The following code of conduct is implemented during this keynote. 
(Adapted from Digital Library Federation (DLF) Code of Conduct “How to be” section)

- listen as much as you speak, and remember that the presenter and attendees from marginalized groups may have expertise you are unaware of;
- encourage and yield the floor to those whose viewpoints may be under-represented in a group;
- accept critique graciously and offer it constructively;
- stay alert, as Active Bystanders, to the welfare of those around you.
Roadmap

- challenges impacting DEI work in libraries
- advocacy for DEI in resource description
- biases in cataloging systems and standards
- a diverse workforce in technical services and fostering a workforce adept in cultural concepts, and
- Strategies and resources supporting DEI in resource description and technical services
My positionality as your keynote speaker
Challenges impacting DEI work
WHITENASHING HISTORY IS NOT THE ANSWER: HB 322 AND HB 327 WILL ERASE PROGRESS AND SILENCE PEOPLE, KEEPING OHIOANS UNAWARE, IGNORANT, AND AFRAID

By Gary Daniels, chief lobbyist
SEPTEMBER 22, 2021 - 7:15AM

OHIO CAPITAL JOURNAL

Book bans accelerate in Ohio as new bill aims to prohibit ‘controversial’ topics

BY MORGAN TRAU - MARCH 8, 2022 3:50 AM

Ohio House Passes Multiple Anti-LGBTQ+ Bills; Human Rights Campaign Condemns Passage & Urges Against Senate Passage

BY HRC Staff • June 22, 2023
Ohio State Board Pushes Back on Anti-DEI Bill

Ohio State’s Board of Trustees blasted a State Senate bill one day before it passed. The rare move comes as culture war politics drive education reforms across the U.S.

A controversial Republican bill that targets higher education has been added to a state budget proposal

By: Conner Woodruff
Posted on: Thursday, June 22, 2023

OH SB83
We affirm the inherent dignity and rights of every person. We work to recognize and dismantle systemic and individual biases; to confront inequity and oppression; to enhance diversity and inclusion; and to advance racial and social justice in our libraries, communities, profession, and associations through awareness, advocacy, education, collaboration, services, and allocation of resources and spaces.

Where we want to be = continued awareness, advocacy, education, and collaboration supporting the dignity and rights of every person
Identifying Biases in Systems

Who has been doing description work historically, and who’s continuing to do that work?

Where is that intellectual labor coming from, and where is the work being done?

Who has the resources to contribute to the systems we use for description?

Whose expertise is being consulted and for which communities?

Under whose leadership is description work being done?
Ethical concerns behind AI in cataloging

- Sensitive information in datasets
- Biases in existing datasets

“Cataloging systems may struggle to adequately represent diverse perspectives, cultures, and voices, leading to under-representation or misrepresentation of certain groups. This lack of inclusivity can perpetuate societal biases”

- Lack of accountability and transparency
It is by bringing in more diverse perspectives and experiences that we can truly begin to address and rectify biases in systems used in library technical services. A more diverse workforce would also help to recognize labor, especially emotional labor, that fuels DEI work in libraries.
Free labor/Unseen labor behind DEI work

**Invisible Labor and Inclusive Metadata**: bringing equity, diversity, and inclusion work out of the shadows (2022)

“The first step to making EDI be part of visible labor is to prioritize related competencies, skills, and experiences as essential.”

Sound knowledge of cultural concepts is critical for sustainable DEI work.

Lived experience IS experience!
Q20: Please rank the following **outcomes in order of importance** when proposing an inclusive description project or initiative at your workplace.
A workforce adept in cultural concepts


Q18: How familiar are you with the following topics in the context of inclusive description?
DEI in Library Technical Services

Consider community-specific guidelines and recommendations

Context of terminology: historical context

- In transcribed data vs. “cataloged-supplied” data

Focus on the power of collective efforts: change is possible and feasible

- May de-emphasize individualism and celebrating individual accomplishments, but this work cannot be done sustainably in an individualistic model
Resources:

Subject Headings:
Library of Congress Resources:
SACO Resources (links to new heading proposal, heading change proposal)
About the SACO Program
List of SACO Programs

Cataloging Lab (founded by Violet Fox)
Critical Cataloging Resources (compiled by Treshani Perera)
Equitable Knowledge Organization (compiled by B. M. Watson)
“We don’t always have to reinvent the wheel. Somebody has already done the work that somebody else can run with, and there is an openness in the professional community to share the work. Chances are if you’ve thought about an issue, and if it’s already on somebody else’s radar, there’s probably a blog post on it, probably someone’s given a presentation on it… It’s a good time to be involved with changes to cataloging practices and language in cataloging standards.”
Thank you for your time.

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