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Analyzing and Enhancing Juvenile Biography Subject Headings for Equity, Diversity and Inclusion

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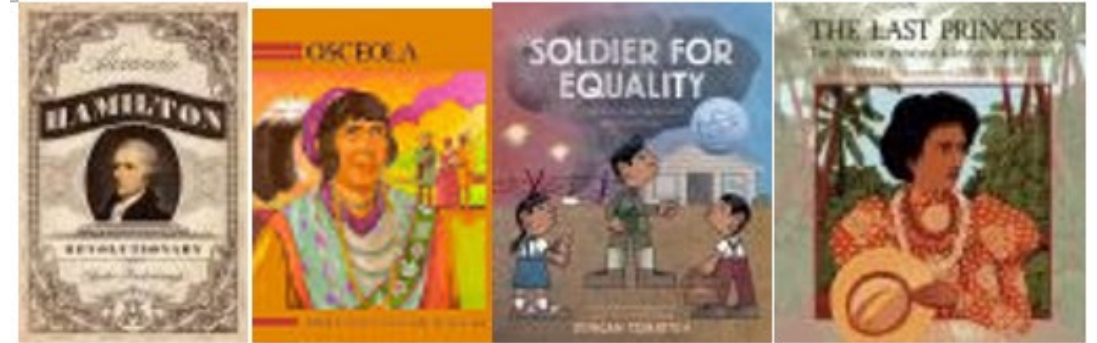
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Analyzing and Enhancing Juvenile Biography Subject Headings for Equity, Diversity and Inclusion

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Literature in EDI Cataloging

- **Biases in Cataloging & Classification**

- DDC, LCSH: principles favored white, Christian, American/Western/European, heterosexual males

- **Berman's Legacy**

- Berman, Sanford. *Prejudices and Antipathies: A Tract on the Lc Subject Heads Concerning People*. 2013. 1971.

- **Radical Cataloging**

- “[Is] intended to address the root issues that can make access to information problematic” (Lember, 2013)
- Use alternative subject headings to promote inclusiveness and diversity
 - “Alien” vs. “Noncitizens” Case (Fox et al., 2020)

- **Racial Considerations**

- Identifying & dismantling white supremacy; Describing whiteness; Acknowledging Humanity: Identify slave holders and enslaved person (Bolding, 2018)
- Include racial identities for all people (Dean, 2019)

- **Ethical and Cultural Considerations**

- Be more precise, less prejudicial (Biswas & Hallyburton, 2020)

Literature in EDI Cataloging

- **Applying Cultural Competencies in Archival Description**

- Cultural Diversity Competency; Mass aggregation; Describe African American History: lack of context, assumption of “neutrality” (Tang et al., 2018)

- **Gender Considerations**

- Respect (gender) identity: Record information about gender as the person self-identifies and explicitly discloses, taking information from readily and publicly available sources... (Billey et al., 2016)

- **Describing Disability**

- “...respects the preferences of living communities” (Rinn, 2018)

- **Multilingual Metadata & Access**

- Multilingual metadata for cultural heritage materials (Matusiak et al., 2015)

- **Continue the Conversation in the Library**

- [Inclusive Metadata & Conscious Editing Resources List](#) (SSDN Metadata Working Group, 2020)

EDI Cataloging Projects & Teams at UCF Libraries

- **Analyzing and Enhancing Juvenile Biography Subject Headings for Equity, Diversity and Inclusion at the Curriculum Materials Center (2021-2022)**
 - **Project Purpose:** look at a small collection and analyze the subjects for bias; enhance the subjects to reduce bias based on EDI principles; enable better discovery for users
 - **Audience:** education major students/future teachers, the general public
 - **Team**
 - Peter Spyers-Duran, Special Formats Cataloger Librarian, University of Central Florida
 - Sai Deng, Metadata Librarian, University of Central Florida
 - Jeanne Piascik, Head of Cataloging Services, University of Central Florida
 - Amy Dovydaitis, Head of Curriculum Materials Center, University of Central Florida
 - Kristine Shrauger, Head of Interlibrary Loan and Document Delivery, University of Central Florida
- **New project: Analyzing A Section of the Biography Subject Headings for Race and Gender at the John C. Hitt Library (2022-2023)**
 - **Team**
 - Peter Spyers-Duran, Special Formats Cataloger Librarian, University of Central Florida
 - Sai Deng, Metadata Librarian, University of Central Florida
 - Jeanne Piascik, Head of Cataloging Services, University of Central Florida
 - Kristine Shrauger, Head of Interlibrary Loan and Document Delivery, University of Central Florida
 - Ying Zhang, University of Central Florida

