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Enhancing Gender, Race and Ethnicity Subjects for Inclusive Metadata

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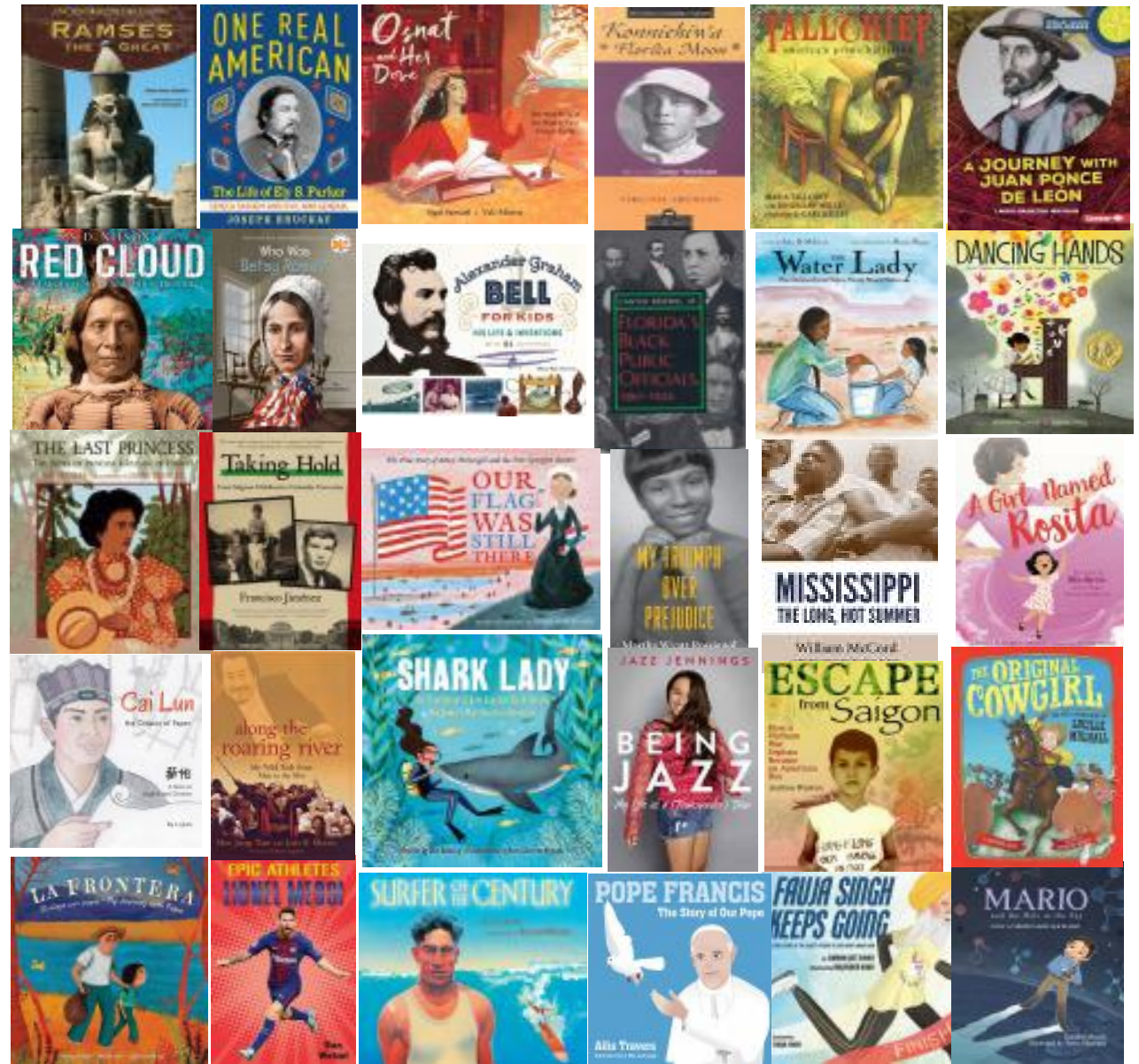


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Enhancing Gender, Race and Ethnicity Subjects for Inclusive Metadata

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DEI Considerations in Inclusive Metadata

- **Biases in Cataloging & Classification**

- DDC, LCSH: principles favored white, Christian, American/Western/European, heterosexual males
- Berman, Sanford. *Prejudices and Antipathies: A Tract on the LC Subject Heads Concerning People*. 2013. 1971.

