Bite-size projects to promote and highlight Diversity, Equity, and Inclusion in your Libraries collection (DEI for Acquisitions, Cataloguing, Collection Development, Systems and other backend library staff)

11:00 – 11:50 am, Friday, November 4, 2022

Mark Strang, Manager, Library Information Technology Systems, BGSU
mstrang@bgsu.edu

https://tinyurl.com/5f2m68tz
The region in which Bowling Green State University and its campuses are situated inhabit the Great Black Swamp and the Lower Great Lakes region. This land is the homeland of the Wyandot, Kickapoo, Miami, Potawatomi, Odawa and multiple other Indigenous tribal nations, present and past, who were forcibly removed to and from the area. We recognize these historical and contemporary ties in our efforts toward decolonizing history and thank the Indigenous individuals and communities who have been living and working on this land from time immemorial.

Map provided by: Native-Land
1) Diversity, Equity, and Inclusion statement and Library website
2) Communication: Enhancements, Trials, and Implementations
3) DEI Displays: LibGuides: Diverse Children's Literature
4) Library of Congress: Cutter remediation
5) Databases A-Z, Diversity, Equity, and Inclusion subject headings
6) Sierra preferred name / Campus Chosen name projects
7) Q&A / Audience Projects to inspire others

https://tinyurl.com/5f2m68tz
Diversity, Equity, and Inclusion statement and Library website
DEI statement and Library website

Diversity, Equity & Inclusion Statements on Academic Library Websites.
Eric Ely, University of Wisconsin – Madison

“This article examines the DEI statements on academic library websites and examines the presence, or lack thereof, and content of these statements to address the following research question: How do DEI statements on academic library websites contribute to the construction of institutional value of diversity, equity and inclusion?”

“Academic libraries have an established history of offering virtual services and providing online resources for students, faculty, staff, and the general public. In addition to these services and resources, information on academic library websites can contribute to an institution’s demonstration of value placed on diversity, equity, and inclusion (DEI).”


#2022alao
Examined Erik Ely analysis of Big Ten University Library websites.
Evaluated BGSU University Libraries website with his criteria.

BGSU University Libraries adapted a Diversity Statement (passed fall 2021)
https://www.bgsu.edu/library/about/diversity.html

Administrative office promptly posted document to the BGSU University Libraries website.
Staff put document in the directory of Dean’s office pages.
Discoverability:
Navigation options: Not located on the main About Us pulldown (1 click)
As dean of University Libraries, it is my pleasure to welcome you to our website. The following pages provide a glimpse of the wonderful resources and services available to BGSU students and faculty.

Academic libraries continue to grow and change responding to technological innovations while preserving primary source materials to ensure scholarly access for future generations. The University Libraries fosters excitement in the process of discovery and advances teaching, learning and research through quality resources and services including more than 7 million items in multiple formats.

The University Libraries continues to thrive as a central part of the academic life of BGSU. We continue to seek funds to expand and renovate the University Libraries. I invite you to become a part of bringing the University Libraries into a new era by making a gift to the University Libraries.

I encourage you to explore this website fully and to check back often to see our constant updates. We welcome your support if you are an alumnus and your questions if you are a student or faculty members. Please feel free to contact me with questions or comments about the University Libraries.

Warmest Regards,
Sara A. Bushong
Dean, University Libraries
sbushong@bgsu.edu

Diversity statement located towards the bottom of About us pages list on left column bottom (2+ clicks)
DEI statement and Library website

Discoverability Improved
Added to About Us pulldown (1 click)
2) Added to About Us Page (2 clicks)

3) Added text to a LibGuide so that it was findable Discovery Layer Index
Comments or Discussion on: Diversity, Equity, and Inclusion statement and Library website?

Next: Communication: Enhancements, Trials, and Implementations
Go to search 15 years ago: Harry Potter and the goblet of fire…

Why:

The results included both Academic and Popular materials from a good cross set of our holdings:

1) Music Library & Bill Schurk Sound Archives
2) Curriculum Resource Center
3) Brown Popular Culture Library
4) Main A/V
5) Main stacks
6) Firelands branch

#2022alao
With an increased awareness of Diversity, Equity, and Inclusion, I have an appreciation for how my previous search fell extremely short.