Analyzing and Enhancing Juvenile Biography Subjects for EDI

- **Curriculum Materials Center (CMC) Juvenile Biography Collection**

- **Juvenile Biography Collection Audit:** 952 books, subject heading analysis for bias, enhance headings based on EDI principles
- **Methodology:**
 - A \$2000 UCF Professional Development and Research Award was used to pay a student worker to analyze juvenile biographies.
 - For each biography, the student worker answered Qualtrics survey questions and input data.
 - The data was compiled in Excel for each title and used to enhance bibs with local subject headings and LCSH with gender, race/ethnicity, and nationality. Statistical analysis was performed.

The screenshot displays the Qualtrics survey editor interface. At the top, the XM logo and user name 'Peter's PDRA' are visible. The navigation bar includes 'Survey', 'Workflows', 'Distributions', 'Data & Analysis', 'Results', and 'Reports'. The main editing area shows a question titled 'Q6' with the text: 'To confirm inherent bias in Library of Congress subject headings (**LCSH**), is this book about a white male?'. The question type is set to 'Multiple choice' and the answer type is 'Allow one answer'. The choices are 'Yes' and 'No'. Below this, question 'Q7' is partially visible: 'Is this an **autobiography**? Did the author write the book about him/herself? Look in the UCF catalog... is the author also the biographee or does the word autobiography appear in one of the fields?'. The choices for Q7 are 'yes' and 'no'. The interface includes a 'Tools' dropdown, a 'Saved Apr 21, 2022 at 11:30 AM' timestamp, a 'Draft' status, and buttons for 'Preview' and 'Publish'. A search icon and a notification bell are also present in the top right corner.

Analyzing and Enhancing Juvenile Biography Subjects for EDI

- **39 Survey Questions**

Q1. Who processed this item?

Q2. What is the MMS ID?

Q3. Title of book?

Q5. Publication year? Look in 264 \$c or 260 \$c.

Q6. To confirm inherent bias in LCSH is this book about a white male?

Q12. How many LCSH are attached to the record (6XX #0 or 6XX #1, only look at the 2nd indicator)?

Q15. How many LCSH speak to gender or LGBTQA+?

Q16. What gender is being reported in the LCSH? (6XX #0 or 6XX #1, only look at the 2nd indicator)?

Q19. If gender is NOT listed in either the LCSH or the nonLCSH, what do you determine the gender to be?

Q20. Overall, which source(s) did YOU consult to verify gender? verso t.p.; book summary in bib; book website, other.

Q21. How many LCSH speak to race/ethnicity? (6XX #0 or 6XX #1, only look at the 2nd indicator)?

Q22. Copy and paste the LCSH that speak to race/ethnicity? (6XX #0 or 6XX #1, only look at the 2nd indicator)?

Q25. Is race mentioned in the LCSH? Race means the heritage the biographee was born with, regardless of location or any learned behavior. Races does not allow you to change and cannot be altered, as it is based on biological features. Race is referred to your genetic makeup and biological features.

Q26. Which race/ethnicity(s) is mentioned in the LCSH?

Q27. If race and ethnicity are NOT listed in either the LCSH or the nonLCSH, what do you determine the race and ethnicity to be?

Q28. Overall, which sources did YOU consult to verify race and ethnicity? verso t.p.; book summary in bib; book website, other.

Q29. - Is nationality represented in the LCSH?

