the early history and arrival of Gujaratis. The b early history and arrival of Gujaratis; the second with the socio-cultur photographic history of Gujaratis grouped into family, business, socia special section on two leading Gujarati women of Read more...
Rating: (not yet rated) 0 with reviews - Be the first.
Subjects: Gujaratis (Indic people) -- Fiji.
Gujaratis (Indic people) -- Fiji -- Biography.
Gujaratis (Indic people) -- Fiji -- Ethnic identity.

Examples from:
Biswas, Paromita, and Ann Hallyburton. "Cataloger's judgement: Bringing ethical considerations into a fluid space." Conference presentation, ALCTS CAMMS Catalog Management Interest Group, ALA Midwinter, 2020.
https://connect.ala.org/HigherLogic/System/DownloadDocumentFile.as hx?DocumentFileKey=3cc2bdec-ce50-ed74-e71c-8aa12d7ae4fa

Multilingual Metadata & Access

- **Tse-Tsung Chow Collection of Chinese Scrolls and Fan Paintings**

Matusiak, Krystna K., Ling Meng, Ewa Barczyk, & Chia-Jung Shih. "Multilingual metadata for cultural heritage materials: The case of the Tse-Tsung Chow Collection of Chinese Scrolls and Fan Paintings", *The Electronic Library*, 33, no. 1 (2015): 136-151. https://doi.org/10.1108/EL-08-2013-0141 [paywall]

Title/標題	Scroll prints of a gallant horse with a bluish white and mixed color - 青騅
Artist	Unknown
作者	未知
Date of Creation	Unknown
創作日期	未知
Period	Unknown
年代	未知
Collector	Zhou, Cezong, 1916-2007
收藏者	周策縱, 1916-2007
Main Text	In front of Zhao Mausoleum (the mausoleum of Emperor Taizong of Tang (599-649)), this horse is the second from the east. It has a bluish white and mixed color and was struck with five arrows. This is the horse that Shimin Li (an emperor of the Tang dynasty, 597-649) rode when he conquered Jiande Dou (573-621)(a leader of rebels in Sui dynasty). The horse moves as fast as a flash. It runs so swiftly as if there were god's blessings on its hoofs. Riding on this horse, a flying-white-cloth-like steed, will guarantee victory of a war.
釋文	東第二，蒼白雜色，前中五箭，平實建德時乘。足輕電影，神發天機。策茲飛練，定我戎衣。
Language	Chinese
語言	中文
Subject AAT	Prints (visual works) Calligraphy (visual work) Hanging scrolls Poetry Rubbings (visual works)
主題 AAT-Taiwan	版畫 (視覺作品) 書法(視覺作品) 立軸 詩 拓印 (視覺作品)
TGM	Horses
Coverage	China
創作地	中國

https://collections.lib.uwm.edu/digital/collection/scroll/id/42/rec/8

Applying Cultural Competencies in Archival Description

Describe African American History

- Lack of context

- Neutrality: "Assumptions of Neutrality Create Biases in Favor of Historical Racism"

Tang, Annie, Dorothy Berry, Kelly Bolding, and Rachel E. Winston. "Toward Culturally Competent Archival (Re)Description of Marginalized Histories." Conference presentation, Society of American Archivists annual meeting, 2018. https://digitalcommons.chapman.edu/

library_presentations/23

Previously at: https://www.umbrasearch.org/catalog/e0bda72a7dad74880ad738f0528b81c923e16bbd

Applying Cultural Competencies in Archival Description

Describe African American History

- www.umbrasearch.org **African American History**
- 730,561 items from more than 1,000 U.S. archives, libraries, and museums

Tang, Annie, Dorothy Berry, Kelly Bolding, and Rachel E. Winston. "Toward Culturally Competent Archival (Re)Description of Marginalized Histories." Conference presentation, Society of American Archivists annual meeting, 2018. https://digitalcommons.chapman.edu/library_presentations/23

Local Armed Service Associations. Bremerton, Washington: Negro, 1943-1946. (Box 55, Folder 37)

View

Keywords

African American Soldiers | African American Troops | African Americans | Armed Forces | Bremerton | Military Life | National Board Of The Young Men's Christian Associations. Armed Services Dept | National Board Of The Young Men's Christian Associations. Army And Navy Dept | Participation, African American | United States | Washington | World War, 1939 1945

