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## OCUL Collaborative Futures (CF) Decolonizing Descriptions Working Group Final Report

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# OCUL Collaborative Futures (CF) Decolonizing Descriptions Working Group Final Report

Respectfully submitted to the OCUL-CF Steering Committee by:

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F. Tim Knight

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Ontario, May 2022

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# Executive summary

The broad objective of the working group is to develop recommendations on how to make descriptive metadata in Omni, the Collaborative Futures (CF) shared library services platform, more accurately and respectfully reflect Indigenous Peoples, knowledges, and contexts.

The following report was created by the OCUL-CF Decolonizing Descriptions Working Group and submitted to the OCUL-CF Metadata Management and Standards Committee as per its [Terms of Reference](#). In section 1 of the report, we have included a set of recommendations organized as follows:

- **Recommendations on relationship building and consultation:** The Working Group recognized that without this step, this work cannot advance in a meaningful, inclusive or respectful way
- **Critical evaluation of library records and description practices:** The Working Group recommends broadening the scope of description practice evaluation and including OCUL member libraries beyond current CF institutions.
- **Recommendations related to technical capabilities in Alma:** These recommendations are intended as short-term solutions based on testing and research done by Working Group members. The intent is that consultation with Indigenous stakeholders will inform appropriate changes to terminology used in the catalogue.

After the recommendations, we have included sections 2-7 providing additional details supporting how the group arrived at their conclusions.

## **Short-term action items**

The Working Group conducted an environmental scan and tested alternative functionalities in Alma. We concluded that a viable starting point would be for each institution to add alternate terminology as local subject headings in their own catalogue. These fields would be indexed for searching purposes. Further, any outdated, inaccurate, and offensive terminology can be suppressed from discovery using normalization rules and/or Primo VE's '*DEI - List of terms to exclude from Subject Heading*' functionality.

A list of alternative controlled vocabularies have been identified that can be used for these purposes. The group is agnostic about a preferred vocabulary from the options provided, and instead encourages each CF library to engage in relationship-building

efforts and consultation with their local stakeholders to identify the terminology that best suits the worldviews and needs of their constituents.

### **Long-term action items**

The Working Group recommends that, as each CF library establishes and advances their consultation efforts, their work should be shared more broadly with all CF members, to identify potential overlaps and to develop formal authority records to be shared in the CF the Network Zone and beyond. In creating authority records, it is important that special consideration be given to Indigenous Data Sovereignty and Governance.

This Working Group strongly advises that both short- and long-term action items identified in this report should be coordinated by OCUL, for example, by hiring an Indigenous consultant, involving the OCUL Directors Truth and Reconciliation Working Group, and creating a CF Subcommittee or Working Group to ensure continuity and to support the implementation of these recommendations.

## Introduction

The CF Decolonizing Descriptions Working Group, formed in early October 2021, consisting of the following members:

- Erin Johnson, Metadata Management Librarian, Acting Head of Discovery, Description & Metadata, Western Libraries. Settler in Canada.
- F. Tim Knight. Associate Librarian, Head of Technical Services, Osgoode Hall Law School, York University. Settler in Canada.
- R. Antonio Muñoz Gómez. Cataloguing and Metadata Librarian. University of Waterloo. He is a non-Indigenous immigrant settler from Mexico.
- Chris Read. [Formerly Indigenous Health Librarian. McMaster Health Sciences Library]. He was a member and Chair of the group during the month of October, 2021, and helped organize the foundation for the continued efforts of this working group.

The Working Group acknowledges input from the following librarians who shared their expertise:

- Christine Bone (University of Manitoba)
- Sharon Farnel (University of Alberta)
- Alie Visser (Western University)

We also thank and acknowledge the feedback that was shared throughout the process of drafting this report.

The Group was tasked with making recommendations on how OCUL-CF institutions can support, build upon and where possible consolidate ongoing initiatives related to decolonizing description in our library catalogues. Recognizing that “the necessary context and larger purpose of decolonizing descriptions is to develop respectful, collaborative, and sustained relationships with Indigenous communities,”<sup>1</sup> this work may not follow the expected linear trajectory of past library initiatives and will need to be guided through an ongoing, localized and appropriately funded consultation process. It is important that any work to improve and modify subject headings recognizes that there is no pan-Indigenous solution that redresses colonial problems in Ontario library catalogues.

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<sup>1</sup> OCUL Collaborative Futures Steering Committee, (2021). [OCUL Collaborative Futures Decolonizing Descriptions Working Group Terms of Reference](#).

Recommendations in this report that refer to inaccurate, outdated and/or harmful subject headings, for example “Indians of North America,” must be approached as a starting point for improving catalogue descriptions. While there may be a temptation to address these headings by either altering how they are displayed in Omni or by replacing headings outright, it is important to be thoughtful when applying updates to subject headings that describe Indigenous Peoples. Changes must be iterative and informed through consultation. Providing consultation spaces where ongoing relationships with local Indigenous stakeholders have been established, along with critical evaluation into existing practices at each partner institution, is where the necessary deep work of decolonizing descriptive practices will take place.

# 1. Recommendations and next steps

In this report to the OCUL CF Metadata Management & Standards Committee (OCUL CFMMS) the Working Group provides the following ten recommendations followed by additional commentary that outlines possible next steps towards decolonizing descriptions within Alma/Omni.

## **Ongoing relationship building through consultation with Indigenous communities**

1. We recommend that each institution establish ongoing relationships with local Indigenous scholars and with Indigenous communities in their surrounding area. It is important to engage and enable regular consultation regarding decisions involved with the process of establishing appropriate terminology. Consultation with Indigenous stakeholders should be mindful of the competing priorities they may have to address requests from multiple sources. Proper compensation should be considered based on the nature of the consultation <sup>2,3</sup> (See section 2 of this report).
2. We recommend that OCUL hire an Indigenous consultant to help develop an Indigenous Strategic Plan for OCUL, which would include terminology-specific decisions for decolonizing description (see section 3.2), as well as accessibility concerns related to the way in which assistive technologies such as screen readers handle non-English words (see section 6.1). We encourage the active participation of the OCUL Directors Truth and Reconciliation Working Group to lead this work for all participating institutions beyond the Collaborative Futures group.

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<sup>2</sup> [UBC. Indigenous Finance Guidelines](#)

<sup>3</sup> [Western University. Guidelines for Working with Indigenous Community Members](#)

3. We recommend that the work that this Group initiated should be continued by establishing an OCUL Sub-Committee dedicated to furthering activity to address colonial bias, and we encourage the recruitment of a larger number of participants with diverse backgrounds and abilities, to keep the momentum and assist with the practical implementation of the work outlined in this report.
4. We recommend that each institution use the list “Current vocabularies that begin to address colonial problems in library terminology” included in this report (section 3.2) as a starting point for changing offensive terminology present in library records. This list should be used in consultation with relevant local stakeholders with an aim to identify preferred terminology and as a model guide for policy decisions.
5. As each institution progresses in their consultation, we recommend that OCUL work with the Indigenous consultant and the results of CF institutions' local consultations to explore the creation of local authority records in the NZ that can be used to correct harmful colonially biased language (section 6). The creation of local CF authority records must respect Indigenous Data Sovereignty and Governance (section 5).