Survey Results: Statistical Analysis

Minimum	Maximum	Mean	Median	Mode	Count
2	20	7.56	7	6	952

Figure: Statistics for LCSH of the Juvenile Biography Collection

Minimum	Maximum	Mean	Median	Mode	Count
0	25	6.88	5	0	952

Figure: Statistics for non-LCSH of the Juvenile Biography Collection

Survey Results: Statistical Analysis

- Research How Cataloging Practices Have Changed Over Time

Years	# of bib records	# of bibs with Race/Ethnicity LCSH	% of bibs with Race/Ethnicity LCSH	# of bibs with Race/Ethnicity nonLCSH	% of bibs with Race/Ethnicity nonLCSH
2020-2021	94	34	36.17%	33	35.11%
2010-2019	526	140	26.62%	117	22.24%
2000-2009	214	67	31.31%	9	4.21%
1990-1999	94	32	34.04%	3	3.19%
1980-1989	12	6	50.00%	0	0.00%
pre 1979	12	3	25.00%	1	8.33%

Figure: Race/ethnicity related LCSH and non-LCSH (pre-1980 - 2021)

Survey Results: Statistical Analysis

- Research How Cataloging Practices Have Changed Over Time

Years	# of bib records	# bibs with Gender LCSH	% bibs with Gender LCSH	# bibs with gender nonLCSH	% bibs with gender nonLCSH
2020-2021	94	37	39.36%	35	37.23%
2010-2019	526	173	32.89%	138	26.24%
2000-2009	214	66	30.84%	12	5.61%
1990-1999	94	35	37.23%	1	1.06%
1980-1989	12	2	16.67%	0	0.00%
pre 1980	12	4	33.33%	1	8.33%

Figure: Gender related LCSH and non-LCSH (pre-1980 - 2021)

Survey Results: Statistical Analysis - Gender

What gender is being reported in the LCSH?	Percent	Number
Male	4.20%	40
Female	28.96%	276
LGBTQA+	0.21%	2
Not reported	66.63%	635
Total Records	100.00%	953

What gender is being reported in the non-LCSH?	Percent	Number
Male	2.31%	22
Female	17.31%	165
LGBTQA+	0.00%	0
Not reported	80.38%	766
Total Records	100.00%	953

If gender is NOT listed in either the LCSH or the nonLCSH, what do you determine the gender to be?	Percent	Number
Male	55.88%	532
Female	9.66%	92
It was reported	34.45%	328
Total	100.00%	952

Survey Results: Statistical Analysis

Race mentioned in LCSH	Percent	Number
Asian / Pacific Islander	0.32%	3
Black / African American	19.22%	183
Biracial / Multiracial	0.21%	2
Latin X / Hispanic	0.21%	2
Middle Eastern / North African	0.00%	0
Native American / First Nations / Alaska Native	1.89%	18
White / Caucasian	0.00%	0
Not reported	78.15%	744
Total	100.00%	952

Race determined all sources	Percent	Number
Asian / Pacific Islander	4.80%	46
Black / Brown / African American	25.44%	244
Biracial / Multiracial	0.73%	7
Latin X / Hispanic	6.05%	58
Middle Eastern / North African	0.73%	7
Native American / First Nations / Alaska Native	3.44%	33
White / Caucasian	53.18%	510
Undetermined	5.63%	54
Total		959

Survey Results: Statistical Analysis

Q28 - Overall, which sources did you consult to verify race and ethnicity?	Percent	Number
book cover / inside jacket	9.57%	110
verso of title page / copyright page / title page	0.26%	3
summary of book record (see Marc record)	26.43%	304
other - where else did you look? - if website, paste url here:	57.74%	664
book, website evaluated, but no mention - undetermined	6.00%	69
** Total	100.00%	1,150

** Race and ethnicity was confirmed using more than one source in some instances, hence the number 1,150.

Survey Results: Statistical Analysis - Nationality

- Subjects in Nationality as Represented in LCSH

Is NATIONALITY represented in the LCSH?	Percent	Number
Yes	33.40%	318
No	66.60%	634
Total Records	100.00%	952

Figure: Nationality represented in LCSH for the Juvenile Biography Collection

Is NATIONALITY represented in the non-LCSH?	Percent	Number
Yes	18.80%	179
No	81.20%	773
Total Records	100.00%	952

Figure: Nationality represented in non-LCSH for the Juvenile Biography Collection

Subject Headings Analysis

- **LCSH Headings for Race/Ethnicity in the Juvenile Biography Collection**
 - Exported all LCSH headings in the records for analysis

