Working Towards a More Inclusive Catalog
ILA Conference
October 20, 2022

PRESENTERS: ELIZABETH MCKINLEY, RACHEL FISCHER, AND SCOTT BRANDWEIN
Creating Local Headings to Highlight Indigenous Endonyms

Elizabeth McKinley (she/her/hers)
Technical Services Librarian
Chicago History Museum
Critical cataloging at CHM

Main objectives:

• Identify harmful language in our metadata
• Change the language where appropriate and highlight it otherwise
• Identify and amplify diverse voices
• Connect and consult with various communities represented in the Research Center's collections
• Maintain a sustainable critical language policy for the institution.
In an effort to mitigate harmful language, CHM librarians have begun to replace some authorized LCSHs with alternate and local headings. For example:

- LCSHs with the noun “Indians” (e.g. Indians of North America) have been replaced with “Indigenous peoples” (e.g. Indigenous peoples -- North America).

- LCSHs with the modifier “Indian” (e.g. Indian silverwork) have been changed to Indigenous (e.g. Indigenous silverwork).

These changes were based on recommendations made by the Manitoba Archival Information Network’s LCSH Working Group.
An endonym – sometimes referred to as an autonym – is a name used by a group of people to refer to themselves or their language. For Indigenous endonyms, the name often translates to some variation of “the people.”
☐ Consider: has this work been done?

☐ Export list of “[tribe] Indians” headings from ILS and compile into a working spreadsheet

☐ Research (Often, official tribal nation websites – especially the “History” or “Culture” or “About Us” sections – will clearly state endonym)

☐ Add new local heading, alternate names and spellings, and sources to spreadsheet

☐ Create local authority records

☐ Make list public, welcome feedback
Consider: has this work been done?

1. Xwi7xwa’s BC First Nations Subject Headings - Names
2. MAIN (Manitoba Archival Information Network) LCSH Subject Heading Mappings
3. Indigenous subject headings at the Greater Victoria Public Library
4. Canadian Research Knowledge Network’s Interim Indigenous Subject Headings
5. First Nations, Métis, and Inuit – Indigenous Ontology (FNMIIO)
Research

Welcome to the official website of the Iowa Tribe of Oklahoma!

The Iowa Tribe of Oklahoma is the center of a Sovereign Nation with inherent powers of self-government recognized as such by treaties and legislation located in Perkins, OK. In the Iowa language, we call ourselves Baxoje (Bah Kho-je), meaning “People of the Grey Snow”. The story of our name has been handed down from generation to generation. It was told that at one time the Iowa Tribe was '1 100' strong, meaning the warriors or men numbered that many. When men had to leave our village, upon their return, they looked down from a rise and they saw that our village had been burned. At this point, we had lost some of the translation to the story – it could have been another tribe or others that had burned it. But it appeared as though the village was covered with “Grey Snow,” even though the winter season was not upon us. For you see, the ashes had settled over the village site and all that was visible to the warriors were the burned remnants of what used to be our homes. Other versions of this story have been printed, but this is the one that we have been told.

From the Iowa Tribe of Oklahoma homepage (https://www.bahkhoje.com/), accessed 10/6/2022
About Us

We are the Comanche Nation and in our native language “Nąmęňa” (NUH-MUH-NUH) which means, “The People”. We are known as “Lords of the Plains” and were once a part of the Shoshone Tribe. In the late 1600’s and early 1700’s we moved off from our Shoshone kinsmen onto the northern Plains and then southerly in search a new homeland. We Migrated across the Plains, through Wyoming, Nebraska, Colorado, Kansas, New Mexico, Texas and Oklahoma. We ultimately settled here in Southwest Oklahoma. The horse was a key element in Comanche culture. The people mastered their skills on horseback and gained a tremendous advantage in times of war.

Read more about The Comanche Nation

From the Comanche Nation homepage (https://comanchenation.com/), accessed 10/6/2022
The Seneca Nation of Indians currently has a total enrolled population of nearly 8,000 citizens. The territories are generally rural, with several residential areas. Many Seneca citizens live off-territory, some are located across the country, as well as in other countries. Off-territory residents comprise nearly 1/2 of the citizenship.

