



EDI CV & Description Working Group

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she/her/hers





Equity, Diversity, and Inclusion (EDI) at University Libraries

Ohio State University Libraries strives to provide welcoming, supportive environments for all to pursue and share knowledge. University Libraries is guided by the following strategic priorities which facilitate, celebrate and honor diversity, inclusion, access and social justice.

- ***Open content*** to expanded access to the essential information and resources of University Libraries.
- ***Increased outreach*** to underserved communities through partnership, collaboration and support.
- ***Enhanced programming*** to promote engagement, cross-culture information exchange, and diversity within the university and the librarian profession.

<https://library.osu.edu/equity-diversity-inclusion>





There was some inspiration ...



Ohio State University hosted IDEAL '19 on August 6 to 7, 2019 in Columbus, Ohio.


The conference included a screening of the documentary “Change the Subject” (<https://www.library.dartmouth.edu/digital/digital-collections/change-the-subject>).





... but we still have this?









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SUBJECT






illegal aliens

Search Full Catalog

Search

Result page: [1](#) [2](#) [3](#) [4](#) [5](#) [6](#) [Next](#)

[Save Marked Records](#) [Save All On Page](#)

Num	Mark	SUBJECTS (1-50 of 298)	Year	Entries 1252 Found
1		Illegal aliens -- 4 Related Subjects		4
2	<input type="checkbox"/>	Illegal aliens		203
3	<input type="checkbox"/>	Illegal aliens -- Abuse of -- Prevention : Web E-books:USE ONLINE ;  E-Book	2013	1
4	<input type="checkbox"/>	Illegal aliens -- Abuse of -- United States -- Prevention : Web E-books:USE ONLINE ;  E-Book	2019	1
5	<input type="checkbox"/>	Illegal aliens -- Africa -- Drama : Thompson Library 1st Floor Non-English Language DVDs:AVAILABLE ;  Video Disc/Tape	2013?	1
6	<input type="checkbox"/>	Illegal aliens -- Africa, North		2
7	<input type="checkbox"/>	Illegal aliens -- Argentina : Moritz Law Library Stacks 3rd floor / Mezzanine:USE IN LAW LIBRARY ;  Book (Print)	1946	1
8	<input type="checkbox"/>	Illegal aliens -- Argentina -- Buenos Aires -- Drama : Thompson Library 1st Floor Non-English Language DVDs:AVAILABLE ;  Video Disc/Tape	2005	1
9	<input type="checkbox"/>	Illegal aliens -- Arizona		4

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About the EDI CV & Description Working Group

- Group consisted of 12 librarians and staff in several units in Acquisitions & Discovery and one person from Special Collections. Members included catalogers, archivists, and non-MARC metadata creators.
- Meetings occurred monthly from July 2020 to September 2020 after a kick-off meeting on July 1. Three members worked on wrap-up report in October 2020.
- Meetings were conducted as a reading/viewing group with suggested readings/viewings to sign-up for. Each meeting we discussed and documented what we learned.
- Final output is expected to be an annotated bibliography.





Scope and criteria of work

- Scope: Resources on controlled vocabularies and description in LAM (libraries, archives, and museums) community.
- Potential themes: inherent knowledge structures, reparative metadata, race, ethnicity, gender, sexuality, religion, culture, disability, socioeconomics, and age
- Currency: While newer resources were preferred, older resources were acceptable.
- Content types: journal articles, white papers, webinar recordings, websites, blog posts, news articles, etc.
- Excluded: Resources only focused on classification.





What does it mean to be neutral?
How do we “other” people and groups?

male

Christian

white / Caucasian

cisgender

ableist

heterosexual

Anglo-Saxon



Time for a history lesson ...

... and, no, we can't avoid classification completely.

The basis of our taxonomies and knowledge management come from Library of Congress and let's not forget Dewey.

LC is not a national library. Politics take precedence and progress comes slowly.

Other taxonomies and knowledge management systems, e.g. Wikidata, reinforce these early efforts.