Types of Subject Headings	Percent	Number
LC subject headings (650 \0)	58.82%	450
LC subject headings for children's literature (650 \1)	39.74%	304
LC Geographical names (651 \0)	0.52%	4
Geographical names from LCSH for children's literature (651 \1)	0.52%	4
Personal name from LCSH (600 \0)	0.26%	2
Personal name from LCSH for children's literature (600 \1)	0.13%	1
Total Headings		765

Figure: LCSH Headings for Race/Ethnicity in the Juvenile Biography Collection (Prior to Audit)

Subject Headings Textual Analysis

- Race/Ethnicity Term Frequency in the Juvenile Biography

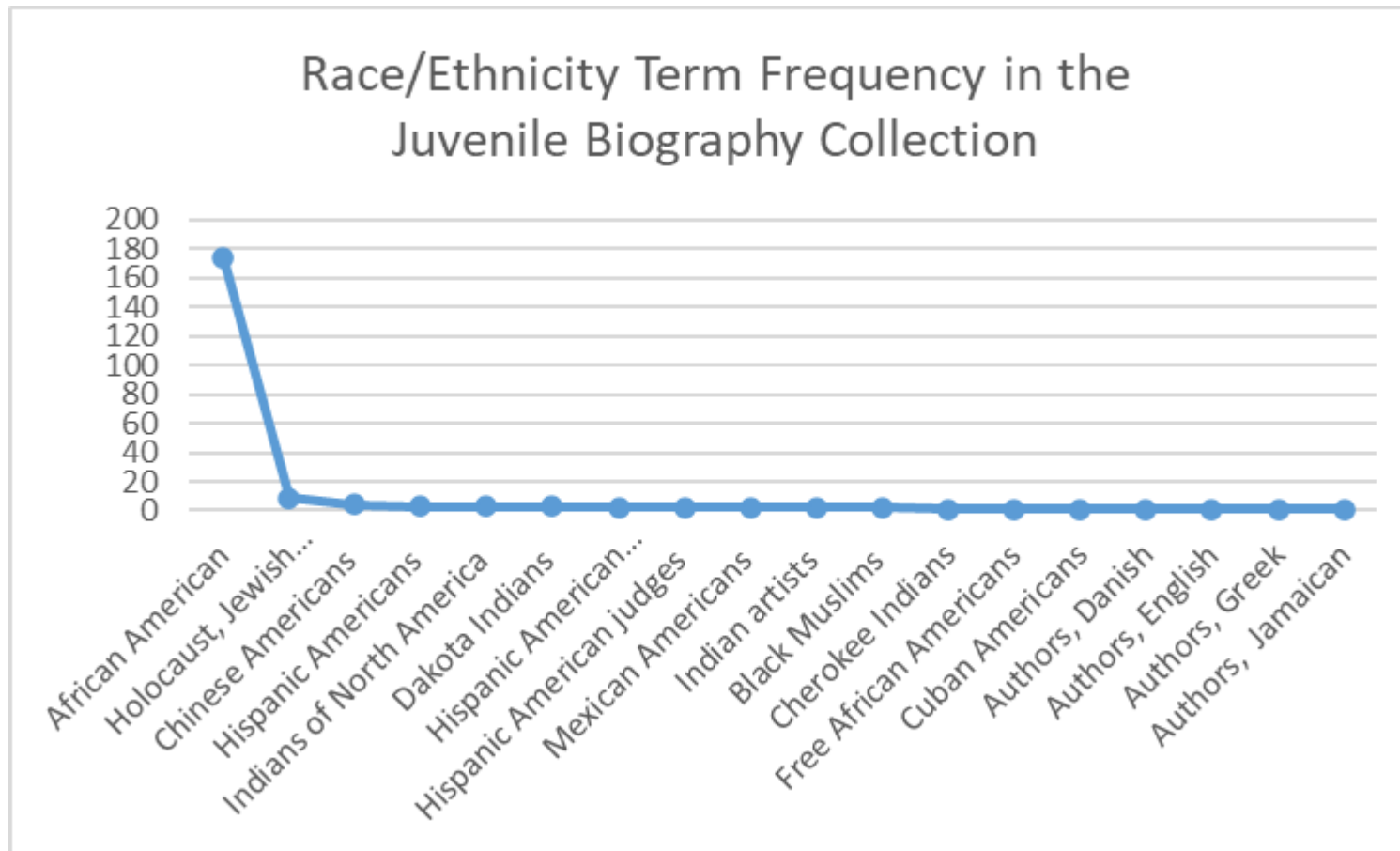


Figure: Race/Ethnicity Term Frequency in the Juvenile Biography Collection (Prior to Audit)