Related Content

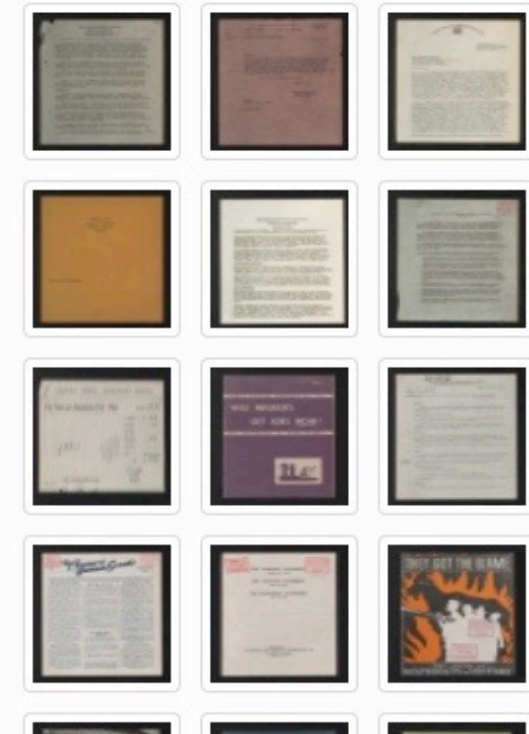National Board of the Young Men's Christian Associations. Armed Services Dept

Description

This folder contains materials created/collected by the administration of the YMCA's Army and Navy Department, later known as the Armed Services Department. This department worked to meet the recreational, spiritual, educational, and other welfare needs of individuals serving in or associated with the United States armed services. This folder specifically contains service to a Bremerton, Washington YMCA club which was segregated and open only to African Americans.

https://www.umbrasearch.org/catalog/e9666fe5f69a2ce0a5b41d99105c69a4e4ba1efe

Acknowledging Humanity

Identify slave holders and enslaved person
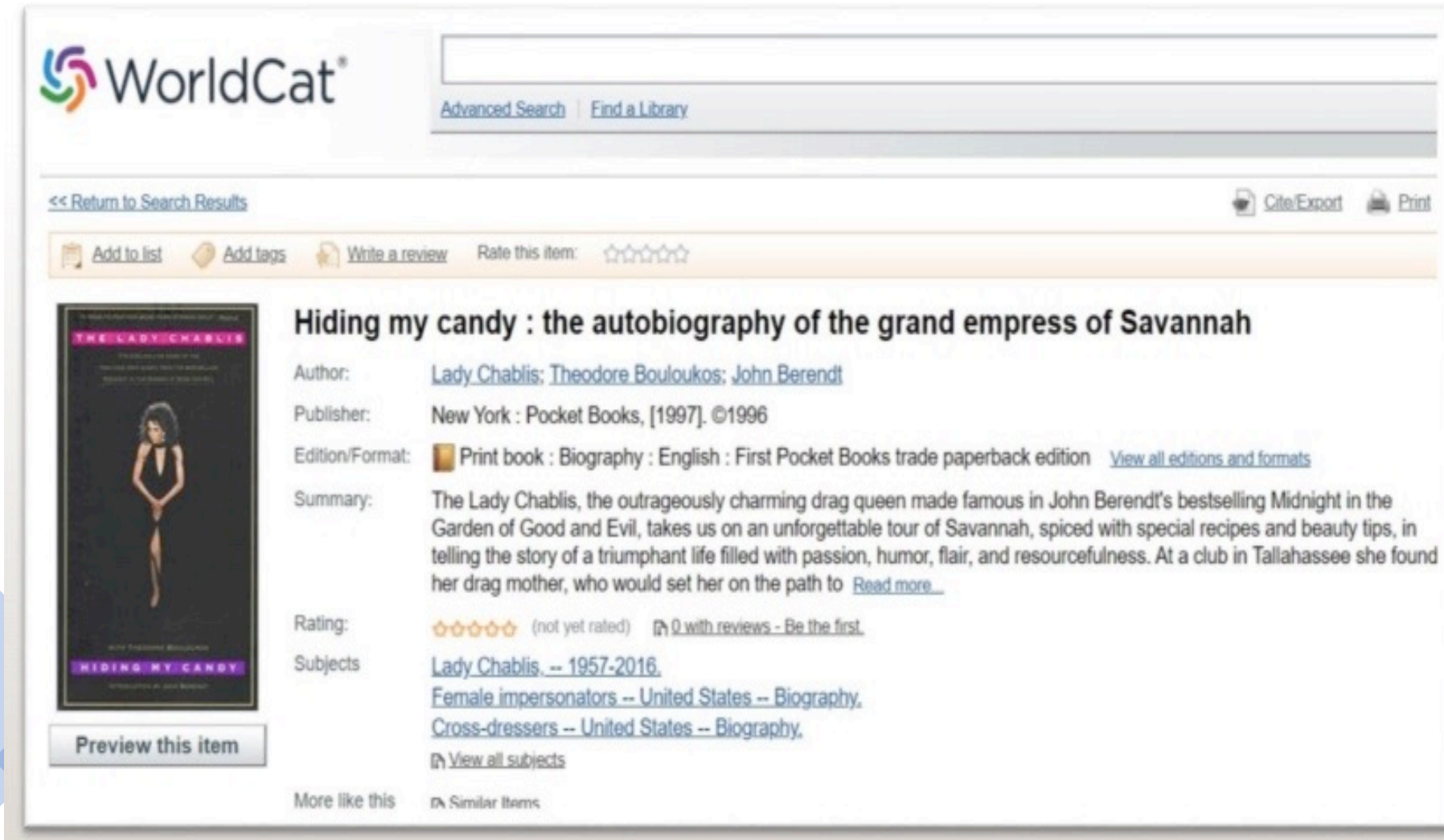
Gender Considerations