The Seneca are also known as the "Keeper of the Western Door," for the Seneca are the westernmost of the Six Nations. At the time of the formation of the Iroquois League, the original five nations of the Iroquois League occupied large areas of land in the Northeast USA and Southeast Canada.

In the Seneca language we are known as O-non-dowa-gah, (pronounced: Oh-n'own-dough-wahgah) or "Great Hill People."

From the Seneca Nation of Indians’ “Culture” page (https://sni.org/culture/history/), accessed 10/6/2022
A Modern Mohegan Dictionary

2006 Edition

Prepared for the
Council of Elders

by Stephanie Fielding
Reviewed by the Cultural and Community Programs Department

Property of the
Mohegan Tribe

mohiks, Na Mohegan, Mohegan Indian

(Fidelia Fielding’s 20th century word. Fielding’s form moheeksnuq is simply mohiks with inak ‘men’ used after it)

plural mohiksak, mohiks-inak, locative mohiksuk

Ah sup natawahaw Mohiksah: Raccoon visits a Mohegan, Nuqut Mohiks katumuw: One Mohegan year. Yohhik mō wustowak Mohiksinaq: Mohegans used to make cornmeal.
Add new local heading, alternate names and spellings, and sources to spreadsheet.

<table>
<thead>
<tr>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td><strong>Current LCSH</strong></td>
<td><strong>CHM Local Heading</strong></td>
<td></td>
</tr>
<tr>
<td>56</td>
<td></td>
<td><strong>Osage Indians</strong></td>
<td>Wazhazhe (Osage)</td>
<td>The Osage Nation (<a href="https://www.osageculture.com/culture/cultural-center">https://www.osageculture.com/culture/cultural-center</a>)</td>
</tr>
<tr>
<td>57</td>
<td></td>
<td><strong>Oto Indians</strong></td>
<td>Jiwere (Otoe)</td>
<td>The Otoe-Missouria Tribe (<a href="https://www.omtribe.org/who-we-are/history/">https://www.omtribe.org/who-we-are/history/</a>)</td>
</tr>
<tr>
<td>58</td>
<td></td>
<td></td>
<td></td>
<td>Ottawa Tribe of Oklahoma (<a href="http://www.ottawatribe.org/history-archives-library/">http://www.ottawatribe.org/history-archives-library/</a>); the Little Traverse Bands of Odawa Indians</td>
</tr>
</tbody>
</table>

CHM Local Headings - Indigenous Endonyms

File Edit View Insert Format Data Tools Help

Last edit was 8 minutes ago

Current LCSH

- CHM Local Heading
- Related Names and Alternate Spellings Not Reflected in the Heading
- Source(s)
- Notes
Create local authority records

When adding a local subject heading, we make the following changes to the authority record:

1. In 008, change "Subject heading system/thesaurus" value to "z" (this should indicate that instead of LOC or another system, this record is local).
2. Add new heading in 1XX with a 7 in second indicator and add subfield "$2local" (unless the new term is taken directly from another thesaurus or vocabulary - ie terms in Homosaurus instead have a "$2homoit" - see more here: https://www.loc.gov/standards/sourcelist/subject.html)
3. Put original 1XX in 4XX with $w ane | (this is only done with the main entry authority record - not each record with various subfields).
4. Add note 667 with text "Main entry changed to a local heading in YEAR [optional - add old term and new term if helpful] by NAME according to JUSTIFICATION (INCLUDE URL IF APPLICABLE). Original term added as former heading." [If you need to customize here do so - sometimes only 4XX or 5XX's are changed, not main entry].
16 Delaware Indians

16 Lenape (Delaware) 2 local

16 Indigenous peoples 2 Middle Atlantic States

16 Maori Indians

16 Hodge handbook, Am. Ind. b p. 385.

16 Murdock world cult. b p. 115.

16 Steward ind. tribes b p. 49.

16 Web. 3.

16 Changed from "Delaware Indians" to "Lenape Delaware" in March 2022 by EM based on information from official tribal nation websites (The Delaware Tribe: http://delawaretown.org and the Delaware Nation: https://www.delawarenation-tn.gov/).
Make list public, welcome feedback.
• Critical Cataloging in the Abakanowicz Research Center: https://libguides.chicagohistory.org/research/criticalcataloging