Photo by Annamarie Klose



Ethics, knowledge organization, & harm

- *Cataloging Ethics Bibliography*, maintained by Karen Snow, Dominican University, https://docs.google.com/document/d/1bHtghhSL54PFleklwnmHpF9O_2KR_GMq5GWIBgNLKDg/
- * • Adler, M. & Tennis, J.T. (2013). Toward a taxonomy of harm in knowledge organization systems. *Knowledge Organization*, 40(4), 266-272. <http://dx.doi.org/10.7152/nasko.v4i1.14641>
- * • Adler, M. (2016). The Case for Taxonomic Reparations, *Knowledge Organization*, 43(8), 630-640. <https://doi.org/10.5771/0943-7444-2016-8-630>
- Beghtol, C. (2002), "A proposed ethical warrant for global knowledge representation and organization systems", *Journal of Documentation*, Vol. 58 No. 5, pp. 507-532. <https://doi.org/10.1108/00220410210441>
- Chaves Guimarães, J. A., Assis Pinho, F., & Oliveira Milani, S. (2016). Theoretical dialogs about ethical issues in knowledge organization: García Gutiérrez, Hudon, Beghtol, and Olson. *Knowledge Organization*, 43(5), 338-350. <https://www.nomos-elibrary.de/10.5771/0943-7444-2016-5-338/theoretical-dialogs-about-ethical-issues-in-knowledge-organization-garcia-gutierrez-hudon-beghtol-and-olson-volume-43-2016-issue-5>
- Fox, M. J. (2016). "Priorities of Arrangement" or a "Hierarchy of Oppressions?": Perspectives on Intersectionality in Knowledge Organization. *Knowledge Organization*, 43(5), 373-383. <https://doi.org/10.5771/0943-7444-2016-5-373>
- * • Hardesty, Julie, "Bias and Inclusivity in Metadata: Awareness and Approaches," Indiana University Brown Bag webinar recording and slides (<http://hdl.handle.net/2022/22880>) – 1 hour crash course



Humanizing individuals past and present

- Archives for Black Lives in Philadelphia's Anti-Racist Description Working Group (October 2019), *Archives for Black lives in Philadelphia: Anti-racist description resources*, https://archivesforblacklives.files.wordpress.com/2019/10/ardr_final.pdf - Describing people who were slaves means giving them a name and changing the rhetoric about race and slavery. Avoid passive language. There are insights here that can be applied to other groups of people.
- Rinn, M. R. (2018). "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 (1), <https://elischolar.library.yale.edu/jcas/vol5/iss1/1> - How do we describe the disabled? Is a medical approach appropriate or not? How should we address self-exploitation?



Photo by thelesleyshow at Morguefile.com, <http://mrg.bz/vZ3a75>



Self-identification, changing terminology, & the lack of consensus

- How individuals self-identify varies. Specific communities often do not have one specific term that they agree on. An example is the various terms, Hispanic, Latino/Latina, and Latinx, for a specific group(s).
- Terms and their usage changes over time, e.g. African-American, Buckeye.
- It's crucial to maintain outdated terminology in historic collections [with warnings]. Attempts to erase history are just as damaging.
- Archives for Black Lives in Philadelphia's Anti-Racist Description Working Group (October 2019), *Archives for Black lives in Philadelphia: Anti-racist description resources*, https://archivesforblacklives.files.wordpress.com/2019/10/ardr_final.pdf - Should we remove or keep offensive language in collections? What is the impact of these decisions?
- First Archivists Circle. (April 9, 2007). *Protocols for Native American Archival Materials*, <http://www2.nau.edu/libnap-p/protocols.html> - Various tribes are separate nations. Avoid lumping all indigenous peoples together.
- Mochkofsky, Graciela. (September 5, 2020). "Who are you calling Latinx?" *The New Yorker*. <https://www.newyorker.com/news/daily-comment/who-are-you-calling-latinx> - Is it Hispanic or Latinx? There often isn't one right term to use for everyone in a community.



Issues with identifying people in audiovisual resources without context



Example:

George Herriman, a noted cartoonist, was mixed race. He was Creole mulatto and identified as white. His comic strip Krazy Kat sometimes touches on racial issues.

https://en.wikipedia.org/wiki/George_Herriman

https://en.wikipedia.org/wiki/George_Herriman#/media/File:Herriman_1902.png

The right to be forgotten or change your identity

- Foo Yun Chee. (September 24, 2019) "You have the right to be forgotten by Google – but only in Europe." Reuters.
<https://www.reuters.com/article/us-eu-alphabet-privacy/you-have-the-right-to-be-forgotten-by-google-but-only-in-europe-idUSKBN1W90R5> - What we put online has ramifications to individuals and groups depicted.
- Noble, Safiya Umoja. *Algorithms of Oppression: How Search Engines Reinforce Racism*. New York: New York University Press, 2018. – Noble goes deeper into the ethical ramifications of what individuals and organizations – including libraries – put online.
- Spencer, Samuel. "Using Elliot Page's 'Deadname' is a Problem - Here's Why." Newsweek. <https://www.newsweek.com/elliott-page-deadname-birth-name-1551714> - How do we support trans individuals when it comes to their name and identity?