### **Critical evaluation of library records and description practices**

6. We strongly recommend that OCUL works with representatives from CF institutions to review current cataloguing and descriptive practices with an aim to address issues in resource description, beyond subject analysis, for resources by and/or about Indigenous Peoples and creators.<sup>4</sup>
7. We recommend that OCUL works with all its members, reaching beyond CF institutions, to explore the development of local authority records for alternative terminology for colonially biased language<sup>5</sup> and are shared broadly with NIKLA and others (See section 4). To maintain authority control in shared bibliographic records there needs to be dedicated support to regain authority control in NZ records, to facilitate shared local authority development, and to regularly monitor and respond to reports in the *Authority Control Task List* (section 4). Ultimately any authority work should support and be coordinated with national organizations working in this area, for example the “National Framework” proposed by the National Indigenous Knowledge and Language Alliance

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<sup>4</sup> See for example Doyle, Lawson, and Dupont. 2015. “Indigenization of Knowledge Organization at the Xwi7xwa Library.”

<sup>5</sup> Some examples for alternative terminology are available through the [Cataloging Lab](#)

(NIKLA) (section 3) and the Canadian Subject Headings maintained by Library and Archives Canada.

### **Suggested first steps in changing the display and indexing of subject headings in Omni**

These three suggestions are meant as a temporary first-step in a larger process, and are by no means intended to be the solution to colonial biased issues in library records. We acknowledge that these suggested first-steps take a pan-Indigenous approach and stress the importance of interpreting and implementing them within the context of consultation with relevant stakeholders as per recommendations 1-5 above.

While this Working Group did some testing of possible ways to suppress colonially biased language and index preferred terminology using different technical capabilities available within Alma, further testing should be done through an OCUL-CF working group. We identified recommendations 8 and 9 but found that each of our tested options presented its own challenges. This working group is strongly encouraged to address accessibility concerns as part of the testing process, as they were not investigated as part of this report.

8. We recommend a statement of acknowledgement that identifies and declares the problematic nature of the language used in our library records. This could be in the form of a disclaimer on each institution's website and/or referred to directly in bibliographic records. (Refer to Appendix 3 for examples).
9. Based on the testing of different approaches within the technical capabilities of Alma and Primo VE, this group recommends a combined approach involving changing the display in Omni as well as using normalization rules to add local subject headings to the MARC bibliographic records (see section 6).
10. We recommend considering adding a temporary uncontrolled local subject heading such as "Indigenous Peoples"<sup>6</sup> to the local extension MARC 690, with second indicator 7, and subfield \$\$2 [institution code] for all records that contain the now hidden subject heading "Indians of North America". (Section 5.3) Likewise, the local subject heading "Autochtones" can be added to records that contain the heading "Indiens d'Amérique", and "Inuit" can be added to records

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<sup>6</sup> Capitalizing the second word in a subject string is unconventional cataloguing. "Indigenous style uses capitals where conventional style does not. It is a deliberate decision that redresses mainstream society's history of regarding Indigenous Peoples as having no legitimate national identities" Younging, Gregory (2018). Elements of Indigenous Style: A Guide for Writing By and About Indigenous Peoples. Brush Education. p. 77

that contain the heading “Eskimos”.<sup>7</sup> These preliminary changes should be discussed and altered as needed based on local consultations.

We recognize that these recommendations are broad in scope and labour intensive, and will require a long term commitment. The Working Group calls on OCUL and OCUL-CF members to commit to providing the necessary resources (time, financial, staffing) needed to enable work on these recommendations, both at the institutional level, as well as in collaboration with partners and stakeholders.

## 2. Relationship Building and the Consultation Process

As reflected in the recommendations of this report, the Decolonizing Descriptions Working Group acknowledges that relationship building and consultation is the key component for the success of this process. As articulated by Desmond Wong, “Relational accountability is a cornerstone of work with Indigenous communities to ensure that trust and agency are built into the research project... moving forward in a better relationship, with more accountability, would see libraries move towards a more consultative focus and shift the scope of metadata work to include relationship-building with Indigenous Peoples.”<sup>8</sup> Once initiated, relationships should be ongoing and not limited to single engagements with Indigenous stakeholders.

It is important that each Omni partner institution establishes a consultation process by building long term relationships with the local Indigenous community or communities. As one of the most affected users of our libraries, Indigenous scholars, faculty and students should be considered the primary stakeholders in the development of this consultation process. Ideally, as channels and protocols for consultation are established and developed at each partner institution, relationships can develop and grow with local Indigenous communities beyond and outside an institution’s Elders and leaders in Indigenous learning spaces. This will enable and foster an iterative process providing opportunities for ongoing consultation related to library descriptive and metadata practices.

The Working Group met with Sharon Farnel (University of Alberta) to learn about her

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<sup>7</sup> The terms “Autochones” and “Inuit” are CRKN Interim Indigenous subject headings for “Indiens d’Amérique” and “Eskimo”. To replace “Indians of North America” both CRKN and MAIN have divided the subject and geographic elements into different subfields. See [CRKN Interim List](#) and [Indigenous Subject Headings in MAIN](#)

<sup>8</sup> Browndorf, Megan, Erin Pappas and Anna Arays, eds. *The Collector and the Collected: Decolonizing Area Studies Librarianship*. Library Juice Press, 2021. (p.62)

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experience when establishing relationships with Indigenous stakeholders. In August of 2016 the University of Alberta Libraries (UAL) began an investigation into ways they could decolonize and improve their metadata practices. This led to the creation of the Decolonizing Description Project (DDP) at UAL.

In their Consultation Strategy they noted that, “Respectful, equitable, transparent and ongoing consultation strengthens existing relationships that the UAL has with Indigenous communities; as well as creating opportunities for the development of new, healthy relationships with other Indigenous communities in the spirit of reconciliation and moving forward in a good way.”

The importance of consultation was underlined as a key component in engaging with Indigenous communities to ensure that “oversights and errors” are prevented and the process was carried out in a “good way.”<sup>9</sup> Consultation was recommended:

1. Before any final decisions are made on addressing subject headings
2. Before any decisions are implemented into the initiative
3. Following the completion of a draft
4. As part of the final review
5. For any future changes to subject headings

As part of the appendices of this Report we have included the Consultation Strategy prepared by the UAL Decolonizing Description Project , as well as an example of survey questions that were used when their stakeholders were consulted. These documents may serve as a starting point and template, especially for institutions where a formal relationship has not yet been established with local Indigenous communities.

We have also included a (non-exhaustive) document with potential stakeholders that can be considered as candidates for ongoing consultation. The document includes contact information of Indigenous Initiatives offices (or equivalent) at OCUL-CF institutions which may be a good first point of contact for libraries to begin their relationship-building efforts.

Depending on the nature, scope, and duration of the consultation process, the Decolonizing Descriptions Working Group also recommends providing proportional compensation for participants.