• CHM Indigenous Studies Research Guide: https://libguides.chicagohistory.org/indigenousstudies

• Local CHM Headings_Public: https://docs.google.com/spreadsheets/d/1xr1bwRNzeApd5N0NDlVVNf1_fz-SZ2SU/edit?usp=sharing&ouid=109514376685979805353&rtpof=true&sd=true

• CHM Local Headings - Indigenous Endonyms: https://docs.google.com/spreadsheets/d/171luXfjaPklSPhEfLy_IScnGWYhKbSJV/edit?usp=sharing&ouid=109514376685979805353&rtpof=true&sd=true
Contact info:

Elizabeth McKinley
mckinley@chicagohistory.org

Chicago History Museum’s Abakanowicz Research Center
research@chicagohistory.org

Thank you!
The Research and Decision-Making Process at CCS

Rachel K. Fischer (she/her/hers)
Member Services Librarian – Technical Services
Cooperative Computer Services
Arlington Heights, IL
Motions Passed in FY2021

- Replace “Illegal Aliens” subject headings with the 2016 recommendations from the ALCTS Subject Analysis Committee’s (SAC) Working Group on Alternatives to LCSH “Illegal Aliens.”

- Local headings will continue to be used now that LC has updated the “Illegal aliens” headings.

- Allow Homosaurus subject headings for LGBTQ+ topics in the CCS database.

- Allowing an additional controlled vocabulary for Spanish language materials
## Identifying Replacements for Illegal Aliens

<table>
<thead>
<tr>
<th>Previous LCSH Subject Headings</th>
<th>LC 2021 Decision</th>
<th>Sears</th>
<th>MESH/ERIC</th>
<th>ASCL</th>
<th>CU Boulder Libraries/SAC 2016 recommandation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aliens</td>
<td>Noncitizens</td>
<td>Noncitizens</td>
<td>foreigners</td>
<td></td>
<td>Noncitizens</td>
</tr>
<tr>
<td>Illegal Aliens</td>
<td>Illegal immigration</td>
<td>Unauthorized immigrants</td>
<td>Undocumented immigrants</td>
<td>undocumented migrants</td>
<td>Undocumented immigrants</td>
</tr>
<tr>
<td>Alien detention centers</td>
<td>Noncitizen detention centers</td>
<td></td>
<td></td>
<td></td>
<td>Immigrant detention centers</td>
</tr>
<tr>
<td>Children of illegal aliens</td>
<td>Children of noncitizens</td>
<td></td>
<td></td>
<td></td>
<td>Children of undocumented immigrants</td>
</tr>
<tr>
<td>Illegal alien children</td>
<td>Noncitizen children</td>
<td></td>
<td></td>
<td></td>
<td>Undocumented immigrant children</td>
</tr>
<tr>
<td>Illegal aliens in literature</td>
<td>Noncitizens in literature</td>
<td></td>
<td></td>
<td></td>
<td>Undocumented immigrants in literature</td>
</tr>
<tr>
<td>Women illegal aliens</td>
<td>Women noncitizens</td>
<td></td>
<td></td>
<td></td>
<td>Women undocumented immigrants</td>
</tr>
</tbody>
</table>
Subject Heading and Term Source Codes

Introduction

Subject Sources identifies subject heading lists, thesauri, and databases that are the sources of topical, geographic, chronological, and other headings or terms used to describe the subject content of a resource, and assigns a code to each source. The purpose of this list is to identify the vocabulary used in records, or code assignment, general structure, usage, and maintenance guidelines see Source Codes for Vocabularies, Rules, and Schemes.

These sources are general subject heading and thesauri, such as the Library of Congress Subject Headings, along with a number of focused subject term lists like Medical Subject Headings or Getty Thesaurus of Geographic Names. Additional specialized lists are provided with source codes in

- Genre/Form Term and Code Source Codes
- Occupation Term Source Codes
- Function Term Source Codes
- Temporal Term Source Codes

Since general thesauri often contain a broad spectrum of terms, including genre, forms, occupations, functions, and time periods, the source codes in this list may be used in the metadata elements identified for each of the specialized source lists. Likewise, the special thesauri listed there may also be used in the metadata elements identified below under usage.