- **DEI Considerations in Inclusive Metadata**

- **Radical Cataloging** “[is] intended to address the root issues that can make access to information problematic” (Lember, 2013); use alternative subject headings to promote inclusiveness and diversity
- **Racial Considerations:** Include racial identities for all people (Dean, 2019)
- **Ethical and Cultural Considerations:** Be more precise, less prejudicial (Biswas & Hallyburton, 2020)
- **Gender Considerations:** Respect (gender) identity; Record information about gender as the person self-identifies and explicitly discloses, taking information from readily and publicly available sources... (Billey et al., 2016)
- **Describing Disability:** “...respects the preferences of living communities” (Rinn, 2018)
- **Multilingual Metadata & Access:** Multilingual metadata for cultural heritage materials (Matusiak et al., 2015)
- Inclusive Metadata & Conscious Editing Resources List (SSDN Metadata Working Group, 2020)

Analyzing and Enhancing Juvenile Biography Subjects for DEI

- **Analyzing and Enhancing Juvenile Biography Subject Headings for Equity, Diversity and Inclusion (EDI) at the UCF Curriculum Materials Center (CMC), 2021-2022**
 - **Juvenile Biography Collection Audit:** 952 books, subject heading analysis for bias, enhance headings based on EDI/DEI principles
 - **Team:** Peter Spyers-Duran, Sai Deng & Jeanne Piascik (Cataloging), Amy Dovydaitis (CMC), Kristine Shrauger (ILL), Diamond Williams (Student)
 - **Methodology**
 - Collection audit survey designed by librarians using Qualtrics
 - Student worker answered survey questions and inputted data (\$2000 UCF Professional Development and Research Award)
 - Survey data exported and compiled in Excel for statistical analysis, textual analysis & subject heading enhancement by librarians
 - Subject headings (local subjects/LCSH/LCDGT/Homosaurus with gender, race/ethnicity or nationality info) added to records in Alma with MarcEdit and Alma Import Profile

The screenshot displays the Qualtrics survey editor interface. The top navigation bar includes 'Survey', 'Workflows', 'Distributions', 'Data & Analysis', 'Results', and 'Reports'. The main editing area shows a question titled 'To confirm inherent bias in Library of Congress subject headings (LCSH), is this book about a white male?' with two radio button options: 'Yes' and 'No'. The left sidebar contains settings for 'Question type' (Multiple choice), 'Answer type' (Allow one answer), 'Choices' (Number of choices: 2), and 'Format' (List). The right sidebar shows the question preview with a 'Publish' button.

Analyzing and Enhancing Juvenile Biography Subjects for DEI

- **39 Survey Questions**

Q1. Who processed this item?

Q2. What is the MMS ID?

Q3. Title of book?

Q5. Publication year? Look in 264 \$c or 260 \$c.

Q6. To confirm inherent bias in LCSH is this book about a white male?

Q12. How many LCSH are attached to the record (6XX #0 or 6XX #1, only look at the 2nd indicator)?

Q15. How many LCSH speak to gender or LGBTQA+?

Q16. What gender is being reported in the LCSH? (6XX #0 or 6XX #1, only look at the 2nd indicator)?

Q19. If gender is NOT listed in either the LCSH or the nonLCSH, what do you determine the gender to be?

Q20. Overall, which source(s) did YOU consult to verify gender? verso t.p.; book summary in bib; book website, other.

Q21. How many LCSH speak to race/ethnicity? (6XX #0 or 6XX #1, only look at the 2nd indicator)?

Q22. Copy and paste the LCSH that speak to race/ethnicity? (6XX #0 or 6XX #1, only look at the 2nd indicator)?

Q25. Is race mentioned in the LCSH? Race means the heritage the biographee was born with, regardless of location or any learned behavior. Races does not allow you to change and cannot be altered, as it is based on biological features. Race is referred to your genetic makeup and biological features.