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<sup>9</sup> Ball, Jessica, and Pauline Janyst. 2008. “Enacting Research Ethics in Partnerships with Indigenous Communities in Canada: ‘Do It in a Good Way’.” *Journal of Empirical Research on Human Research Ethics* 3 (2): 33-51.

### 3. Decolonizing description: the current landscape

The Working Group investigated the current landscape on decolonizing description activities and controlled vocabularies used in Canada. Both English and French language vocabularies were considered with a particular focus on CF institutions and other Canadian research libraries using Alma. In addition to this environmental scan, we conducted a survey among OCUL-CF members, which was also shared with other groups, to understand current work being done on this issue at partner institutions.

Work to identify the next steps for the development of a framework for respectful terminology is beginning to take shape at the National level through the National Indigenous Knowledge and Language Alliance (NIKLA). They are bringing the communities together to “walk the path of creating a national Indigenous-led framework for respectful terminology.” While working on the draft of this report, NIKLA hosted an event that introduced the beginnings of a national framework. In the spirit of relationship building, we encourage those working in this area to become participating members of NIKLA.<sup>10</sup>

#### **3.1 Current vocabularies that begin to address colonial problems in library terminology**

Vocabulary	Comments
Manitoba Archival Information Network (MAIN) <sup>11</sup>	<ul style="list-style-type: none"> <li>● Consists of 1094 suggested changes to LCSH vocabulary and 120 additional terms not connected to LCSH</li> <li>● Specific to the Manitoba context and Indigenous communities</li> <li>● Its primary approach is to replace the term ‘Indians of North America’ for ‘Indigenous peoples’ and the term ‘Indian’ for ‘Indigenous’ but alternate terminology is also provided</li> <li>● While alternate terminology for use in bibliographic records is suggested the creation of authority records is not addressed</li> <li>● As a result no changes to cross-</li> </ul>

<sup>10</sup> [NIKLA membership information](#)

<sup>11</sup> [Changes to Library of Congress Subject Headings Related to Indigenous Peoples: for use in the AMA MAIN Database](#)

	<p>references or related terms was considered</p>
<p>First Nations House of Learning (FNHL)<sup>12</sup></p>	<ul style="list-style-type: none"> <li>• Developed at UBC for use alongside the Brian Deer Classification schema at the X̱wi7x̱wa Library</li> <li>• Maintains the distinction among ‘First Nations’, ‘Inuit’, and ‘Métis’ as opposed to using the broader term ‘Indigenous’</li> </ul>
<p>First Nations, Métis, Inuit Indigenous Ontology (FNMIIO)<sup>13</sup></p>	<ul style="list-style-type: none"> <li>• Terminology gathered by a group of Indigenous and non-Indigenous librarians based on research and review of Indigenous community websites</li> <li>• Intended to be a living document that will be updated and revised as new information is gathered</li> <li>• No authority records have been created</li> </ul>
<p>Canadian Subject Headings (CSH)</p>	<ul style="list-style-type: none"> <li>• A national alternative to LCSH</li> <li>• Actively working to improve terminology related to Indigenous Peoples in Canada</li> <li>• Open to revision and suggestions for changes from the Canadian library community</li> <li>• Authority files exist in the Community Zone</li> <li>• An approved subject thesauri for Network Zone records</li> </ul>
<p>CRKN Interim Indigenous Subject Headings<sup>14</sup></p>	<ul style="list-style-type: none"> <li>• Consists of 761 replacement headings in French and 1577 in English</li> <li>• Builds on the work done by other</li> </ul>

<sup>12</sup> [First Nations House of Learning \(FNHL\) Indigenous Knowledge Organization](#)

<sup>13</sup> [First Nations, Métis, Inuit Indigenous Ontology \(FNMIIO\)](#)

<sup>14</sup> As the Working Group prepared this report, the Canadian Research Knowledge Network (CRKN) released a communication to inform the Canadian library community of their work in replacing the term ‘Indians of North America’ with ‘Indigenous peoples’ (2022-01-25). [List of CRKN Interim Indigenous Subject Headings](#)

	<p>groups and libraries, including the vocabularies listed above</p> <ul style="list-style-type: none"> <li>● Intended to be a living document, it recognizes that ‘increased and ongoing consultation with Indigenous Peoples is a priority, as is supporting collective, national solutions to ensure that efforts are coordinated’</li> <li>● No authority records have been created</li> </ul>
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### **3.2 Controlled vocabularies approved for use in Network Zone (NZ) Records**

As outlined below, the controlled vocabularies currently approved in the latest OCUL-CF policy on Acceptable Subject Thesauri<sup>15</sup> each comes with a variety of constraints, making suggestions for changes to colonial biased terminology difficult to achieve. To address these constraints an examination of alternative thesauri and/or the development of locally or consorcially created authorities should be considered.

<b>Approved vocabulary</b>	<b>Limitations and comments</b>
Library of Congress Subject Headings (LCSH)	<ul style="list-style-type: none"> <li>● Slow pace for change, reflects the needs of the U.S. Congress and therefore may not necessarily be the change that is desired (‘Illegal aliens’ as a good recent example)</li> <li>● Hierarchical structure for information organization is based on a colonial worldview and has been actively maintained by government authorities in the U.S. since 1898.</li> <li>● Intricate subject headings with subdivisions that lead to many needed updates needed when one term is changed (e.g. African American).</li> </ul>

<sup>15</sup> [Acceptable Subject Thesauri](#) (version 2.0, approved 2019-05-23)

Canadian Subject Headings (CSH)	<ul style="list-style-type: none"> <li>• Slow pace for change</li> <li>• Colonial structure, but also aims to provide descriptive alternatives to LCSH with a Canadian context</li> </ul>
Medical Subject Headings (MeSH)	<ul style="list-style-type: none"> <li>• Controlled vocabulary of the National Library of Medicine</li> <li>• Focus on biomedical and health-related information</li> <li>• Includes terminology from MEDLINE/PubMed, the NLM Catalog, and other NLM databases</li> </ul>
LC/NACO Name Authority File (names, geographic names, titles)	<ul style="list-style-type: none"> <li>• Subdivision for Canadian authors misrepresents the nationality of Indigenous Peoples</li> <li>• Indigenous community and place names reflect a colonial worldview rather than terminology preferred/used by the community</li> </ul>
Répertoire de vedettes-matière (RVM)	<ul style="list-style-type: none"> <li>• Canada's national French language index since 1974</li> <li>• A working group was formed to look at revisions to headings related to Indigenous subject headings in the Quebec region.<sup>16</sup></li> </ul>
Faceted Application of Subject Terminology (FAST) Headings	<ul style="list-style-type: none"> <li>• Work on FAST began in 1998 and is derived from the Library of Congress Subject Headings (LCSH)<sup>17</sup> and therefore has similar constraints</li> <li>• Essentially LCSH as keywords</li> </ul>

