

Inclusive Description at Columbia University Libraries: From *Change the Subject* to Action

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Introduction to inclusive description

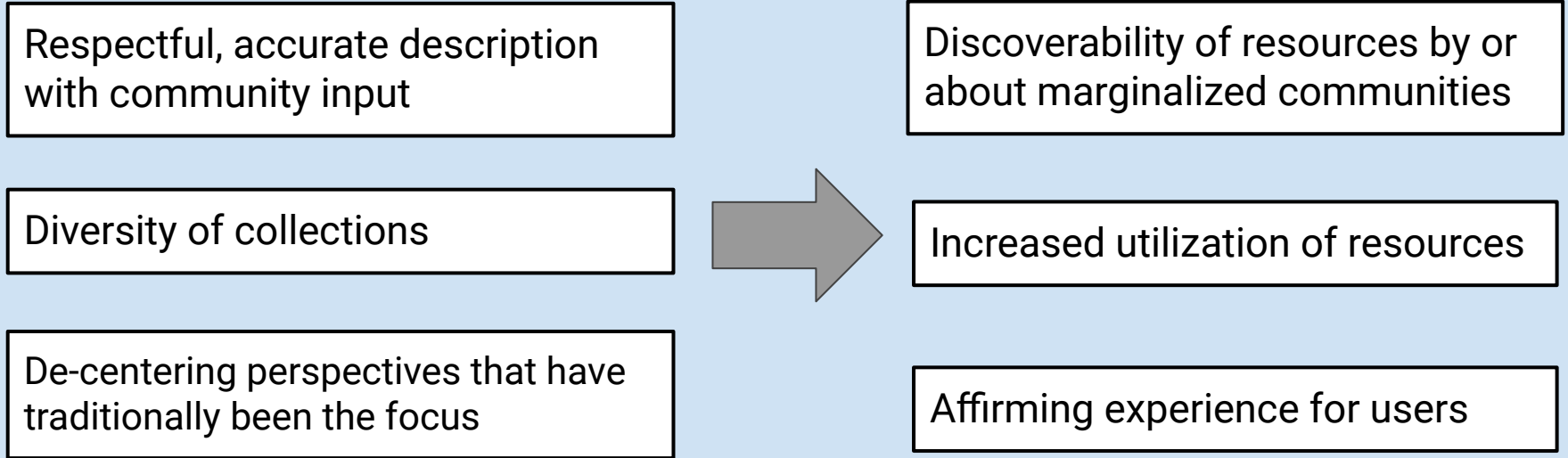
Critical cataloging

Ethical description

Reparative description

Conscious editing

Introduction to inclusive description: Why it matters



Introduction to inclusive description: Guiding principles

- Center respect and care for marginalized communities.
- Seek input of people from marginalized communities.
- Use terms that people use to describe themselves.
- Understand that this is an iterative process.
- Know that this can get messy; not always consensus.
- Document decision-making processes.
- Account for time and resources needed.
- Let this be everyone's work.

Areas to consider

- Subject headings (e.g. LCSH)
 - Classification systems (e.g. LCC)
 - Archival descriptions
 - Exhibit labels
 - Language equity
 - Gender in authority records
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Introduction to inclusive description: More on LCSH

- **Derogatory, inaccurate, and outdated terms**
 - “Indians of North America,” “Sexual minorities”
- **White, male, and Christian as default**
 - “Women scientists,” “Jewish photographers,” “Black dolls”
- **Lack of person-first terminology**
 - “Poor,” “Slaves,” “Blacks,” “Invalids,” “Gays”
- **Language that minimizes impact of historical event**
 - “Japanese Americans--Evacuation and relocation, 1942-1945”

Local Alternatives to “IA” in LCSH

- Bard College
- Brooklyn Public Library
- California Community Colleges
- California State University
- Columbia University
- Cornell University
- Dartmouth College
- Denver Public Library
- Duke University
- Great River Regional Library (Minnesota)
- Harvard University
- Hennepin County Library (Minnesota)
- Lawrence Public Library (Kansas)
- Michigan State University
- New York Public Library
- North Carolina Central University
- North Carolina State University
- OhioLink Consortium
- Regis University
- Simmons University
- SUNY Libraries Consortium
- Texas State University
- University of California Berkeley
- University of Colorado-Boulder
- University of Miami
- University of Minnesota
- University of North Carolina
- University of Pennsylvania
- University of San Francisco
- University of Texas
- Villanova University
- Williamsburg Regional Library (Virginia)
- Yale University
- ...and growing