Subject Headings Textual Analysis

- African American Related Term Frequency in the Juvenile Biography Collection

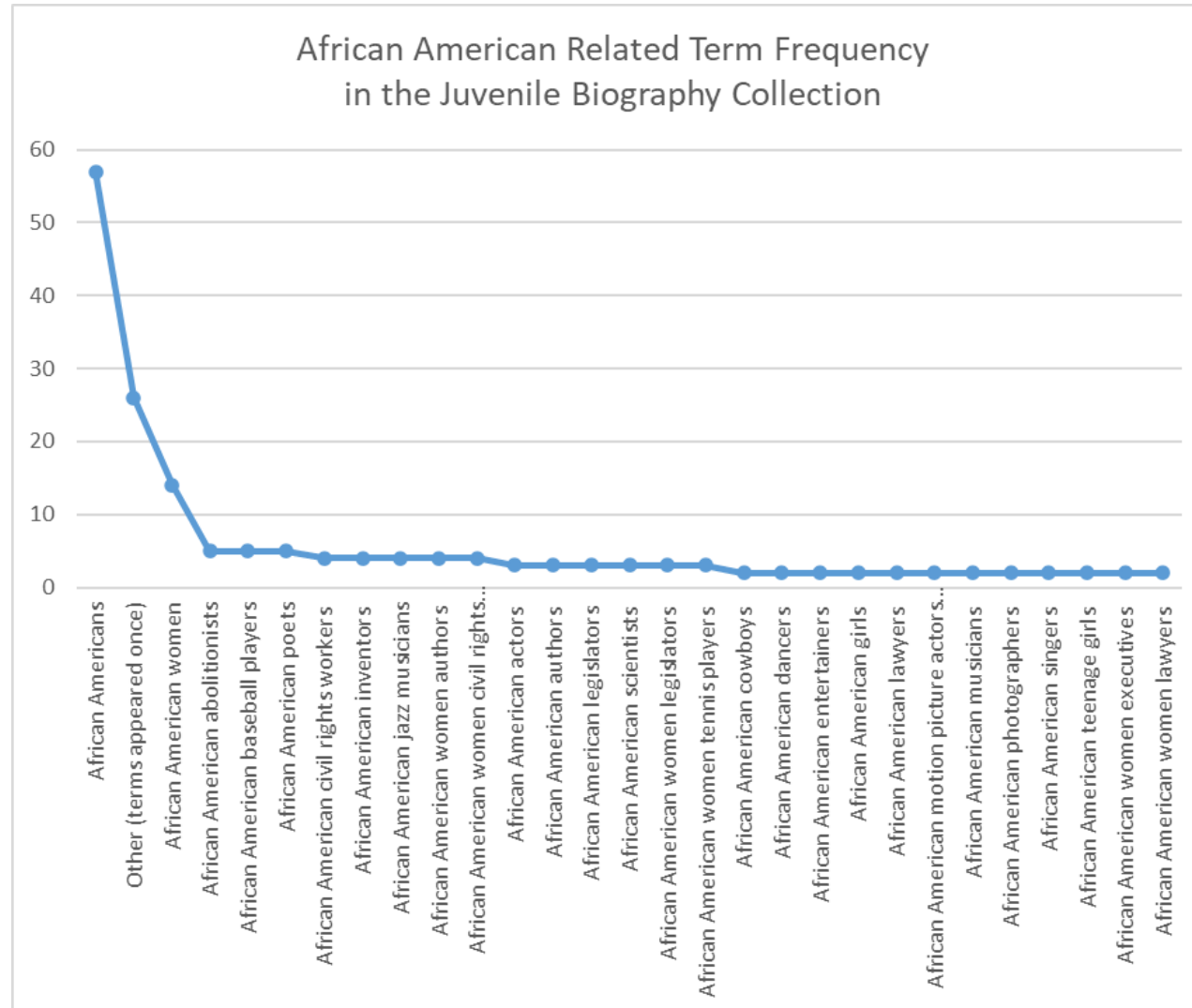


Figure: African American Related Term Frequency in the Juvenile Biography Collection (Prior to Audit)