New examples of non-majority authors / subject I’ve utilized with projects the past year:

1) Affordable Learning Community of Practice - licensed eBooks

2) Software Updates
   1) Summon
   2) OhioLINK EDS
   3) O’Reilly SAML SSO
Communication: Affordable Learning Community of Practice

EBooks: Project MUSE Ebooks

A guide to the electronic books collections available through the BGSU Libraries.
Hazel Scott: the Pioneering Journey of a Jazz Pianist

https://bgsu.summon.serialssolutions.com/#!/search?ho=t&include.ft.matches=f&l=en&q=hazel%20scott&spellcheck=true
Indigenous prosperity and American conquest: Indian women of the Ohio River Valley

https://bgsu.summon.serialssolutions.com/#/search?ho=t&include_ft.matches=f&l=en&q=Indigenous%20property%20and%20American%20conquest%20Indian%20women%20of%20the%20Ohio%20River%20Valley
Ella P. Stewart

Highlight Local History Collections

First African American women pharmacist in Toledo, Ohio

Communication: O’Reilly (Safari) eBooks SAML implementation

Got all clear from OhioLINK to change O’Reilly authentication from painful email address system to our campus Single Sign

Spent Summer/Fall working on setup with O’Reilly helpdesk and campus central IT

Currently we have a Beta site setup to use campus single sign on with chosen name authentication: https://go.oreilly.com/bgsu

#2022alao
Dec. 12 Go Live Date

The week after graduation we will change local catalog records from OhioLINK:

Present:

Future direct SAML link:
https://go.oreilly.com/bgsu/library/view/~/53863MIT61318/?ar

If patrons have enable O'Reilly playlists in their email address account they will need to change the share permissions to “Public Playlist” prior to conversion. Or alternately contact customercare@oreilly.com to have their playlist migrated after conversion.
Examples used for staff communication:

Gender Diversity at the Board Level Can Mean Innovation Success [electronic resource] / Cheng, J.
http://maurice.bgsu.edu/record=b7211309~S9

The Power of Disability [electronic resource] / Etmanksi, Al
http://maurice.bgsu.edu/record=b7211211~S9

Major Label Mastering [electronic resource] / Göknar, Evren
http://maurice.bgsu.edu/record=b7211637~S9

Voice-Over for Animation [electronic resource] / Wright, Jean
http://maurice.bgsu.edu/record=b7211892~S9

Fixing the Overload Problem at Work [electronic resource] / Kelly, Erin
http://maurice.bgsu.edu/record=b7212052~S9
Comments or Discussion on: Communication: Enhancements, Trials, and Implementations

Next: DEI Displays
LibGuides: Diverse Children's Literature
Diverse Children's Literature by Joe Prince, BGSU Curriculum Resource Center

African American - Diverse Children's Literature - LibGuides at BGSU University Libraries
Asian American - Diverse Children's Literature - LibGuides at BGSU University Libraries
Exceptionalities - Diverse Children's Literature - LibGuides at BGSU University Libraries
Immigration & Refugees - Diverse Children's Literature - LibGuides at BGSU University Libraries
Indigenous - Diverse Children's Literature - LibGuides at BGSU University Libraries
Latinx - Diverse Children's Literature - LibGuides at BGSU University Libraries
LGBTQ+ - Diverse Children's Literature - LibGuides at BGSU University Libraries
Middle Eastern - Diverse Children's Literature - LibGuides at BGSU University Libraries
Neurodiversity - Diverse Children's Literature - LibGuides at BGSU University Libraries
Black is a rainbow color / written by Angela Joy ; illustrated by Ekua Holmes
http://maurice.bgsu.edu/record=b6398708~S3
#2022alao
DEI Displays
Diverse Children's Literature

Asian American
https://libguides.bgsu.edu/diversechildrenslit/asian-amer

Feast of Peas / written by Kashmira Sheth; illustrated by Jeffrey Ebbeler
http://maurice.bgsu.edu/record=b6367052~S3

#2022alao
All he knew / Helen Frost
http://maurice.bgsu.edu/record=b6474218~3

#2022alao
Call me American: the extraordinary true story of a young Somali immigrant
Written by: Abdi Nor Iftin with Max Alexander
http://maurice.bgsu.edu/record=b641432~3
#2022alao
Indigenous
https://libguides.bgsu.edu/diversechildrenslit/indigenous