Respect (gender) identity

- Lady Chablis
- Female impersonators

- Knox, Brenda
- Performance artists

Examples from:
Biswas, Paromita, and Ann Hallyburton. "Cataloger's judgement: Bringing ethical considerations into a fluid space." Conference presentation, ALCTS CAMMS Catalog Management Interest Group, ALA Midwinter, 2020.
https://connect.ala.org/HigherLogic/System/DownloadDocumentFile.ashx?DocumentFileKey=3cc2bdec-ce50-ed74-e71c-8aa12d7ae4fa

Describing Disability

- "respects the preferences of living communities"

- Disability Museum: Use "short stature" "physical disability" to describe disability, added "entertainment," "family," "popular culture"; not use "dwarfism"

Rinn, Meghan R. "Nineteenth-Century Depictions of Disabilities and Modern Metadata: A Consideration of Material in the P. T. Barnum Digital Collection," *Journal of Contemporary Archival Studies* 5, Article 1 (2018). https://elischolar.library.yale.edu/jcas/vol5/iss1/1

Enlarge
This Image

Visual Still Information

Title:	**Lavinia And Minnie Warren**
Original caption:	Misses Lavinia & Minnie Warren
Creator:	Brady (photographer)
Date:	Circa 1865
Format:	Photograph
Source:	Syracuse Univ. Library, Special Collections
Control no.:	Ronald G. Becker Collection of Chas. Eisenmann Photographs, Box 1
Location:	No.663
Keywords:	Entertainment; Family; Lavinia Warren; Minnie Warren; Physical Disability; Popular Culture; Portrait; Short Stature

https://www.disabilitymuseum.org/dhm/lib/catcard.html?id=919

Sites Incorporating Inclusive Description
Anti-racism Digital Library and Thesaurus

- https://sacred.omeka.net/

- "a clearinghouse for information resources about people, groups, and projects who are building inclusive and caring communities"

- Collaborate on developing the Collections, Glossary and Thesaurus

Core concept: Anti-racism

Preliminary Facets:

Beliefs/Values (e.g. Community, Cosmopolitanism, Diversity, Equality, Equity, Faith, Hospitality, Human Rights, Humanism, Inclusion, Justice, Non-violence, Peace, Spirituality, Tolerance, Unity);

Actions – Practices - Strategies (e.g. Advocacy, Anti-racism training, Anti-violence training, Awareness training, Community building, Conflict resolution, Cultural action, Cultural democracy, Cultural transformation, Dialog/discussions, Education/Educational events, Empathy, Non-violence, Organizational change, Youth activities, Skill-building training); Political participation; Identity politics; Reparation, Investment

Movements (e.g. Civil Rights movement; Interfaith movement)