### **3.3 Survey highlights**

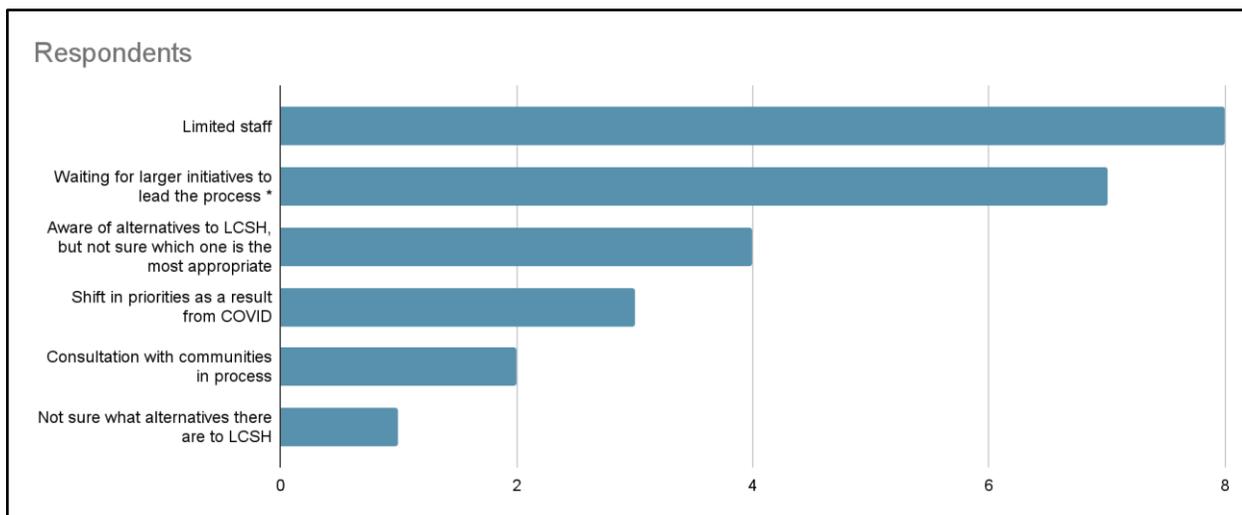
- Four out of thirteen respondents are already making some changes to their cataloguing practices, to address the issue of outdated, inaccurate, and offensive subject headings.

<sup>16</sup> [Revision of the vocabulary describing Aboriginal people in the RVM](#)

<sup>17</sup> [FAST \(Faceted Application of Subject Terminology\)](#)

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- The main activity being done is to add Canadian Subject Headings from Library and Archives Canada to bibliographic records, while also keeping the Library of Congress headings.
- The following chart summarizes the nine responses to the question about what the main challenges are for implementing changes at participating institutions:



As can be seen in the chart, the two main barriers to advancing this work include limited staff and waiting for larger initiatives to lead the process. These findings support our recommendations to increase staff resources and coordination at the OCUL level.

More detailed survey results are included as an appendix to this report.

## 4. Authority control and maintenance in Alma

Authority files such as LC Names and Subjects, MeSH (Medical Subject Headings) are loaded into ExLibris' Central Knowledge base and become part of the Community Zone (CZ), which is maintained by ExLibris.<sup>18</sup> There are two Alma jobs that run each day: *Authorities - Link BIB Headings*; and *Authorities - Preferred Term Correction - BIB Headings*.<sup>19</sup> Through these jobs Alma alerts institutions of authority records that have been updated. When the *Preferred Term Correction* job identifies a heading that needs to be updated, the changes are automatically made to the corresponding authorized heading in the bibliographic records that are linked to that CZ heading.

There are exceptions to this automated process that require staff intervention. For

<sup>18</sup> [Working With Authority Records](#)

<sup>19</sup> [The Preferred Term Correction - BIB Headings job is disabled by default](#) CF member institutions should enable this in their local Alma instance.

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example, if a heading is split, staff will need to decide which of the new headings should be applied to a given record. When staff intervention is required, the affected bibliographic records will appear in the *Authority Control Task List*<sup>20</sup> in Alma and decisions regarding the application of the new headings need to be made.

While the *Preferred Term Corrections (PTC)* job uses authority vocabularies found in the CZ to update authorities in bibliographic records, the process isn't perfect. It is known that the *Preferred Term Correction (PTC)* job does not work well consistently for personal name headings where it can sometimes provide incorrect heading-to-authority record matches. As outlined in Carlstone (2021) these incorrect matches can occur when records are not coded with PCC in the 042, when name headings only have a subfield 'a', when name headings are just first and last names, or just one name with no qualifying information. This is also an issue, for example, when headings have been assigned subdivisions. Quality control will be important and will need to be done on an ongoing basis through regular review of reports provided in the *Authority Control Task List*.

Further challenges exist because the *Authority Control Task List* does not provide a filter that would make the process of identifying incorrect headings much easier. One solution, proposed by Carlstone at Northwestern University Libraries, is to export the bibliographic records indicated in the *PTC* task list out of Alma in order to analyze and correct name headings and later import them back into the system (2021, 81).

It is clear that ongoing authority maintenance requirements in Alma will need to occur at both the local and consortial level. If we decide to create local authorities as a way to improve subject access and remove harmful language in library records, these authority records will also need to be maintained. In a consortial setting, local authorities can reside in the Network Zone for sharing across members.<sup>21</sup> To properly maintain authority control in our shared bibliographic records there will need to be dedicated support to regain and maintain authority control in NZ records, to facilitate shared local authority development, and to regularly monitor and respond to reports in the *Authority Control Task List*.

It is also important to note that the *Authorities - Preferred Term Correction* job does not perform retroactive updates. Changes to authorized headings are only made when the authorized field in the bibliographic record is linked to the CZ. This is signified using a binoculars icon beside the MARC field in the Metadata Editor.

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<sup>20</sup> [Authority Control Task List](#)

<sup>21</sup> [Working with Authority Records in Alma](#)

 650 0 \$\$a Indians of North America \$\$x Study and teaching.

This means that the headings associated with our migrated records will not be updated automatically until a connection has been made between authorized fields found in local Institution Zone (IZ) records or Network Zone (NZ) bibliographic records and the authority record in the CZ.

Retroactively, as a consortium, we can regain authority control in our shared bibliographic records through post migration cleanup to ensure that our authorities are linked to the CZ. Carlstone (2021) suggests two approaches to retroactive authority maintenance in Alma. It's possible to trigger the *PTC* job on legacy records by adding them to a set and running two normalization rules on it -- one to add a piece of data and the other to remove it. "This updates the modification date on the records so the *PTC* job will run against these records the next time it is scheduled, because the records are now newly modified" (Carlstone 2021, 82). Alternatively, bibliographic records can be exported from Alma production, then imported using Alma Sandbox where the *PTC* job can be run at any time. Any updates made to the records can then be overlaid in Alma production.

## 5. Indigenous Information Sovereignty and Governance

When considering the creation of authority files related to Indigenous Peoples, it is important to respect the principles of OCAP (Ownership, Control, Access, Possession) developed by the First Nations Information Governance Centre. These principles assert First Nations ownership and control over data about them and how that data can be used. OCAP also outlines the importance of First Nations involvement in not only the ownership and control of data, but also the collection of data.<sup>22</sup> Consultation must be the starting point for the creation of authority files meant to address colonial biases in library descriptive practices.