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Technology involves challenges and opportunities

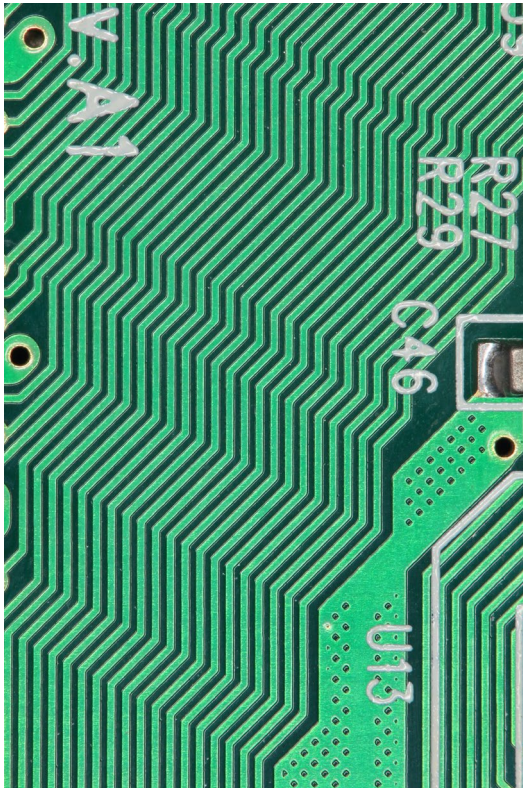


Photo by GeoffS at Morguefile.com,
<http://mrq.bz/TArTBi>

- Homosaurus: An International LGBTQ Linked Data Vocabulary, <https://homosaurus.org/> - This is a great example of a well-formed, community created controlled vocabulary that ethically fulfills the information. **Can we get more linked data initiatives like this?!**
- Fox, V., Bennyhoff, N., George, K., Grant, E., Gross, T. & et al, "Report of the SAC Working Group on Alternatives to LCSH 'Illegal aliens'," June 2020, <https://alair.ala.org/handle/11213/14582> - **Your ILS can make it difficult to quit "illegal aliens" or work around it!**
- Noble, Safiya Umoja. *Algorithms of Oppression: How Search Engines Reinforce Racism*. New York: New York University Press, 2018. – **There's so much to unpack here... Libraries and traditional knowledge management come up in multiple contexts. Noble lays out these structures as the basis for how information arranged and made available on the Internet.**



The need to consult with communities in terms of description and digitization

- First Archivists Circle. (April 9, 2007). *Protocols for Native American Archival Materials*, <http://www2.nau.edu/libnap-p/protocols.html> - There's a lot of great advice in this article that could be used for other communities, as well. There are items in our collections that we shouldn't digitize or even have, e.g. people's bones, documents of sacred rituals.
- Noble, Safiya Umoja. *Algorithms of Oppression: How Search Engines Reinforce Racism*. New York: New York University Press, 2018. – Ethics considerations with describing lesbian publications with people who may not want to be outed.
- Schwartz, Matthew S. "Harvard Profits From Photos Of Slaves, Lawsuit Claims." NPR, <https://www.npr.org/2019/03/21/705382289/harvard-profits-from-photos-of-slaves-lawsuit-claims> - Harvard photos of slaves - digitized and on publications - are exploitative.



Photo by lisaleo at Morguefile.com,
<http://mrg.bz/1CVXN4>



Recommendations

- Metadata should humanize individuals
- There is a need for dialogue with marginalized communities in terms of metadata.
- There is a need to evaluate local vocabularies and established controlled vocabularies for EDI considerations.
- EDI work related to metadata should be considered an iterative process. As the meaning of language and terms changes, the work of aligning our metadata practices to EDI is an ongoing process that is never complete.
- A top-down approach from administration is necessary for work to be successful and long-lasting.





Limitations of this group's work

- Study was not all inclusive.
- Requires top-down approach. Changes require administrative support.
- Cannot be a static process, requires iterative approach.
- Technical considerations, e.g. Sierra updates.
- Need for buy-in with changes. Would need to have stakeholder discussions, within Libraries and in the greater community.
- Classification was considered out of the scope of this group. Classification is related to the inherent issues with cataloging and subject analysis.
- Membership of working group was fairly homogenous.





Working Group members

- Annamarie Klose, facilitator
- Ariel Bacon
- Courtney Bishop
- Morag Boyd
- Alyssa Cruz
- Lisa Iacobellis
- Ashleigh Minor
- Christina Moore
- Cate Putirskis
- Rocki Strader
- Audrey Wimbiscus





Thank you!

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