Fry Bread: a Native American family story
Written by Kevin Noble Maillard; Illustrated by Juana Martinez-Neal
http://maurice.bgsu.edu/record=b5095672~S3
#2022alao
DEI Displays
Diverse Children's Literature

Latinix
https://libguides.bgsu.edu/diversechildrenslit/latinx

Lia & Luis: Who has More?
Written by Ana CrespoFry
Illustrated by Giovana Medeiros
http://maurice.bgsu.edu/record=b6363027~S3
#2022alao
DEI Displays
Diverse Children's Literature

LGBTQ+
https://libguides.bgsu.edu/diversechildrenslit/lgbtq

My footprints
written by Bao Phi
illustrated by Basia Tran
http://maurice.bgsu.edu/record=b5077984
#2022alao
Middle Eastern
https://libguides.bgsu.edu/diversechildrenslit/middle-eastern

The Arab World Thought of it: Inventions, Innovations, and Amazing Facts
Written by Saima S. Hussain
http://maurice.bgsu.edu/record=b3883408~S3
#2022alao
DEI Displays
Diverse Children's Literature

Neurodiversity
https://libguides.bgsu.edu/diversechildrenslit/neurodiversity

A Certain October
Written by Angela Johnson
http://maurice.bgsu.edu/record=b3396960~S3
#2022alao
BIPOC Fantasy & Science Fiction Literature by Joe Prince

- BIPOC Fantasy & Science Fiction Literature: Middle Grade
- BIPOC Fantasy & Science Fiction Literature: Young Adult

This LibGuide points readers to exemplary fantasy and science fiction books that feature characters who are traditionally erased in the genre: BiPOC (black, indigenous/native peoples, and people of color) individuals.
Paola Santiago and the River of Tears
Tehlor Kay Mejia

http://maurice.bgsu.edu/record=b6414388~S9
#2022alao
Internment
Samira Ahmed
http://maurice.bgsu.edu/record=b5033941
#2022alao
This page explains how to use the collection analysis tool.
https://cat.diversebookfinder.org/?_ga=2.166563958.993721171.1649355505-1796544422.1556642776

Project sharing: Public Library tool for collection analysis
Comments or Discussion on:
DEI Displays LibGuides: Diverse Children's Literature

Next: Library of Congress Cutter remediation
ABSTRACT It is a sad reality that racist bias is inherent in cataloging standards and collection development practices. Whether racism in cataloging and collection development practices is intentional or not, Technical Service librarians can be intentional about combatting it. This article presents three antiracist projects implemented to address racism in collection development and classification. Leslie Engelson discusses the results of an effort initiated by the music faculty to determine the representation of BIPOC in the music score collection at Waterfield Library. Brinna Michael demonstrates how racist language is represented in the Library of Congress Classification schedule and her efforts at Pitts Theology Library to update call numbers. Finally, Caitlin Soma details a diversity audit of the books assigned on course reserve at Candler School of Theology to identify potential collection gaps and to encourage faculty to develop curricula that include more diverse voices.
Cutter remediation

Pitts Staff Works to Counteract Racism in Library Catalog
Media Contact: Laurel Hanna
Posted January 4, 2021

Anti-racism work is a strategic priority for Candler’s Pitts Theology Library, and two staff members have recently undertaken a project to rectify examples of systemic racism hidden in plain sight in the library’s call numbers.

This fall, Michael and Stacks and Circulation Specialist Yasmine Green (pictured right) have worked together to develop a process for updating the cutters .N4 and .O7 in the Pitts catalog, which stand for the terms “Negro” and “Oriental” respectively. About 500 books in Pitts’ holdings included these cutter numbers.

Michael and Green chose to update the cutters based on geography, using updates the Library of Congress has previously made as a guide. If a book was more specific to the United States, they changed the cutter to .A35, for “African American.” If it were more broadly applicable globally, they used .B5, for “Black.” The .O7 cutter was changed to .A82, for “Asian or Asian American.