Therefore, when creating a database of authority files that provides alternative terminology to describe works related to Indigenous Peoples, the authority files should be owned and controlled by the Indigenous groups described by the data. Historically, terms in a controlled vocabulary exist as mutually exclusive entities, usually controlled by a colonial institution. For example, LCSH headings are controlled by the Library of Congress, MeSH headings are controlled by the National Library of Medicine. To respect OCAP principles, authority files meant to describe Indigenous Peoples cannot be managed by OCUL-CF partnership libraries on their own. A robust vocabulary will

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<sup>22</sup> [The First Nations Principles of OCAP®](#)

be created in consultation with Indigenous communities/groups, and as such, the individual files in the controlled vocabulary will be governed in partnership with these communities and groups.

## 6. Technical Capabilities in Alma and Omni

### **6.1 Customizing Subject Headings for Display in Omni (Primo VE)**

There are two, non-exclusive approaches to customizing subject headings for display in Primo VE. It is possible to either change the way that existing subject headings display in Omni and/or to change the subject heading directly within the descriptive metadata.

Based on some preliminary testing, this Working Group identified a method of transforming the display of subject headings in Primo VE in combination with a normalization rule that adds locally developed subject heading fields for browsing and indexing purposes.

The testing done by this Working Group focused on Primo VE's visual interface, however, we must recognize that different users may interact with the system using technologies such as speech-to-text synthesizers. While our recommendations address the visual display of subject headings, further research, testing, and work are required to address accessibility issues as they relate to the needs of our user communities.

As the OCUL-CF Accessibility Working Group indicated:

“There is a complex intersection with descriptive metadata in Omni and accessibility, which we have chosen to acknowledge in our response. Omni, as a shared library service platform, is made from web content (HTML, CSS, JavaScript, etc.). This content typically is sent to a browser which converts code into a visual interface presented onto a screen for sighted users. However, screen readers also access this content to construct an aural interface for blind and partially sighted users, as well as for sighted readers with reading disabilities. (It also can be represented on Braille-on-Braille displays, but we will focus our response to the aural interface.)

We feel it is important to note that the current state of text-to-speech synthesizers limits the accurate representation of some Indigenous terminology, and that gap in text-to-speech technology may therefore mispronounce Indigenous names and words using screen reader technologies.

While the visual interface may display accurate descriptive meta-data to sighted users in Omni's visual interface, and therefore can be verified with a source document showing the correct spelling, the experience of using Omni's aural interface may be quite different.

We think it would be worthwhile for the report to acknowledge that Omni not only has a visual interface, but additionally is converted into an aural one. Both interfaces should be attended to during integration into Omni. In practical terms, this could involve asking the consultant in recommendation 2 to consider this issue of respectful pronunciation in the Omni aural interface, along with preferred terminology and spelling.

Finally, we recognize this interface issue is complex, and not easily solved. However, by acknowledging Omni's aural interface issue, and our disabled community who rely on text-to-speech synthesizers for engaging with Omni, we create opportunities to build important and respectful relationships."<sup>23</sup>

### **6.2 Customize Display in Omni Interface Only**

It is possible to transform the display of subject headings in Primo VE by substituting a preferred alternative terminology without altering the established form used in the existing MARC bibliographic records. This can be done at the institutional level using a normalization rule in the Primo configurations. This process was shared by members of the Washington Research Library Consortium at the 2020 eCAUG Virtual Conference.<sup>24</sup> They noted that because there is no direct change to the MARC heading that is being indexed, a display normalization rule does not impact search facets or search indexes. However, a complementary Alma normalization rule can be applied to headings in the bibliographic records to add alternative subjects that will be indexed and appear in the facet list. These transformations created through normalization rules are only made to the display of Alma records in Primo VE; they do not alter the display of subject headings that are included in Central Discovery Index (CDI) metadata (Mendes, et al. 2020).

The Working Group tested a display normalization rule and noted favourable results (see below). The headings "Indians of North America" to "Indigenous Peoples", "Indiens d'Amérique" to "Autochones", and "Eskimos" to "Inuit" were transformed in records hosted across Alma's IZ and NZ zones without altering the metadata

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<sup>23</sup> Mark Weiler, Chair, on behalf of CF Accessibility Working Group, email message to OCUL-CF Decolonizing Descriptions Working Group, May 4, 2022.

<sup>24</sup> [Mendes, Luiz, Israel Yáñez and Marcus Jun. "Transforming Subjects: Solving a Terminology Problem." Presentation, Washington Research Library Consortium, WA, June 25, 2020.](#)

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contained in these records. The application is clean and simple, however, without an accompanying normalization rule applied to bibliographic records, the displayed alternative subject headings are not indexed.

### Normalization rule in Primo example<sup>25</sup>

```
rule "Primo VE Display- Subject 650"
when
MARC."650" has any "a-z" AND NOT
MARC."650".ind"2" equals "2"
then
set TEMP"1" to MARC."650" subfields "a-u" delimited by " "
remove substring using regex "\.+$" set TEMP"2" to MARC."650" sub without sorting
"v-z" delimited by " -- "
remove substring using regex (TEMP"2","\.+$")
concatenate with delimiter (TEMP"1",TEMP"2"," -- ") set TEMP"3" to multilingual by
"650" "Subject" "display" concatenate with delimiter (TEMP"1",TEMP"3",",")
replace string by string (TEMP"1","Indians of North America","Indigenous Peoples")
replace string by string (TEMP"1","Indiens d'Amérique","Autochtones")
replace string by string (TEMP"1","Indiens d'Amerique","Autochtones")
replace string by string (TEMP"1","Eskimos","Inuit")
create pnx."display"."subject" with TEMP"1"
end
```

In December 2021, ExLibris released an update for Primo VE that enables libraries to hide inappropriate or offensive terms through a DEI Exclusion List.<sup>26</sup> This update lets libraries maintain a list of terms that can be used to hide subject headings and facets from displaying in their instance of Primo VE. Unlike the normalization rule, this update gives libraries immediate control over subject displays for local data and CDI data. There is no impact on the indexing of subject headings<sup>27</sup>. However this feature does not include the option to replace a hidden term with another one from a preferred vocabulary. Any new terminology would need to be added as part of a secondary process.

The Working Group tested this feature and found that only the exact subject headings are hidden. Any subject headings with subdivisions, for example, will remain visible in

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<sup>25</sup> Based on rule created by [Washington Community and Technical College Library Consortium](#).

<sup>26</sup> [December 2021 Primo VE Release Notes](#)

<sup>27</sup> [What's new with Primo - October 2021 YouTube \(29.35\)](#)

Primo. Diversity, equity and inclusion terms added to the DEI Exclusion List were hidden for all records in the results list regardless of which zone the record was located including terms generated via the Central Discovery Index. However if the subject heading is paired with any subdivision it will still display. This list is easy to access in Configurations→Discovery→Other→DEI - List of terms to exclude from Subject Heading.<sup>28</sup>

### **6.3 Customize Display in Omni by changing Descriptive Metadata**

Alma provides functionality that enables the creation of controlled local authority headings<sup>29</sup> that can be used to override other controlled vocabularies.