Q26. Which race/ethnicity(s) is mentioned in the LCSH?

Q27. If race and ethnicity are NOT listed in either the LCSH or the nonLCSH, what do you determine the race and ethnicity to be?

Q28. Overall, which sources did YOU consult to verify race and ethnicity? verso t.p.; book summary in bib; book website, other.

Q29. Is nationality represented in the LCSH?

Survey Results: Statistical Analysis - Gender

What gender is being reported in the LCSH?	Percent	Number
Male	4.20%	40
Female	28.96%	276
LGBTQA+	0.21%	2
Not reported	66.63%	635
Total Records	100.00%	953

What gender is being reported in the non-LCSH?	Percent	Number
Male	2.31%	22
Female	17.31%	165
LGBTQA+	0.00%	0
Not reported	80.38%	766
Total Records	100.00%	953

If gender is NOT listed in either the LCSH or the non-LCSH, what do you determine the gender to be?	Percent	Number
Male	55.88%	532
Female	9.66%	92
It was reported	34.45%	328
Total	100.00%	952

Survey Results: Statistical Analysis - Race

Race mentioned in LCSH	Percent	Number
Asian / Pacific Islander	0.32%	3
Black / African American	19.22%	183
Biracial / Multiracial	0.21%	2
Latinx / Hispanic	0.21%	2
Middle Eastern / North African	0.00%	0
Native American / First Nations / Alaska Native	1.89%	18
White / Caucasian	0.00%	0
Not reported	78.15%	744
Total	100.00%	952

Race determined from any source	Percent	Number
Asian / Pacific Islander	4.80%	46
Black / Brown / African American	25.44%	244
Biracial / Multiracial	0.73%	7
Latinx / Hispanic	6.05%	58
Middle Eastern / North African	0.73%	7
Native American / First Nations / Alaska Native	3.44%	33
White / Caucasian	53.18%	510
Undetermined	5.63%	54
Total		959

Survey Results: Statistical Analysis

Q28 - Overall, which sources did you consult to verify race and ethnicity?	Percent	Number
book cover / inside jacket	9.57%	110
verso of title page / copyright page / title page	0.26%	3
summary of book record (see Marc record)	26.43%	304
other - where else did you look? - if website, paste url here:	57.74%	664
book, website evaluated, but no mention - undetermined	6.00%	69
** Total	100.00%	1,150

Subject Headings Textual Analysis

- Race/Ethnicity Term Frequency & African American Related Term Frequency in the Juvenile Biography Collection