Subject Headings Textual Analysis

- Nationality Related Term Frequency in the Juvenile Biography Collection

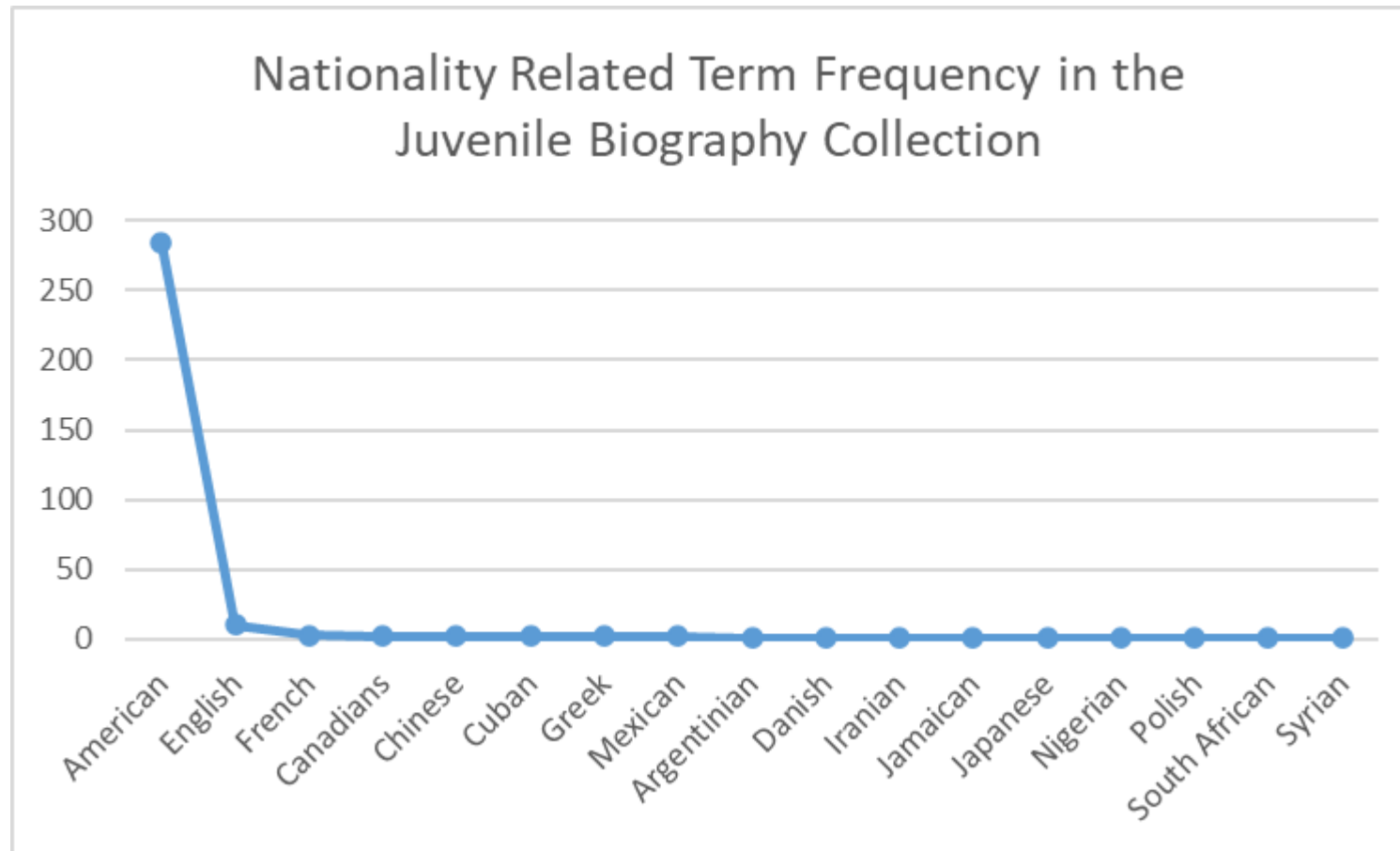


Figure: Nationality Related Term Frequency in the Juvenile Biography Collection (Prior to Audit)

* The represented Americans are mostly from the heading "African Americans," while the majority, the white Caucasian Americans are not represented in the heading (taken as default).