Policies (affirmative action; includes laws too, e.g. Universal Declaration of Human Rights, Genetic Information Non-discrimination Act of 2008 (GINA) USA);

https://sacred.omeka.net/thesaurus

Sites Incorporating Inclusive Description

- Digital Transgender Archive
  - https://www.digitaltransgenderarchive.net/
  - "increase the accessibility of transgender history"
- LGBTQ+ Library, Indiana University Bloomington
  - https://lgbtq.indiana.edu/programs-services/library/index.html
  - See printscreen (right)

Fake, Vol. 1
by Sanami Matoh

Paperback, 2003

Tags	bisexual, graphic novel
Collection	Graphic Novels
Series	Fake (1)
Status	**AVAILABLE**
Call number	9.852 MATfa 2003 v.1

Yuri Monogatari Volume 3
by Various

Paperback, 2006

Tags	graphic novel, lesbians, yuri
Collection	Graphic Novels
Series	Yuri Monogatari (3)
Status	**AVAILABLE**
Call number	9.856 ALCyu 2006 v.3

Love is Love
by Marc Andreyko

Format

Book	61
Paper Book	7

Collections

Graphic Novels	36
Fiction	30

Tags

graphic novel	61
lesbians	27
gay men	11
young adult	3
transgender	3
bisexual	3
memoir	2
anthology	2
Lambda Literary Award	2
biography	2
New York	1
lesbian relationships	1
comic	1
youth	1
HIV/AIDS	1
transitioning	1
pulse	🔒

https://www.librarycat.org/lib/iuglbtlibrary/search/tag/graphic+novel

Sites Incorporating Inclusive Description

- LibraryThing https://www.librarything.com/
  - Includes user-contributed inclusive terms

- Temple University Library. "SCRC Statement on Potentially Harmful Language in Archival Description and Cataloging" https://library.temple.edu/policies/14
  - Actively weighing whether the efficiency or preservation of context from re-using or not remediating problematic and potentially offensive description is worth the affect it may have on users encountering that description.
  - Clearly indicating (through use of quotation marks, notes, or other explanation) what language comes from an external source or is legacy/older description, and which was written by SCRC staff.
  - Researching how the community describes itself and its own histories, finding other institutions that have grappled with similar collections, and/or discussing the issue directly with the people or organizations who created or are described by the materials.

Tools

- Includes thesauri, subject heading lists, best practice guides

- American Folklore Society. "American Folklore Society **Ethnographic Thesaurus**."
https://id.loc.gov/vocabulary/ethnographicTerms.html

- Bone, Christine, Brett Lougheed, Camille Callison, Janet La France, and Terry Reilly, "Changes to Library of Congress Subject Headings Related to **Indigenous Peoples**: for use in the AMA MAIN Database", 2015. http://dx.doi.org/10.5203/ss_ama.main_bon.chr.2015.1.
  - Created by the Association of Manitoba Archives

- Capek, Mary Ellen S., ed. *A Women's Thesaurus : An Index of Language Used to Describe and Locate Information By and About Women*. New York: Harper and Row, 1989.
http://www.worldcat.org/oclc/882509758
  - "A project of the National Council for Research on Women and the Business and Professional Women's Foundation."

Tools

- Colbert, J.L. "**GLBT Controlled Vocabularies and Classification Schemes**." American Library Association, Rainbow Round Table, 2017.
  http://www.ala.org/rt/sites/ala.org.rt/files/content/Accessibility/GLBT%20Controlled%20Vocabularies%20and%20Classification%20Schemes.pdf

- Ganin, Netanel. "**Queer LCSH**."

  - http://www.netanelganin.com/projects/QueerLCSH/QueerLCSH.html

  - up-to-date and comprehensive subject heading guide for queer folks in the LCSH/LCGFT/LCDGT

  - Search results of sexual minorities (and minority), queer, lesbian, gay, gender, orientation, intersex, transgender, transexual, and bisexual.