Ex Libris documentation notes, The Harvard wiki on Alma authorities notes,

“In addition to global authority files, Alma allows libraries to create and load local authorities. This includes authority records for subject headings, titles and names. These local authorities can be used as overrides for authorization against the global authority file—when validating, Alma will check first for local authorized headings before checking for global headings.”<sup>30</sup>Alma supports local headings for subjects, titles, and names. These headings can be used to override the authority as represented in the Community Zone. When Alma validates a heading, local authorities are the first headings to be checked. Support is provided for making global changes to locally managed authorities through the implementation of a drools-based rule to the Marc21 Authority configuration.”

At this time, the Working Group recommends that OCUL work with CF institutions to explore the creation of local authority files in the NZ that can be used to correct harmful colonially biased language. In addition to flipping offensive headings using local authorities, a variety of vocabularies can be added to enhance description. Ex Libris regularly maintains a set of established authorities within the CZ, however, these are traditional rather than alternative vocabularies and therefore not likely candidates for replacing offensive headings. To validate the use of additional alternative vocabularies in the NZ, the CF-OCUL policy on Acceptable Subject Thesauri in NZ records would require expansion.

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<sup>28</sup> [Configuring the DEI Exclude List for Primo VE](#)

<sup>29</sup> To use local authorities in Alma, an ExLibris support representative must first enable the functionality for the institution.

<sup>30</sup> [Alma - Local Authority Records](#)

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Without creating authority files, an Alma normalization rule can be used to add a local uncontrolled subject heading with subdivisions to the bibliographic record. This is done by copying the existing LC heading to another field and replacing the problematic phrase with an alternative. This local subject heading can then be indexed for search and facet functionality. Without an accompanying rule applied to Primo VE display, both the problematic subject and the alternative are displayed in the record.

Normalization rule in Alma example:

```
rule "650 to 690 (Indians of North America to Indigenous Peoples)"
when
not exists "690.{-,7}.a.Indigenous Peoples*"
then
copyfield "650" to "699" if (exists "650.{-,0}.a.Indians of North America*")
replaceContents "699.a.Indians of North America" with "Indigenous Peoples"
changeSecondIndicator "699" to "7" if (exists "699.a.Indigenous Peoples*")
changeField "699" to "690" if (exists "699.a.Indigenous Peoples*")
addSubField "690.2.CaOLU" if (exists "690.a.Indigenous Peoples*")
addSubField "690.9.local" if (exists "690.2")
end
```

This rule can be run on a logical set using the following search parameters:

Search Type = All Titles

Set type = logical

where (Subjects (LC) contains phrase "Indians of North America")

The normalization process can be included as part of an Import Profiles to normalize the records and include the local heading on import when appropriate. The normalization is applied before matching or merging of records on import.<sup>31</sup> In the Metadata Editor, the normalization process can be applied through the 'Enhance the Record' feature in Editing Actions.<sup>32</sup> The process should be applied at both the network and institution level to allow for use on both types of records.

### **6.4 Why Local Subject Headings?**

The Working Group met with Christine Bone who has had considerable experience working with Indigenous terminology (MAIN) and authority control in Alma. The solution arrived at at the University of Manitoba was to add a local MARC field (696) in

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<sup>31</sup> [Alma Import Profiles: Normalization](#)

<sup>32</sup> [Normalization rules in the "Enhance the record" menu](#)

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bibliographic records which is indexed in keyword and subject keyword indexes. These terms are maintained as a local list of subject headings only and do not include the creation of authority records. There were a number of reasons that informed their decision to display existing LCSH alongside terminology added locally to bibliographic records. For example, the inherent complexities of the authority control process in Alma and the descriptive standards used for sharing records.

One factor that influenced their decision not to change LCSH headings outright was the impact this would have on record sharing. For example, removal of LCSH headings would make bibliographic records less valuable to libraries who rely on LCSH's controlled vocabulary. Traditional use of LCSH in bibliographic records has been a long-standing practice and is a standard in Canadian academic libraries. Standardization facilitates record sharing (e.g. Worldcat), vendor supplied records, and the ability to copy catalogue. As a key standard in bibliographic information, LCSH continues to be an important piece of metadata within library records for both cataloguing practitioners and library users despite its colonial problems.

Bibliographic records managed across Alma's three cataloguing zones — Institution Zone (IZ), Network Zone (NZ) and Community Zone (CZ) — adds another layer of complexity when considering changes to bibliographic records using batch processes. Individual institutions have less autonomy when updating consortially shared records or those activated in Alma's CZ. For example, at the institution level batch changes to NZ or CZ records can only be run on designated local fields which means member institutions cannot make batch updates to name and subject access points for all records displayed in their instance of Omni without mediation.

In addition, the very process of authority control in Alma and LCSH structure is complex. In updating a subject heading, the metadata librarian needs to consider the multitude of variations in subdivisions that would also need updating. Any changes made to LCSH in our records, at the institution or consortial level, would be a major undertaking.

Alternatively, using a local field to add uncontrolled subjects that are not part of Alma's authority maintenance process is relatively straightforward with less barriers to implementation. It can be applied to all records that an institution activates regardless of which Alma zone the record is located. At the University of Manitoba, Bone regularly uses a normalization rule applied to logical sets in Alma that add local subject headings to the bibliographic records based on the identification of colonially biased headings. For example, if the subject heading 'Indians of North America' is found in a bibliographic record, the heading 'Indigenous Peoples' is added in a local MARC field.

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One downside to this approach over changing LCSH headings is that the new vocabulary displays alongside the traditional LCSH terminology, thus the harmful language is still being displayed to users in the discovery layer. The local subject heading is indexed for keyword and subject searching. Bone's presentation at the University of Alberta's Making Meaning Symposium included this illustrative chart that outlines the pros and cons of changing an LCSH subject outright vs. adding local headings.<sup>33</sup>

<b>Changing headings outright</b>	<b>Adding local headings</b>
<b>Con:</b> Abandoning the standard entirely makes your records less valuable to others, e.g. Worldcat	<b>Pro:</b> The standard is also retained, so the value of your records is also retained
<b>Pro:</b> "Indian" headings eliminated entirely	<b>Con:</b> "Indian" headings still visible to users
<b>Pro:</b> Maintains one term for each concept, the whole purpose of a controlled vocabulary	<b>Con:</b> Introduces multiple terms for the same concept, possibly confusing users if not done thoughtfully
<b>Con:</b> Cannot be implemented in records you don't host yourself	<b>Pro:</b> May be able to add to externally hosted records
<b>Con:</b> VERY complex. Affects relationships to other headings, and should adhere to the overall vocabulary structure	<b>Pro:</b> Less complex. More freedom to do what you want.