Post Audit Metadata Enhancement

- **Local Headings Added**

- **Gender**

- 690 \\\$aBiography\$xGender\$xMale\$9local
- 690 \\\$aBiography\$xGender\$xFemale\$9local

- **Race**

- 690 \\\$aBiography\$xRace\$xNative American/First Nations\$9local
- 690 \\\$aBiography\$xRace\$xLatinx/Hispanic\$9local
- 690 \\\$aBiography\$xRace\$xWhite/Caucasian\$9local

- **Nationality**

- 690 \\\$aBiography\$xNationality\$xAmerican\$9local
- 690 \\\$aBiography\$xNationality\$xSpanish\$9local

- **Race /Ethnicity**

- 690 \\\$aBiography\$xRace/Ethnicity\$xChinese American\$9local
- 690 \\\$aBiography\$xRace/Ethnicity\$xMexican American\$9local

- 929 local headings for gender were added for 925 records, 1222 local headings for race and race/ethnicity were added for 914 records, and 821 local headings for nationality were added for 774 records.

Post Audit Metadata Enhancement

- **MARC Field 386 (Author/Creator Characteristics) Added**
 - Including ethnicity/cultural group, nationality/regional group and gender group values, e.g.,
 - 386 \\\$mNationality/regional group:\$nnat\$aAmericans\$2lcdgt
 - 386 \\\$mEthnic/cultural group:\$neth\$aAfrican Americans\$2lcdgt
 - Added for about 147 autobiographies.
- **Homosaurus Terms Added for Records Concerning the LGBTQAI+ People**
 - Examples:
 - 650 \7\$aLGBTQ+ people\$2homoit
 - 650 \7\$aLGBTQ+ white people\$2homoit
 - 650 \7\$aLGBTQ+ African-Americans\$2homoit
- LCSH Added for 195 Records that were Lacking LC Subjects Previously (Derived from Local Headings)

Further Discussion

- **Bias in the Subjects**

- Native Americans and First Nation People, e.g.,
 - 650 Cherokee Indians (*LCSH term)
 - 690 Cherokee American (*Local term added)

- **Generic Term vs. Narrower Term**

- When a narrower term exists, it is considered an EDI practice to add its more generic form
 - African American Women Authors vs. African American Authors
- Time Constraint

- **Conscious/Reparative Metadata Options**

- Create Inclusive Local Subject Headings
- Avoid Biased LC Subjects (when possible), Use more Inclusive LC Subjects
- Submit Terms for Consideration
 - [Subject Authority Proposal Form for Non-PCC Institutions](#)
- Create Terms in Other Platforms
 - Wikidata (add to MARC records with \$1 Uri)
 - [Formulating and Obtaining URIs: A Guide to Commonly Used Vocabularies and Reference Sources](#)

Future Steps

- **Continue to Promote and Practice EDI Cataloging**
 - Policy statement in cataloging and archival description
 - Bibliographies, resource lists on inclusive metadata resources (theories, practices, tools etc.)
 - Inclusive metadata trainings and discussions
- **Collaborate with Other Departments for Collection Audit for EDI**
 - Types of Diversity to Consider: Gender, Race/ethnicity, LGBTQAI+, Disability, Religion, etc.
 - Considerations: consult US census data; workflow to update the headings in the collection; need book at hand?; staff time; opportunities and challenges
 - More collaborative projects, e.g., Analyzing A Section of the Biography Subject Headings for Race and Gender at the John C. Hitt Library (2022-2023)
- **Research on the Impact of Inclusive Metadata for Data Discovery and User Experience**



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Q &A



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Thank you!