  - Example:

    Queer comic books, strips, etc (May Subd Geog)

    UF GLBTQ+ comic books, strips, etc

    UF LGBTQ+ comic books, strips, etc

    UF Sexual minority comic books, strips, etc

    BT Comic books, strips, etc

Tools

- First Archivist Circle. "**Protocols for Native American Archival Materials**." 2007. http://www2.nau.edu/libnap-p/protocols.html
  - "These *Protocols* are presented to guide libraries and archives in engaging in culturally responsive care of Native American archival materials and in providing culturally appropriate service to communities. Librarians and archivists should be aware that each tribe, band, and community is unique."
  - Table of Contents
    - Building Relationships of Mutual Respect
      Striving for Balance in Content and Perspectives
      Accessibility and Use
      Culturally Sensitive Materials
      Providing Context
      Native American Intellectual Property Issues
      Copying and Repatriation of Records to Native American Communities
      Native American Research Protocols
      Reciprocal Education and Training
      Awareness of Native American Communities and Issues

Tools

- "**Glossary of Disability Terminology**." Disabled People's Association, Singapore, 2015. https://www.dpa.org.sg/wp-content/uploads/2015/10/DPA-Disability-Glossary-FINAL.pdf
    - Example: Accessible web design: Creating web pages according to universal design principles to eliminate or reduce barriers, including those that affect people with disabilities. Ideally, all websites should conform to Level AAA of the Web Content Accessibility Guidelines 2.0. For more information about these guidelines, please see the W3C Web Accessibility Initiative website at http://www.w3.org/WAI/WCAG2AAA-Conformance

- "**Homosaurus**: An International LGBTQ Linked Data Vocabulary." http://homosaurus.org
    - Companion to broad subject term vocabularies (e.g., LCSH)

    *Homosaurus can be added to digital repositories and traditional ILS (650 Subject-Topical Term, 655 Index term-Genre/Form in MARC records), e.g.,
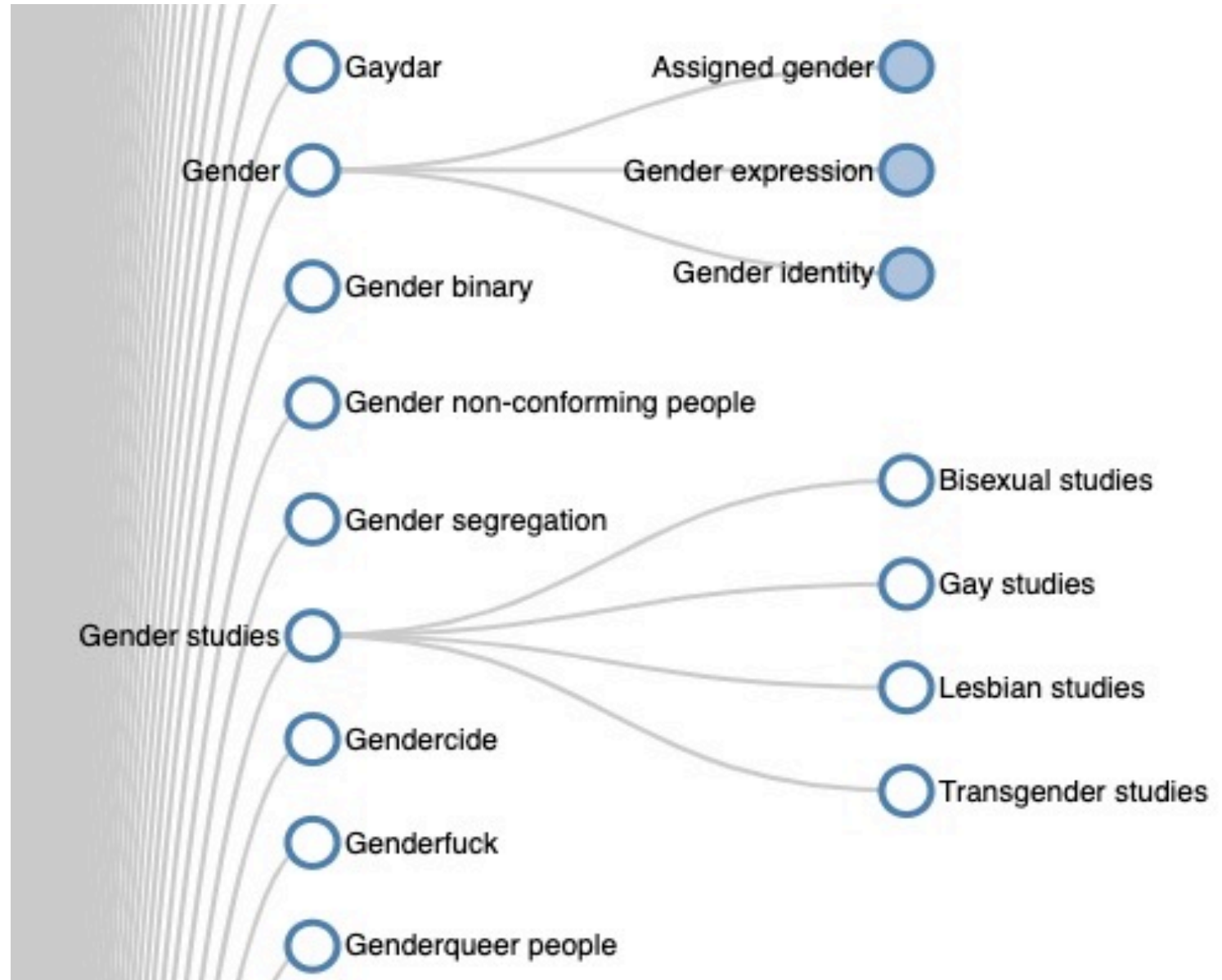   650 7 ‡a Non-binary people. ‡2 homoit
    655 7 ‡a Bisexual fiction. ‡2 homoit