One downside to maintaining the historic and problematic headings is that it continues to display as a subject headings for the user. Building on Bone's process, the addition of local headings to MARC metadata can be complemented with customization of the display so that only the replacement subject appears in Omni records. Even with this customization, the LCSH and local subject headings will both appear in the facets. The Working Group recommends exploring this option of using the MARC 690 field in tandem with a customized display rule for the 650 field. The 690 field is not indexed in the out-of-the-box Primo facet mappings and will need to be configured as a local facet.<sup>34, 35</sup> As a local field, the 690 can be added to records across Alma's zones.

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<sup>33</sup> [Christine Bone \(2018\). Changing Subject Headings related to Indigenous Peoples: Technical Implications for Large Library Systems. Making Meaning Symposium. University of Manitoba Libraries](#)

<sup>34</sup> [Primo VE: Configuring a local facet](#)

<sup>35</sup> [Mapping to the Display, Facets, and Search Sections in the Primo VE Record](#)

## Appendices

### **Appendix 1: Terms of Reference**

#### OCUL Collaborative Futures Decolonizing Descriptions Working Group Terms of Reference

##### Background on OCUL Collaborative Futures

Ontario Council of University Libraries (OCUL) has undertaken the development of a shared vision of the future of library management systems in Ontario's academic libraries- a vision that articulates new possibilities and builds on a decade's long history of collaboration and cooperation. This vision involves radical collaboration to help OCUL libraries face the challenges of today: the transformation of scholarly communication and higher education, rapid developments in information technology, and declining or limited resources.

The Decolonizing Descriptions Working Group is a temporary entity established by the OCUL Collaborative Futures Steering Committee (OCUL CFSC) to support short-term outcomes pursuant to section 5.4 of the Memorandum of Understanding (MOU) February 5, 2019.

##### Background on CFLA-FCAB Indigenous Matters Committee

In 2017, Canadian Federation of Library Associations/Fédération canadienne des associations de bibliothèques (CFLA-FCAB) created the [Indigenous Matters Committee](#) to address the Truth and Reconciliation Commission of Canada's recommendations for Libraries, Archives and Cultural Memory Institutions. This committee provides an overarching framework for decolonizing activities for individual libraries and archives or consortia.

##### Rationale for the OCUL CF Decolonizing Descriptions Working Group

In the interest of creating a more inclusive library and implementing the recommendations of the Truth and Reconciliation Commission, it is important to decolonize descriptions to library collections. Specifically, recommendation 5 of the CFLA-FCAB Truth & Reconciliation Committee Report calls us to "Decolonize Access and Classification by addressing the structural biases in existing schemes of knowledge organization and information retrieval arising from colonialism by committing to integrating Indigenous epistemologies into cataloguing praxis and knowledge management". The OCUL Collaborative Futures shared library services platform affords an opportunity to implement decolonizing descriptions across all partner institutions.

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Various library organizations have created working groups aimed at decolonizing libraries and library metadata. OCUL itself has created an ad hoc Truth and Reconciliation Working Group, Library and Archives Canada (LAC) and CFLA-FCAB have initiated a joint project to develop a Canada-wide strategy for improving descriptive metadata related to Indigenous people, and many CF partner institutions have local initiatives underway on their campuses.

The CF Decolonizing Descriptions Working Group will seek to build on and support these ongoing initiatives without duplicating work. It will also recognize that the context for its work is the development of respectful, collaborative, and sustained relationships with Indigenous communities. This work may be gradual and iterative, but the need for it is urgent.

### Objectives of the OCUL CF Decolonizing Descriptions Working Group

The broad objective of the working group is to develop recommendations on how to make descriptive metadata in Omni, the CF shared library services platform, more accurately and respectfully reflect Indigenous peoples, knowledges, and contexts.

The goals of this group include:

- Investigate the current landscape on decolonizing descriptions and controlled vocabularies used in Canada, in both English and French, and in particular amongst CF partner institutions and other Canadian research libraries using Alma.
  - Through consultation and literature review, engage with ongoing efforts to develop decolonizing metadata practices, such as those of the CFLA-FCAB Indigenous Matters Committee and local or regional initiatives at CF partner institutions.
- Explore/investigate the constraints of the controlled vocabularies we treat as valid in Network Zone records and whether alternative thesauri could be implemented to address these constraints.
- Consult with Indigenous communities, including Elders, in regions served by CF partner institutions. This consultation should happen through existing channels and protocols established at partner institutions. Identify opportunities to add Indigenous community consultation to metadata practices on an ongoing basis.
- Investigate the authority control functionality of Alma to better understand how potential changes to descriptive metadata could be implemented and what ongoing resources and maintenance would be required to support these changes.

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The recommendations of the working group with possible next steps for implementing decolonizing descriptions within Omni will be delivered as a report to the OCUL CF Metadata Management & Standards Committee (OCUL CFMMS).

### Accountability and Communication

Regular updates will be provided to OCUL CFMMS. Minutes and documents of the Working Group will be recorded on the OCUL Wiki (Spotdocs).

Communication with consulted groups and organizations should be back and forth, with a focus on relationship building and sharing information.

A final report containing the recommendations of the working group will be delivered to OCUL CFMMS within 6 months of the group's formation.

### Membership

The membership of this Working Group will be 3-6 representatives from OCUL Collaborative Futures partner libraries with experience with decolonizing descriptions and familiarity with metadata standards and practices.

Indigenous people or those with experience working with Indigenous communities are particularly encouraged to volunteer for the group.

### Meetings

- Meetings will occur as frequently as needed;
- Meetings will take place via teleconference and occasionally, in-person.
- Between meetings, the Working Group members will undertake specific work tasks related to the terms;
- The Working Group members will consult between meetings, by telephone or email

### Chair

A Chair for the Working Group shall be appointed by the OCUL Collaborative Futures Steering Committee from among the members of the group.

### Financial and Administrative Policies

- Service on the Working Group is non-remunerative.
- Travel and meeting expenses for the Working Group members are reimbursed according to the Travel and Expense policies of their home institution.

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- Members of the Working Group will comply with Director approved governance and appropriate organizational policies, including code of conduct and conflict of interest policies.

### **Appendix 2: Survey results**

#### Background

A survey was sent out on December 16, 2021 to all OCUL-CF members, as well as [OCUL distribution list (double-check with Mandy)] and it was shared with the Ontario Cataloguers and Technical Services (OCATS) group with a deadline of January 12, 2022. The survey email encouraged sharing broadly.

A targeted reminder was sent out to OCUL-CF members who had not replied by the deadline, to ensure our data is as representative as possible of participating institutions.

We received 13 responses: 12 from OCUL-CF members and one from a non-OCUL member.