## Cutter remediation

### LCC H Browser

<table>
<thead>
<tr>
<th>Find...</th>
<th></th>
<th></th>
</tr>
</thead>
</table>

**Schedules**

**Class number**

| --- |

| --- | --- |

<table>
<thead>
<tr>
<th>PS591.N8</th>
<th>Nurses</th>
</tr>
</thead>
</table>

Older authors see **PS591.A35**

Physically disabled authors see **PS591.D57**

<table>
<thead>
<tr>
<th>PS591.P48</th>
<th>Physicians</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>PS591.P63</th>
<th>Poets laureate</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>PS591.P64</th>
<th>Polish-American authors</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>PS591.P7</th>
<th>Prisoners</th>
</tr>
</thead>
</table>

Twitter @nightcataloger

https://mobile.twitter.com/nightcataloger/status/1176554127226220544
Cutter remediation

<table>
<thead>
<tr>
<th>Title</th>
<th>Modern and contemporary Afro-American poetry / edited by Bernard W. Bell.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Imprint</td>
<td>Boston : Allyn and Bacon, [1972]</td>
</tr>
</tbody>
</table>

Call Number/Serial Holdings

- PS591.B53 B4
- PS591.B53 B4 c.2
- PS591.N4 B4
- PS591.N4 B4
- PS591.N4 B4 c.2

Replace .N3-5 for Negro, Amber Billey
https://cataloginglab.org/kb/replace-n4-cutter/
Cutter remediation

Title: Adam of Ifé: Black women in praise of Black men: poems / edited by Naomi Long Madgett; illustrated by Carl Owens


Edition: First edition

Call Number/Serial Holdings:
PS591.N4 A33
PS591.N4 A33

Replace .N3-5 for Negro, Amber Billey
https://cataloginglab.org/kb/replace-n4-cutter/
Cutter remediation

Replace O cutter for Oriental

Title: Orientaru Biru 40-nen no ayumi = Oriental Bldg. 40

オリエンタルビル40年の歩み = Oriental Bldg. 40


名古屋市 : オリエンタルビル株式会社, 平成4 [1992]

Call Number/Serial Holdings:
HD1394.5.J3 074 1992
Cutter remediation resources

I Never Metadata I Didn’t Like (An Elegant Inn)

Browsing through Bias: The Library of Congress Classification and Subject Headings for African American Studies and LGBTQIA Studies
Sara A. Howard and Steven A. Knowlton
Library Trends / Summer 2018

Implementing Antiracism in Technical Services
Leslie A. Engelson, Murray State University, Brinna Michael, Emory University, Caitlin Soma, Emory University, 2021
https://serials.atla.com/proceedings/article/download/2958/3887

Decolonizing the Catalog: RUSA webinar explores avenues for antireacist description, 11/1/2021
https://americanlibrariesmagazine.org/2021/11/01/decolonizing-the-catalog/
Project Sharing:
Book Sticker and Subject Headings

Removed sticker: "Foreign film"
Add sticker: "International film"
Added a local subject heading along with LCSH
Changed Book cover sticker to be aligned with Academy Awards standards

Removed sticker: “Christion fiction” sticker
Added sticker: “Inspiration fiction"
Added a local subject heading along with LCSH

Midsize Public Library
Project Sharing: “The Cataloging Ethics Steering Committee is still looking for case studies and projects like these would be great! “

https://sites.google.com/view/cataloging-ethics/home
Catalog Harmful Language Statement
The Regional Automation Consortium
Alberta, CA

(TRAC) recognizes that our catalogue and resource descriptions contain language that reflects the biases, norms, and perspectives of the time in which they were created. In particular, for resources about persons and groups, this language is often outdated and harmful. We use international standards for description, but support and actively participate in efforts to update and change these practices as we strive for descriptions that are inclusive, respectful, and do not cause harm.

https://catalogue.tracpac.ab.ca/polaris/library/policies.aspx?ctx=1.1033.0.0.3
Statement on Harmful Language in Catalogue Records and Resource Descriptions

The University of Alberta Library recognizes that our catalogue and resource descriptions contain language that reflects the biases, norms, and perspectives of the time in which they were created. In particular, for resources about persons and groups, this language is often outdated and harmful. These descriptions also incorporate controlled vocabularies, such as the Library of Congress Subject Headings, which include some headings (e.g., Indians of North America), that are offensive or inappropriate. We use international standards for description, but support and actively participate in efforts to update and change these practices as we strive for descriptions that are inclusive, respectful, and do not cause harm. We acknowledge the critical importance of community consultation in these efforts, and as residents on Treaty 6 territory and Métis Region 4 we commit to working together with our local communities to make these changes.