Some subject heading lists incorporate names and titles and others employ independent name and title lists for parts of a subject heading. Thus the lists assigned source codes in Name and Title Source Codes may also be used in the metadata elements identified below under usage.

Classification schemes and subject category codes include caption terms and, frequently, index terms that identify the classes in the scheme and the category codes. Some systems use those caption and index terms as subject terms in bibliographic records. Thus the lists assigned source codes in Classification Scheme Source Codes and Subject Category Code Source Codes may also be used in the metadata elements identified below under usage, when the terms from those classification schemes and subject category codes are used as subject
### IMMIGRATION SEARCHES

<table>
<thead>
<tr>
<th>Search Term (May 2018-January 2021)</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Illegal alien</td>
<td>8</td>
<td>1.06%</td>
</tr>
<tr>
<td>Illegal aliens</td>
<td>43</td>
<td>5.70%</td>
</tr>
<tr>
<td>illegal immigrant</td>
<td>1</td>
<td>0.13%</td>
</tr>
<tr>
<td>Illegal immigrants</td>
<td>11</td>
<td>1.46%</td>
</tr>
<tr>
<td>Immigrant</td>
<td>56</td>
<td>7.43%</td>
</tr>
<tr>
<td>Immigrants</td>
<td>111</td>
<td>14.72%</td>
</tr>
<tr>
<td>Immigration</td>
<td>414</td>
<td>54.91%</td>
</tr>
<tr>
<td>noncitizen</td>
<td>2</td>
<td>0.27%</td>
</tr>
<tr>
<td>noncitizens</td>
<td>3</td>
<td>0.40%</td>
</tr>
<tr>
<td>unauthorized immigrants</td>
<td>2</td>
<td>0.27%</td>
</tr>
<tr>
<td>Unauthorized immigration</td>
<td>2</td>
<td>0.27%</td>
</tr>
<tr>
<td>Undocumented</td>
<td>73</td>
<td>9.68%</td>
</tr>
<tr>
<td>undocumented immigrant</td>
<td>7</td>
<td>0.93%</td>
</tr>
<tr>
<td>undocumented immigrants</td>
<td>20</td>
<td>2.65%</td>
</tr>
<tr>
<td>undocumented migrants</td>
<td>1</td>
<td>0.13%</td>
</tr>
<tr>
<td>Total</td>
<td>754</td>
<td></td>
</tr>
</tbody>
</table>

### LGBTQ+ SEARCHES

<table>
<thead>
<tr>
<th>Terms (including part of known titles)</th>
<th>Number of Searches (2018-2021)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender-nonconforming people</td>
<td>11</td>
</tr>
<tr>
<td>Non-binary (with or without hyphen)</td>
<td>65</td>
</tr>
<tr>
<td>Polyamory</td>
<td>34</td>
</tr>
<tr>
<td>Non-monogamous</td>
<td>5</td>
</tr>
<tr>
<td>Trans</td>
<td>63</td>
</tr>
<tr>
<td>Transgender</td>
<td>1606</td>
</tr>
<tr>
<td>Queer</td>
<td>163</td>
</tr>
<tr>
<td>Sexual minorities</td>
<td>20</td>
</tr>
<tr>
<td>LGBTQ</td>
<td>104</td>
</tr>
</tbody>
</table>
How does searching with specific terms impact the user’s experience?

<table>
<thead>
<tr>
<th>Search</th>
<th>Number of records retrieved</th>
<th>Percentage of records retrieved</th>
</tr>
</thead>
<tbody>
<tr>
<td>Keyword - Illegal aliens</td>
<td>536</td>
<td>91.2%</td>
</tr>
<tr>
<td>Subject - Illegal aliens</td>
<td>511</td>
<td>86.9%</td>
</tr>
<tr>
<td>Keyword - Unauthorized immigration</td>
<td>11</td>
<td>1.9%</td>
</tr>
<tr>
<td>Keyword - Unauthorized immigrants</td>
<td>15</td>
<td>2.5%</td>
</tr>
<tr>
<td>Keyword - Undocumented immigrants</td>
<td>101</td>
<td>17.2%</td>
</tr>
<tr>
<td>Keyword - undocumented migrants</td>
<td>13</td>
<td>2.2%</td>
</tr>
</tbody>
</table>