Columbia's Solution: Combined Efforts

Diversity & Inclusion Committee (D&I), Working Group on Collections and Description, 2020-21

Alex Whelan, Kae Bara Kratcha, Colleen Major, Rina Pantalony, Dylan Rosenlieb

Libraries Information Technology Department (LIT)

Stuart Marquis, Breck Witte

Original and Special Materials Cataloging Department (OSMC)

Matthew Haugen, Michele Wan, Alex Whelan, Melanie Wacker, Kate Harcourt, Susan Summer, Ryan Mendenhall, Robert Rendall

And Many Others: Kristen Hogan (Barnard), Kaneisha Gaston, Alex Gil, Lauran Hartley, Socrates Silva, Kevin Schlottmann, Library Leadership, Columbia Law Library, Hyacinth User Group, CLIO Unified Discovery Group, Student Library Advisory Committee, and more!

First Steps

October 2019: Issue Ticket created for CLIO (Columbia's online catalog)

“Display acceptable subject terms using local cross references in CLIO”

November 2019: *Change the Subject* Event at Columbia

Documentary screening and Panel Discussion

Panelists: Jill Baron (Dartmouth), Melissa Padilla (Dartmouth), Jennifer Baxmeyer (Princeton), Amber Billey (Bard), Melanie Wacker (Columbia)

Organizers: Nicky Agate, Alex Gil, Matthew Haugen, Socrates Silva, Melanie Wacker

Choosing an Approach (OSMC, LIT, D&I)

Goals:


- Reduce harm
- Support retrieval
- Align with other institutions if possible

Options:

- Replace offensive LCSH terms directly in MARC records
- Add local terms alongside offensive LCSH terms in MARC records
- **Replace offensive LCSH terms via display layer change in CLIO**
- **Issue statement on harmful cataloging language (forthcoming)**

CLIO Specifications: Display Change (LIT)

Specifications:

- 1) Replace subject terms in patron OPAC display
For all records - Columbia Voyager records and records loaded from other sources
 - 2) Support equivalent searching by LCSH or local subject terms
 - 3) Display local subject terms in facets
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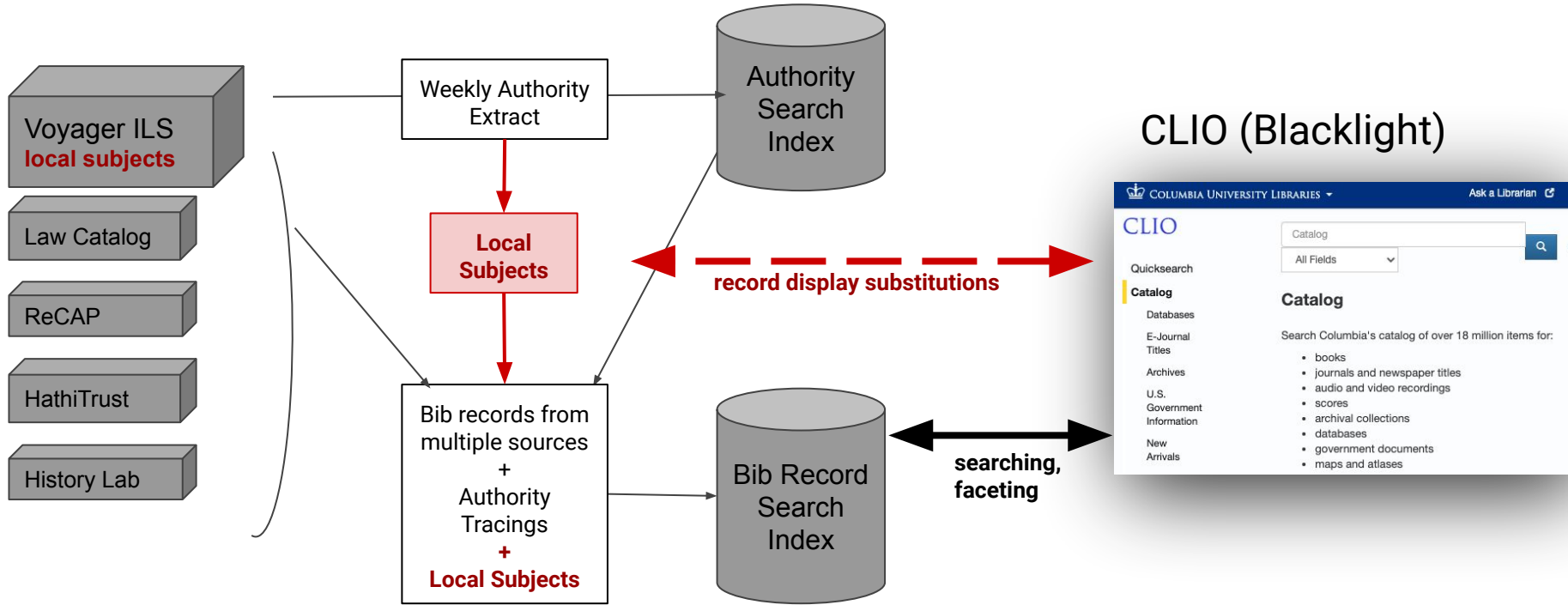
Cataloging Implementation (OSMC)