Tools

Homosaurus

Tree View:

http://homosaurus.org/tree

Tools

- Institute for Sexual Research, Indiana University. *Sexual Nomenclature : A Thesaurus*. Boston, G.K. Hall, 1976. http://www.worldcat.org/oclc/557824390

- World Health Organization. *Multiaxial Classification of Child and Adolescent Psychiatric Disorders*: *The ICD-10 Classification of Mental and Behavioural Disorders in Children and Adolescents*. Cambridge: Cambridge University Press, 2011. http://www.worldcat.org/oclc/1031502240

SEX LAWS (GEOG) (HIST).
BT LAWS
BT LEGAL ASPECTS OF SEX BEHAVIOR
NT ADULTERY LAWS
NT AGE OF CONSENT

Pervasive developmental disorders

Behavioural and emotional disorders with onset usually occurring in childhood and adolescence

F90 Hyperkinetic disorders
F91 Conduct disorders
F92 Mixed disorders of conduct and emotions
F93 Emotional disorders with onset specific to childhood
F94 Disorders of social functioning with onset specific to childhood and adolescence
F95 Tic disorders
F98 Other behavioural and emotional disorders with onset usually occurring in childhood and adolescence

Tools

- "**Women's Thesaurus**." Atria: Institute on gender equality and women's history, 2018. https://institute-genderequality.org/library-archive/thesaurus/

Category
politics/policy
social relations
women's studies

More general term
political movements
social movements
theories
world views

Feminism

Used for

More specific
anarcha feminism
Christian feminism
cultural feminism
cyber-feminism
ecofeminism

anti-feminism
anti-racism
black feminism
deconstruction
emancipation
lesbian movements
women's movements
women's studies

Description
1.1. general term for both a political, social movement and a philosophy which criticizes and opposes the inequality between women and men; feminism thus constitutes a source of inspiration for women's studies 2. the word 'feminism' was introduced at the end of the nineteenth century and its meaning is not the same in different periods of history; revaluation of the experiences and culture of women is common to all meanings

https://institute-genderequality.org/library-archive/collection/thesaurus/5287/

Resource Lists

- Archives for Black Lives in Philadelphia, Anti-Racist Description Working Group. "**Archives for Black Lives Philadelphia Anti-Racist Description Resources**," October 2019. https://archivesforblacklives.files.wordpress.com/2019/10/ardr_final.pdf

- **Metadata recommendations:**

- **Voice and Style**
  - **Decenter "neutrality" and "objectivity" in favor of "respect" and "care."**
  - **Avoid passive voice when describing oppressive relationships**
    - "Four Kent State University students were killed on May 4, 1970, during a clash between the Ohio National Guard and a crowd gathered to protest the Vietnam War."
    - "Members of the Ohio National Guard killed four Kent State University students during a mass protest against the Vietnam War."
  - **Focus on the humanity of an individual before their identity/ies**
    - "documents the business dealings of a Black woman named Maria in 18th century Mexico"
    - "documents the business dealings of Maria, a Black woman in 18th century Mexico

Resource Lists

- **Refrain from writing flowery, valorizing biographical notes for collection creators.**
  - Remove and refrain from including evaluative terms like "preeminent," "renowned," "genius," or "seminal" that serve to praise collection creators
- **Use accurate and strong language such as lynching, rape, murder, and hate mail when they are appropriate**. Do not let your discomfort with the terms censor the material.
- **Describe relationships of power when they are important for understanding the context of records** (e.g., Racism, slurs, white supremacy, colonialism, and histories of oppression).
  - "Thomas Jefferson was a known enslaver despite his legacy as a supporter of individual rights."