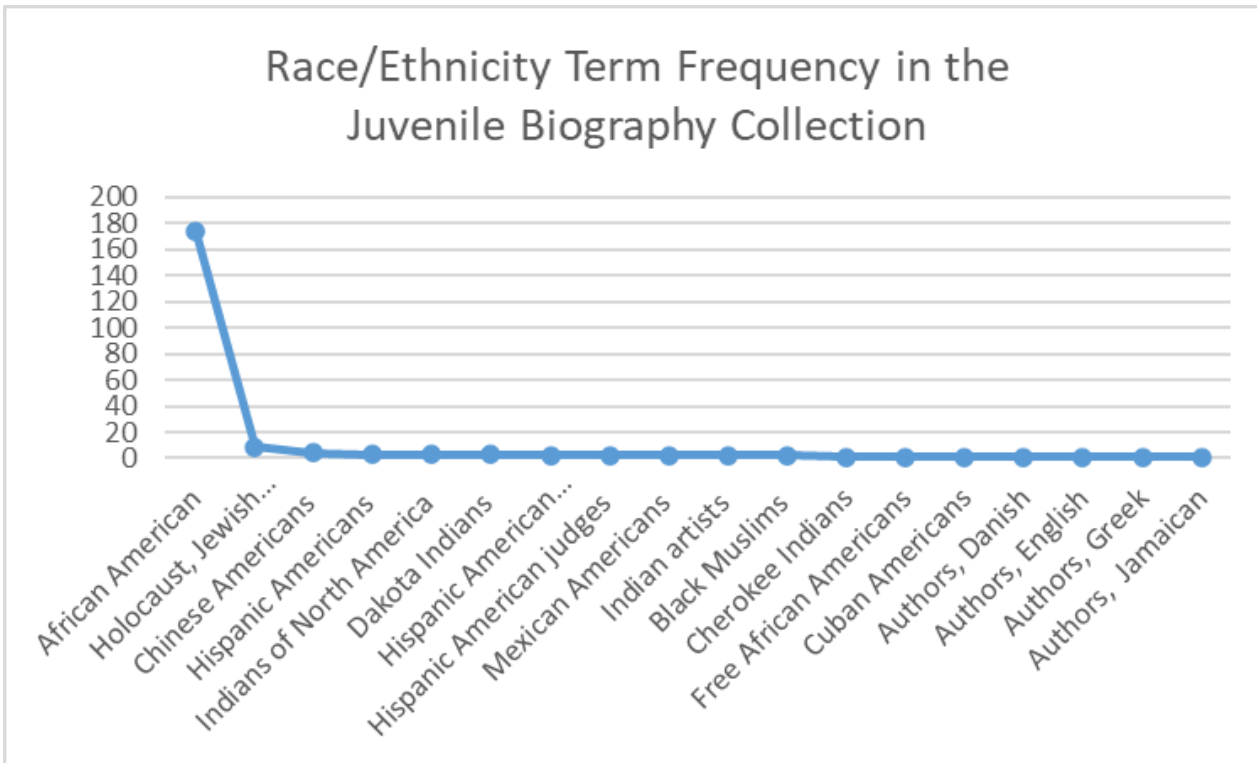


Figure: Race/Ethnicity Term Frequency in the Juvenile Biography Collection (Prior to Audit)