1. Determine which terms to change, and choose preferred alternative labels
2. Add local variant to authority records in our Voyager ILS. Example:
LCSH Term: 150 Children of illegal aliens
Local variant: 450 Children of undocumented immigrants ‡5 NNC
Local note: 667 Record edited locally for CLIO display change ‡5 NNC
3. Protect local edits during vendor processing (Backstage Library Works)

LCSH	CUL Local Preferred Label
Aliens	Noncitizens
Illegal aliens	Undocumented immigrants
Alien detention centers	Immigrant detention centers
Children of illegal aliens	Children of undocumented immigrants
Illegal alien children	Undocumented immigrant children
Illegal aliens in literature	Undocumented immigrants in literature
Women illegal aliens	Women undocumented immigrants
Alien criminals	Noncitizen criminals
Aliens in motion pictures	Noncitizens in motion pictures
Church work with aliens	Church work with noncitizens
Aliens in literature	Noncitizens in literature
Aliens in art	Noncitizens in art

LCSH	CUL Local Preferred Label
Aliens in mass media	Noncitizens in mass media
Alien property	Foreign-owned property
Alien property (Greek law)	Foreign-owned property (Greek law)
Aliens (Greek law)	Noncitizens (Greek law)
Aliens (Jewish law)	Noncitizens (Jewish law)
Aliens (Islamic law)	Noncitizens (Islamic law)
Aliens (Roman law)	Noncitizens (Roman law)
<i>Foreign workers (was Alien labor)</i>	<i>Noncitizen labor</i>
<i>Children of foreign workers (was Children of alien laborers)</i>	<i>Children of noncitizen laborers</i>
<i>Foreign worker certification (was Alien labor certification)</i>	<i>Noncitizen labor certification</i>
<i>Women foreign workers (was Women alien labor)</i>	<i>Women noncitizen labor</i>
<i>Foreign workers' families (was Alien laborers' families)</i>	<i>Noncitizen laborers' families</i>
\$x Officials and employees, Alien	\$x Officials and employees, Noncitizen

CLIO Implementation (LIT)



Before and After

Migrating to prison : America's obsession with locki

Author	García Hernández, César Cuauhtémoc , author.
Title	Migrating to prison : America's obsession with locki César Cuauhtémoc García Hernández.
Published	New York : The New Press, 2019.
Description	190 pages ; 23 cm
Subjects	Illegal aliens > Government policy > United States . Alien detention centers > United States . Detention of persons > United States . Emigration and immigration law > United States . United States > Emigration and immigration > Gove

Subject	
Aliens	4,982
Illegal aliens	3,049
Emigration and immigration	1,998
Immigrants	1,371
Emigration and immigration	1,223

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Subject	
Noncitizens	3,112
Undocumented immigrants	2,163
Emigration and immigration	2,033
Aliens	1,932
Immigrants	1,383
Emigration and immigration law	1,259