NOTE: Records Retrieved = Number of results for a Palatine search / Total records containing “illegal aliens” in CCS catalog. The number of electronic resources records that patrons do not have access to were not accounted for when calculating the recall ratio, nor were the records examined to ascertain the relevancy of the results.
Demonstrate the value in a presentation

Example: Non-Binary People

- Although transgender subject headings exist, the current LCSH terms for non-binary people are not the currently preferred term:
  - Gender-nonconformity
  - Gender-nonconforming people
- Gender-nonconformity depicts a bias that believes in the adherence to gender stereotypes of a binary gender system.
- Non-Binary is the term most used by CCS library patrons.
- Homosaurus terms:
  - Non-binary people
  - Assigned female
  - Assigned male
The Decision-Making Process at CCS

<table>
<thead>
<tr>
<th></th>
<th>Advisory Group</th>
<th>CCS Staff</th>
<th>Technical Group</th>
<th>Governing Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>No change to workflow AND No financial or HR impact</td>
<td>Recommend</td>
<td>Approve</td>
<td>Informed</td>
<td>Informed</td>
</tr>
<tr>
<td>Change to workflow AND No financial or HR impact</td>
<td>Recommend</td>
<td></td>
<td></td>
<td>Informed</td>
</tr>
<tr>
<td>Financial or HR Impact OR Addition of service OR Policy change</td>
<td>Recommend</td>
<td>Recommend</td>
<td></td>
<td>Approve</td>
</tr>
</tbody>
</table>
The Executive Committee Opinion

- Executive Committee is a subset of the Governing Board.
- Adding new terms or correcting existing terms increases access points.
- It is appropriate for CCS to work with library staff to move forward with allowing terms from additional thesauri without approval.
- EC approval is only necessary when LCSH terms are replaced.
SCRAP Advisory Group’s Original Opinion

- SCRAP (Standard Cataloging Rules and Practices Advisory Group) members voiced their concern over vocabulary that contradicts LCSH or common meanings, as well as sexually explicit terms.
- SCRAP recommended reviewing Homosaurus to select the most appropriate terms for CCS.
- After SCRAP makes a policy recommendation, a technical group needs to approve it.

Homosaurus terms that are contradictory:
- Bears – LCSH term for an animal
- Cubs – not LCSH but animal related
- Faeries – not LCSH, but mythical creature
- Goldilocks – not LCSH but fictional character
- Metis – Metís is a tribe’s name
- Pups – not LCSH but animal related
- Slaves (as a BDSM role) – LCSH, should be used for actual slavery
- Sodomites – not LCSH, but biblical
- Ali – a common name
CCS Staff Members’ Opinion

- CCS staff discussed the SCRAP opinion to make a recommendation to the technical group.
- CCS’s preference was to vote on a motion to allow all terms from Homosaurus in the CCS database.
- CCS is interested in adding the vocabulary to be more inclusive and doesn’t want to limit terms.
- Objectionable Homosaurus terms are more relevant to archives and special libraries than public libraries.
- The workload required to review and select terms, and maintain the list is not the best use of SCRAP’s time.
- We analyzed a list of commonly used search terms and compared them to Homosaurus to identify problematic terms.
- A catalog handbook page includes guidance on how to best use your Cataloger’s judgement when applying terms.
CAMM Approved the Motion

- After SCRAP approves a recommendation, CAMM votes to approve the policy change.

- My presentation included an explanation of how the cataloging handbook could include guidance on applying Homosaurus terms.

- The motion passed to allow all Homosaurus terms within the guidelines of the catalog manual (Catalog Wiki).