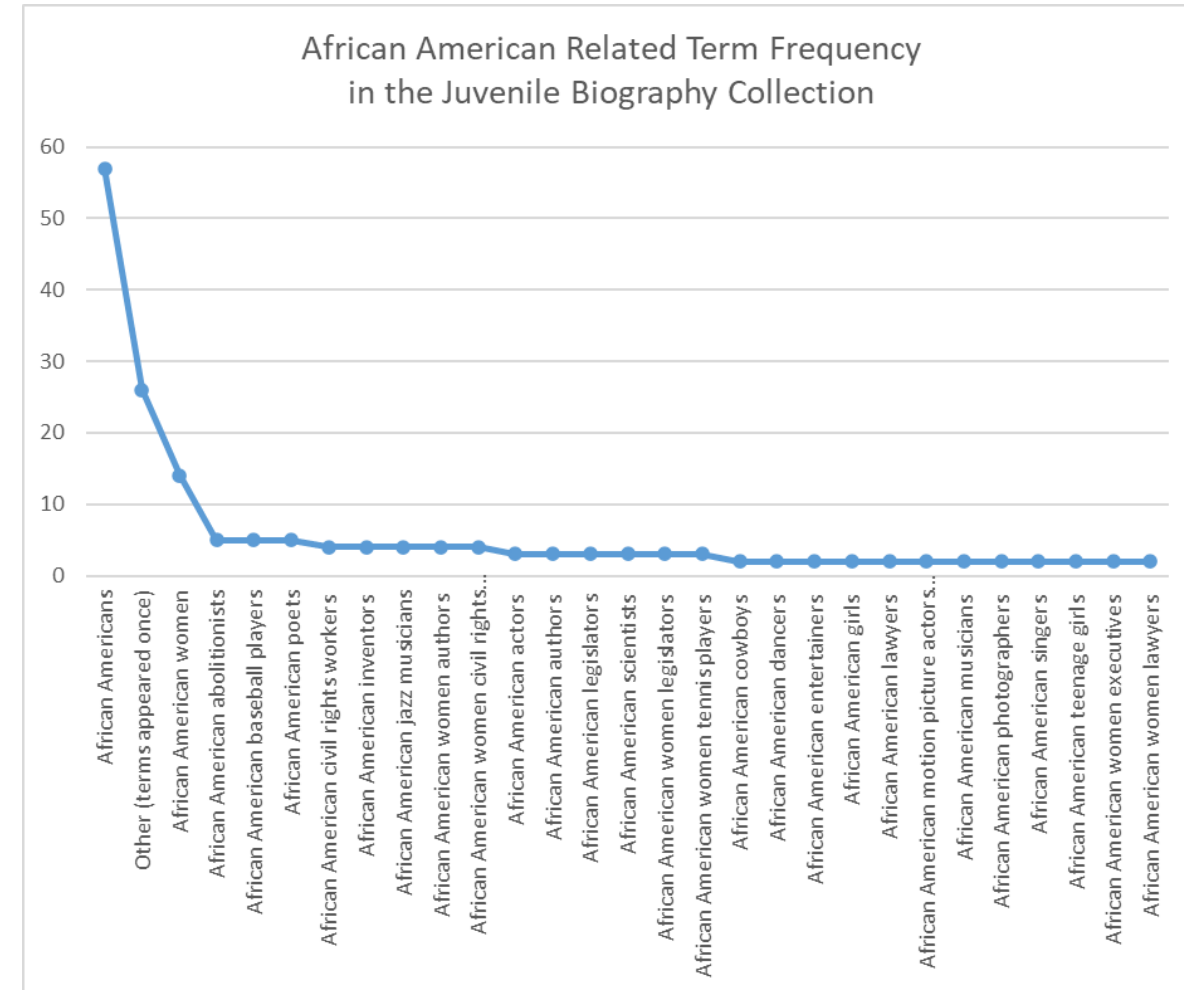
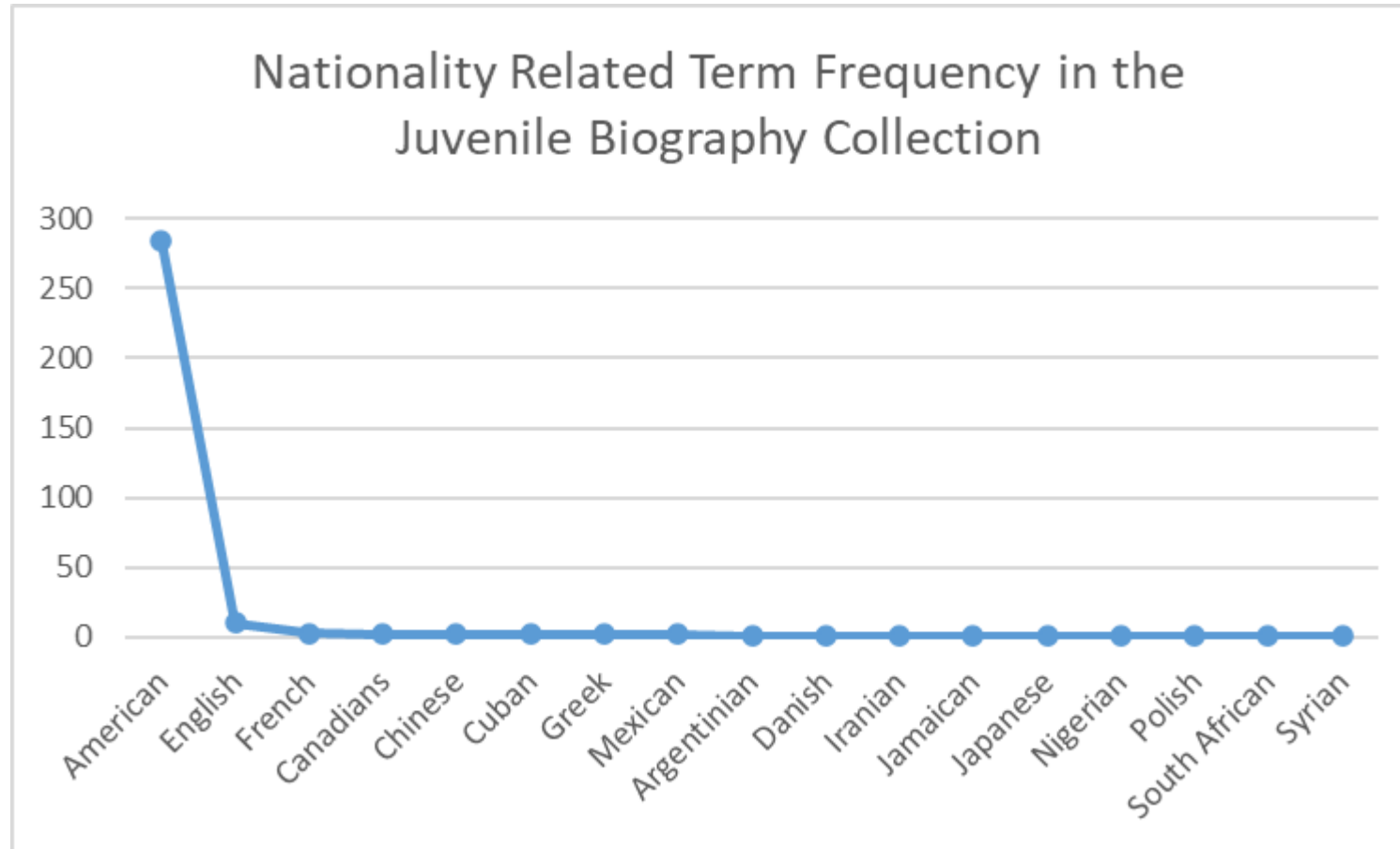