Statement on Harmful Language in Catalogue Records and Resource Descriptions
https://www.library.ualberta.ca/harmful-language-statement
Comments or Discussion on: Library of Congress
Cutter remediation

Next: Collection Diversity
Choice Reviews Diversity Collection Assessment
Choice Reviews Diversity Collection Assessment

Stephanie Church,
Kelvin Smith Library,
Case Western Reserve University
sap68@case.edu

https://researchguides.case.edu/choicereviewsassessment
Comments or Discussion on: Choice Reviews Diversity Collection Assessment

Next: Databases A-Z list: Diversity, Equity, and Inclusion subject headings

#2022alao
Databases A-Z list: Diversity, Equity, and Inclusion subject headings

Find the best library databases for your research.

Subjects:
- City & Regional Planning (1)
- City Planning & Real Estate Development (1)
- Diversity, Equity, and Inclusion (8)
- History (5)
- Public Health Sciences (1)
- Sociology & Anthropology (1)
- Youth, Family & Community Studies (1)
Seton Hall University Libraries A-Z Databases: Diversity, Equity, and Inclusion (DEI)

Diversity, Equity, and Inclusion (DEI)

All Subjects
- Africana Studies (22)
- Anthropology (12)
- Archives & Special Collections (3)
- Asian Studies (1)
- Catholic Studies (1)
- Communication (4)
- Criminal Justice (1)
- Digital Humanities (2)

# Diversity, Equity, and Inclusion (DEI) (42)

Experts
No experts have

Inclusion (DEI)
Clear Filters/Browse All Databases

Diversity, Equity, and Inclusion (DEI)

Religious life and culture between 1629 and 1922. It includes newspapers and periodicals, including churches and social service agencies.
Databases A-Z list: Diversity, Equity, and Inclusion subject headings

Emory Libraries: LGBTQ Studies
https://guides.libraries.emory.edu/sb.php?subject_id=174055

LGBTQ Studies
Browse our best resources, organized by subject

Showing 7 Guides

- LGBT Studies Microfilm Research Guide
  - Apr 15, 2022
  - 131 views

- LGBT Studies Research Guide
  - Apr 15, 2022
  - 155 views

- LGBTQA+ Health Resources
  - Oct 7, 2022
  - 743 views

- Library of Congress Subject Headings for LGBT Studies
  - Apr 15, 2022
  - 354 views

- Primary Sources for LGBT Research
  - Apr 15, 2022
  - 387 views

- Queer Studies
  - Aug 30, 2022
  - 251 views

- Studies in Sexualities
  - Aug 22, 2022
  - 95 views

#2022alao
University of Arizona

Lesbian, Gay, Bisexual, Transgender Studies

https://libguides.library.arizona.edu/az.php?s=160055
Databases A-Z list: Diversity, Equity, and Inclusion subject headings

Digital Transgender Archive (free resource)  https://www.digitaltransgenderarchive.net/
Locally I discovered that:
The subject naming conventions used when we setup LibGuides are aligned with academic departments.

Ethnic & Cultural Studies (22)
Women’s & Gender Studies (12)

The rationale is that this will make it easier for folks to find resources in terms of academic conventions in those areas.

https://libguides.bgsu.edu/az.php

#2022alao
Comments or Discussion on:
Databases A-Z list: Diversity, Equity, and Inclusion subject headings

Next: BGSU Campus chosen name project
Central IT campus Chosen Name implementation

BGSU central IT campus chosen name project:
BGSU Chosen Name round 1 PeopleSoft backend go live June 2021
University Libraries identified for round 2
Start: Oct 2021, go live: March 7, 2022
Library Software Services impacted:
  Innovative Sierra patron database
  OCLC Tipasa Inter Library Loan
  VitalSource Verba student/faculty course textbook finder: Textbooks.bgsu.edu
"Sierra: Empower your patrons with a Preferred Name option" video by Jason Boland
Sierra preferred name implementation