- CCS also announced the plan to provide Homosaurus training with a member of the editorial board.
CCS Local Practices

- SCRAP Advisory Group and CCS Staff draft the cataloging handbook page.
- CAMM Technical Group passes a motion to approve the page.
- Handbook pages should provide enough details to fully understand how to utilize the new policies and apply cataloger’s judgement.
  - [Homosaurus Handbook Page](#)
  - [Immigration Subject Headings Page](#)
Recommendations for Getting Buy-In

- Create a presentation with examples to demonstrate how beneficial the new vocabulary will be to the catalog.
- Create a couple examples in your catalog of records with the new terms and authority records for those terms.
- Feel free to use the CCS PAC for demonstrations of searching for items with these Homosaurus terms or immigration terms in them.
- Include ideas for the cataloging handbook section in the presentation.
- Feel free to use the CCS cataloging handbook pages on Homosaurus and Immigration Subject Headings as examples of cataloging policy.
- Create a report of search terms to compare the number of times that users searched with the recommended terms compared to the equivalent LCSH term.
- Create a training plan.
Resources

- CCS Cataloging Handbook Page on Immigration Subject Headings
- Report of the SAC Working Group on Alternatives to LCSH "Illegal aliens"
- Homosaurus – An International LGBTQ+ Linked Data Vocabulary
DEI Work in a Divided Community

Scott Brandwein (he/him/his)
Bibliographic Services Manager
SWAN Library Services
Westmont, IL
Topics

- Working in a divided community
- Working with potential pushback in mind
- Countering opposition
Working in a Divided Community

- Emotions can run high in topics related to diversity and inclusion
- Recent discussion and incidents both local and national:
  - Objections to mask mandates, library event challenges
  - Protests and threats
  - Library materials being challenged
- Considerations
  - Emotional and physical safety of library staff and patrons
  - Funding, hours, and employment
People unfamiliar with metadata work may misunderstand our work

Possible misconceptions:
- We are removing materials
- We are removing access points
- We are setting collection policy

SWAN member leadership has been overwhelmingly supportive

Concerns include:
- Being ready to respond to pushback
- Clearing up misconceptions
- Transparency
Anticipating pushback with reason and transparency

- Focus on promoting access to your collection
- Mindful promotion of subject heading changes
- Document everything
- Appeal to local demographics
Focus on promoting access

- SWAN has not removed access points, but has masked some from display only
  - This served us well when some concerns were raised
- Ground decisions in patron behavior and meet the community where they are
- Use data to back up decisions whenever possible
Mindful promotion

- For SWAN, this work was initiated by member staff, so we communicate only to member staff
  - Recently exposed documentation to library community with direct link only
- Good data work is often invisible to users
- Carefully consider who your stakeholders are
- Those who want to see this work done will know; those that don’t will not have their experience affected in any perceivable way.
Document everything

- Directors and staff have requested very detailed documentation

- Answer these questions:
  - What changes are made?
    - Conversion pathways, supplementary vocabularies, accompanying metadata
  - Why?
    - Cite patron/staff requests, summaries of task force and community discussion, research materials, precedent
  - How?
    - Process documentation, scripts, training initiatives

- Make sure documentation is accessible to all levels of metadata/cataloging knowledge
Know your demographics

- Identify where DEI decisions are of greatest service to your local demographics
- Bring the people to the forefront of the conversation
- Use statistics to ground your choices in the community you serve
Illinois DEI in Metadata Networking Group

- Identified need in 2021 for library staff to come together
  - To discuss DEI issues
  - To collaborate and unsilo DEI projects spread amongst individual libraries
- Initially worked with regional library system
- Established networking group in Early Winter 2021
  - Quarterly discussion meetings
  - Listserv
  - Working groups
DEI Working Groups

- To perform research and provide best practice recommendations in these topic areas
  - Immigration
  - LGBTQ+ people
  - Native and Indigenous people
  - Disability and accessibility

- Creation of toolkits and FAQs for librarians embarking on cataloging projects related to DEI (currently under construction)
Get involved

▪ Website: https://deimetadatanetworking.wordpress.com/
▪ Networking Group: https://www.railslibraries.info/groups/252353
▪ Join the listserv: deimetadata-join@list.railslibraries.info

▪ Contact
  ▪ Scott Brandwein – scott@swanlibraries.net
  ▪ Rachel Fischer – rfischer@ccslib.org
Questions?