Figure: African American Related Term Frequency in the Juvenile Biography Collection (Prior to Audit)

Subject Headings Textual Analysis

- Nationality Related Term Frequency in the Juvenile Biography Collection



* The represented Americans are mostly from the heading “African Americans,” while the majority, the white Caucasian Americans are not represented in the heading (taken as default).

Figure: Nationality Related Term Frequency in the Juvenile Biography Collection (Prior to Audit)

Post Audit Metadata Enhancement

- **Local Headings Added**
 - **Gender**
 - 690 \\\$aBiography\$xGender\$xMale\$9local
 - 690 \\\$aBiography\$xGender\$xFemale\$9local
 - PCC recently recommends not to record gender in 375 (gender) for MARC Name authority records; gendered terms may be recorded in 670 (source information) and 678 (biographical notes)
 - **Race**
 - 690 \\\$aBiography\$xRace\$xNative American/First Nations\$9local
 - 690 \\\$aBiography\$xRace\$xLatinx/Hispanic\$9local
 - 690 \\\$aBiography\$xRace\$xWhite/Caucasian\$9local
 - 690 \\\$aBiography\$xRace\$xAfrican American\$9local
 - 690 \\\$aBiography\$xRace\$xAsian/Pacific Islander\$9local
 - 690 \\\$aBiography\$xRace\$xBiracial/Multiracial\$9local
 - 690 \\\$aBiography\$xRace\$xBlack\$9local
 - 690 \\\$aBiography\$xRace\$xMiddle Eastern/North African\$9local

Post Audit Metadata Enhancement

- **Local Headings Added**

- **Race/Ethnicity**

- 690 \\\$aBiography\$xRace/Ethnicity\$xBritish Iraqi\$9local
- 690 \\\$aBiography\$xRace/Ethnicity\$xCanadian American\$9local
- 690 \\\$aBiography\$xRace/Ethnicity\$xChinese American\$9local
- 690 \\\$aBiography\$xRace/Ethnicity\$xCuban American\$9local
- 690 \\\$aBiography\$xRace/Ethnicity\$xCzech American\$9local
- 690 \\\$aBiography\$xRace/Ethnicity\$xDakota American\$9local
- 690 \\\$aBiography\$xRace/Ethnicity\$xFrench American\$9local
- 690 \\\$aBiography\$xRace/Ethnicity\$xFrench Canadian\$9local
- 690 \\\$aBiography\$xRace/Ethnicity\$xGerman American\$9local
- 690 \\\$aBiography\$xRace/Ethnicity\$xHispanic American\$9local