Sierra Checkout view screens before:

Sierra View patron record screen:
Sierra preferred name implementation

PeopleSoft generates a csv file of data for Sierra Patron Database
The file gets loaded nightly via Sierra scheduler product

Previously we had only the n tagged patron name
Outputted in a csv file which had the name in the 6th position
We used a loader to drop the data in that field into the n tagged field

Innovative addition of the Preferred Name field we changed:
n tagged chosen name
l tagged legal name
The csv file had the chosen name in the 6th position and the legal name in the 26th position
(last field of file)

By dropping the chosen name into the n tagged field, all existing print templates and email templates would continue to grab the desired name once we had the new information coming into the system.
Sierra preferred name implementation

Sierra Checkout view screens after:

Sierra View patron record after:
Chosen name Issues:
BGSU ticket # 1031632; Kris McCullough was great!
1) The preparation of the csv file needs to be told to process new field 26
“I am writing to follow up on the patron Legal name field and the patron loading. I have added the new Legal Name field to the end of patron preprocessing table and assigned it the field number 110.”
Sierra preferred name implementation

Chosen name Issues:
BGSU ticket # 1031632; Kris McCullough was great!
2) The patron load table m2btab.pp3 needs to have code to load information
   [I figured it out on my own due to load profile training but Kris willing to do!]

<table>
<thead>
<tr>
<th>Field Number</th>
<th>Field Length</th>
<th>Field Type</th>
<th>Field Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>780</td>
<td>0-4</td>
<td>P</td>
<td>final student affiliation</td>
</tr>
<tr>
<td>800</td>
<td>0-16</td>
<td>B</td>
<td>16digit PCN BG ID</td>
</tr>
<tr>
<td>110</td>
<td>0-40</td>
<td>L</td>
<td>legal name</td>
</tr>
</tbody>
</table>

```plaintext
EDITING FILE: m2btab.pp3
^E > END ^F > Show FULL Menu OVERWRITE
235||+|0|0|p|0|0|n|N|0|tel2
#302||+|0|0|p|0|0|n|N|0|dept
500||+|0|0|p|x|0|n|N|0|note
550||+|0|0|p|z|0|n|N|0|email
#580||+|0|0|p|w|0|n|N|0|patron msg
600||+|0|0|p|r|0|n|N|0|username
600||+|0|0|p|b|0|n|N|0|username into ID index
610||+|0|0|p|s|0|n|N|0|employment status
620||+|0|0|p|e|0|n|N|0|employment area/dept
700||+|0|0|p|0|0|n|N|0|bg distance only program
720||+|0|0|p|i|0|n|N|0|academic info1
750||+|0|0|p|j|0|n|N|0|academic info2
780||+|0|0|p|f|0|n|N|0|final student affiliation
800||+|0|0|p|b|0|n|N|0|16digit PCN BG ID
110||+|0|0|p|l|0|n|N|0|legal name
```
OCLC Tipasa Inter Library Loan

CSV file for patron information load:

https://help.oclc.org/Librarian_Toolbox/Patron_data_files/030Tab_delimited_patron_data_loading

OCLC Tipasa Chosen Name implementation

Tipasa only has options for:
- givenName
- middleName
- familyName
- nickname

We put chosen name data into givenName since few staff access these menus and could look in Sierra if need more info!
OCLC Tipasa Chosen Name implementation

If necessary this staff could look user up in Sierra if they need additional name clarification.

Patrons will see their chosen name on all their system correspondence!
VitalSource Verba student/faculty course textbook finder:
https://textbooks.bgsu.edu

Our PeopleSoft system provides faculty members names and term, course, and section information to Verba. This service provides students with information about their required textbooks for their classes. [BGSU no longer has a traditional bookstore on campus]

We choose to have name field data which used to have the legal name replaced with chosen name information

Now students see the Faculty Instructor’s chosen name when they search for their course textbooks
Faculty Instructor’s chosen name display for course textbook search.
Q & A

Open Sharing of projects audience members, have undertaken that help others with DEI goals.

THANK YOU

Mark Strang  mstrang@bgsu.edu  https://tinyurl.com/5f2m68tz