- **Handling Racist Folder Titles and Creator-Sourced Description**
  - preserve but contextualize creator-sourced original description
  - draw a distinction between the creator-supplied description and archivist-supplied description via quotation marks, processing information note, scope and content note, and/or another method.
  - replace offensive language in primary user-facing description
  - Make a distinction between the institutional voice/archivist's voice and the voice of the collection creator
  - Research how the community being described feels about certain terms

from https://archivesforblacklives.files.wordpress.com/2019/10/ardr_final.pdf

Resource Lists

- **Describing Slavery Records**
  - Use "enslaved" or "captive" [person/woman/man/child/laborer] rather than "slave" when describing people held in bondage
  - Use "free [person|man|woman] of color" "freed[person|man|woman]," or another term to describe those who were not enslaved during a period when slavery existed in that society
  - Humanize documents from all sides (e.g., include the seller and purchaser's names for deeds)
  - Use available information to name enslaved people
  - Use enslaved or formerly enslaved people as primary entry……

    from https://archivesforblacklives.files.wordpress.com/2019/10/ardr_final.pdf

- Society of American Archivists, Description Section. "Inclusive Description resources." https://www2.archivists.org/groups/description-section/inclusive-description

- Strand, Karla J. "Disrupting Whiteness in Libraries and Librarianship: A Reading List." University of Wisconsin System Office of the Gender and Women's Studies Librarian, 2019. https://www.library.wisc.edu/gwslibrarian/bibliographies/disrupting-whiteness-in-libraries/

Research- and Theory-Oriented Works

- Adler, Melissa. "Classification Along the Color Line: Excavating Racism in the Stacks." *Journal of Critical Library and Information Studies*, 1, no. 1 (2017). https://journals.litwinbooks.com/index.php/jclis/article/view/17

- Adler, Melissa. *Cruising the Library: Perversities in the Organization of Knowledge*. New York: Fordham University Press, 2017. http://www.worldcat.org/oclc/1136550407

- Adler, Melissa. "Transcending Library Catalogs: A Comparative Study of Controlled Terms in Library of Congress Subject Headings and User-Generated Tags in LibraryThing for Transgender Books." *Journal of Web Librarianship*, 3, no. 4 (2009): 309-331. https://doi.org/10.1080/19322900903341099 [paywall]

- Bates, Jo, and Jennifer Rowley. "Social reproduction and exclusion in subject indexing: A comparison of public library OPACs and LibraryThing folksonomy." *Journal of Documentation*, 67 no. 3 (2011): 431-448. https://doi.org/10.1108/00220411111124532 [paywall]

- Beall, Jeffrey. "Ethnic Groups and Library of Congress Subject Headings." *Colorado Libraries*, 4, no. 37 (2006): 37-44. http://eprints.rclis.org/8831/

- Billey, Amber, Emily Drabinski & K. R. Roberto. "What's Gender Got to Do with It? A Critique of RDA 9.7." *Cataloging & Classification Quarterly*, 52, no. 4 (2014): 412-421. https://doi.org/10.1080/01639374.2014.882465 [paywall]

- Bowker, Geoffrey C., and Susan Leigh Star. *Sorting Things Out: Classification and Its Consequences.* Cambridge, Mass.: MIT Press, 1999. http://www.worldcat.org/oclc/699516543

- OIson, Hope A. *The Power to Name: Locating the Limits of Subject Representation in Libraries.* Dordrecht: Kluwer Academic, 2002. http://www.worldcat.org/oclc/50404371

- Tai, Jessica. "Cultural Humility as a Framework for Anti-Oppressive Archival Description." *Journal of Critical Library and Information Studies*, 3, no. 1 (2020). https://journals.litwinbooks.com/index.php/jclis/article/view/120

from Inclusive Metadata & Conscious Editing Resources List

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Q &A

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University of
Central Florida

Thank you!