- **Nationality**

- 690 \\\$aBiography\$xNationality\$xAlbanian\$9local
- 690 \\\$aBiography\$xNationality\$xAmerican\$9local
- 690 \\\$aBiography\$xNationality\$xArgentinian\$9local
- 690 \\\$aBiography\$xNationality\$xAustrian\$9local
- 690 \\\$aBiography\$xNationality\$xBabylonian\$9local
- 690 \\\$aBiography\$xNationality\$xBangladeshi\$9local
- 690 \\\$aBiography\$xNationality\$xBosnian\$9local
- 690 \\\$aBiography\$xNationality\$xBrazilian\$9local
- 690 \\\$aBiography\$xNationality\$xBritish\$9local
- 690 \\\$aBiography\$xNationality\$xCanadian\$9local

- 929 local headings for gender were added for 925 records, 1222 local headings for race and race/ethnicity were added for 914 records, and 821 local headings for nationality were added for 774 records.

Post Audit Metadata Enhancement

- **MARC Field 386 (Author/Creator Characteristics) Added**
 - Including ethnicity/cultural group, nationality/regional group and gender group values, e.g.,
 - 386 \\\$mNationality/regional group:\$nnat\$aAmericans\$2lcdgt
 - 386 \\\$mEthnic/cultural group:\$neth\$aAfrican Americans\$2lcdgt
 - Added for about 147 autobiographies
- **Homosaurus Terms Added for Records Concerning LGBTQAI+ People**
 - Examples:
 - 650 \7\$aLGBTQ+ people\$2homoit
 - 650 \7\$aLGBTQ+ white people\$2homoit
 - 650 \7\$aLGBTQ+ African-Americans\$2homoit
 - 650 \7\$aLGBTQ+ artists\$2homoit
- LCSH Added for 195 Records that were lacking LC subjects previously (Derived from local headings)



Further Discussion

- **Bias in the Subjects**

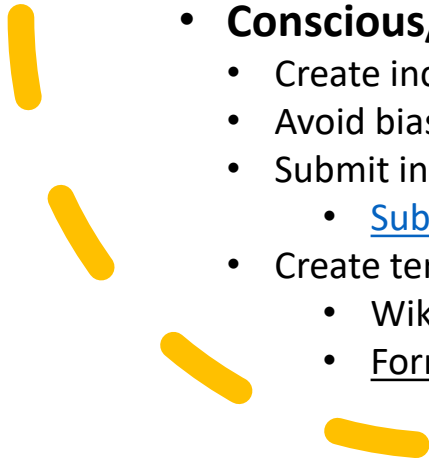
- Native Americans and First Nation People, e.g.,
 - 650 Cherokee Indians (LCSH term)
 - 690 Cherokee American (Local term added)

- **Generic Term vs. Narrower Term**

- When a narrower term exists, it is considered an EDI practice to add its more generic form
 - African American Women Authors vs. African American Authors
- Time constraints

- **Conscious/Reparative Metadata Options**

- Create inclusive local subject headings
- Avoid biased LC Subjects (when possible), use more inclusive LC Subjects
- Submit inclusive terms for consideration as LCSH
 - [Subject Authority Proposal Form for Non-PCC Institutions](#)
- Create terms in other platforms
 - Wikidata (add to MARC records with \$1 Uri)
 - [Formulating and Obtaining URIs: A Guide to Commonly Used Vocabularies and Reference Sources](#)



Future Steps

- **Continue to Promote and Practice DEI/EDI Cataloging**

- Policy statement in cataloging and archival description
- Bibliographies, resource lists on inclusive metadata resources (theories, practices, tools etc.)
- Inclusive metadata trainings and discussions

- **Collaborate with Other Departments for Collection Audit for DEI/EDI**

- Types of Diversity to Consider: Gender, Race/ethnicity, LGBTQAI+, Disability, Religion, etc.
- Considerations: consult US census data; workflow to update the headings in the collection; need book at hand?; staff time; opportunities and challenges
- More collaborative projects, e.g., Analyzing A Section of the Biography Subject Headings for Race and Gender at the John C. Hitt Library (2022-2023)

- **Research on the Impact of Inclusive Metadata for Data Discovery and User Experience**

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Thank you!