#### Findings

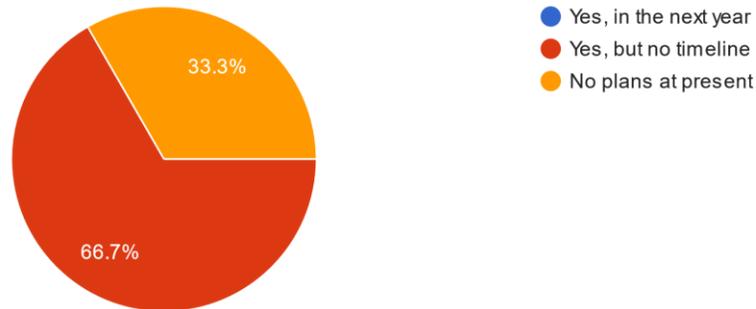
##### Current landscape at participating institutions

Of the 13 participants, four are already making changes to their MARC records for resources by or about First Nations, Métis, and/or Inuit peoples. Six libraries indicated that they plan to make changes for Indigenous resources without a defined timeline, and three libraries indicated that they have no plans to implement changes at present. Four participants did not answer the question about plans to implement cataloguing changes.

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Does your Library have plans to implement cataloguing changes for Indigenous resources in the future?

9 responses



The most common change being made is adding Canadian Subject Headings (CSH) from Library and Archives Canada (LAC) while also keeping the Library of Congress Subject Headings (LCSH) in the records. Additionally, one respondent is working with a third-party service to enhance MARC records from a specific subset of their collection, for which they have consulted with relevant campus stakeholders.

Out of the four respondents who indicated that they are making changes to their cataloguing practice, two indicated to have engaged in on-campus stakeholder consultation, while two have not done consultation on or off campus.

In making changes to your cataloguing practices, have you consulted with any Indigenous groups (please check all that apply)

4 responses



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Besides making changes to MARC records, only one institution had a statement on problematic language in the catalogue published on their library's website. A second participant had drafted a similar statement, which had not been published in their institution's library website at the time of survey completion.

### Resources

Out of four institutions who are currently making changes to their cataloguing practice, they indicated the following resources available to support this work:

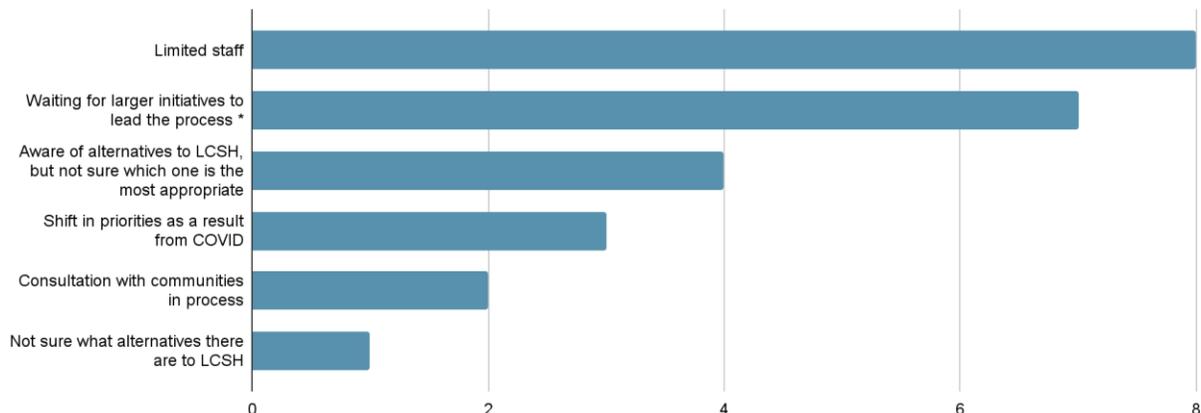
- Cataloguing/metadata librarian AND technician or equivalent role doing this work as part of other duties: two respondents
- Cataloguing/metadata librarian doing this work as part of other duties: one respondent
- Technician or equivalent role doing this work as part of other duties: one respondent

No other resources to support this work were identified by the institutions who answered this question.

### Challenges

Nine out of 13 participants answered the question on identifying some of the main challenges for engaging in this work:

#### Respondents



\* Two of the responses that have been tallied in this category were provided as 'Other' in the survey results, with a more specific mention to consortial efforts where all participating institutions can come to a shared best practice.

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Also among the 'Other' responses, the need or intent to engage in consultation with stakeholders was identified.

### Collaboration

A non-binding question was included in the survey to identify areas where participants could potentially contribute their expertise to advance this work.

### Survey questions

#### Section 1: OCUL Collaborative Futures (OCUL-CF) Decolonizing Description Working Group Survey

This survey is intended to understand the current landscape of cataloguing practices at OCUL-CF partner libraries, related to First Nations, Métis, and Inuit resources, as well as work being done at other institutions that are not part of OCUL-CF.

The results of this survey will help inform the Decolonizing description working group's final report and recommendations to the OCUL-CF Metadata Management and Standards subcommittee as per the working group's Terms of Reference.

- Name of your institution:
- Is your institution a member of OCUL-CF? (Yes/No)

#### Section 2: Current cataloguing practice at your library

- Is your Library currently making any changes to MARC records for resources by and/or about Indigenous peoples?
  - Yes (go to section 3)
  - No (go to section 4)
- Comments (optional)

#### Section 3: Specific changes being done at your library

- Please indicate which of the following MARC modifications are currently done at your library (check all applicable options)
  - Changes to LCSH (delete LCSH and change to a different controlled vocabulary)
  - Changes to LCSH (keep LCSH and add subject headings from a different controlled vocabulary)
  - Using Canadian Subject Headings as an alternative vocabulary
  - Using Canadian Subject Headings as a complementary vocabulary
  - Changes to LC classification numbers
  - Changes to other authorized access points (1XX, 7XX)
  - Use of local notes in MARC records to alert catalogue users of offensive or inappropriate language
  - Changes to other MARC fields

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- Use of local authority records in MARC format
  - Other
- If you are using alternative controlled vocabularies to LCSH, please indicate which ones.
- If you are adding local notes on the use of offensive or inappropriate language in subject headings, please indicate the MARC field and the content of the note.
- If you are making changes to authorized access points and/or other MARC fields (not 6XX), please explain which ones.
- Outside of the MARC records, do you have a statement of problematic language in the catalogue in your Library's website? (Yes/No)
- In making changes to your cataloguing practices, have you consulted with any Indigenous groups (please check all that apply)
  - Yes (on campus)
  - Yes (off campus)
  - Not yet but planning to consult (on campus)
  - Not yet but planning to consult (off campus)
  - No
- If you answered yes or 'not yet', please indicate which groups you have identified for consultation
- If you have policy documentation regarding your local decisions on this topic, we would appreciate if you could share with our group. If you send documentation, please indicate in your email whether it can be shared publicly or not.
  - We have policy documentation to share.
  - We do not have policy documentation to share.
- If you have workflow documentation regarding your use of Alma to implement your cataloguing practices as per local policies, we would appreciate if you could share with our group. If you send documentation, please indicate in your email whether it can be shared publicly or not.
  - We have workflow documentation to share.
  - We do not have workflow documentation to share.
- What kind of resources does your institution have to support this work? (Check all that apply)
  - Cataloguing/metadata Librarian dedicated to this work exclusively
  - Cataloguing/metadata Librarian doing this work as part of other duties
  - Non-cataloguing Librarian, such as a liaison Librarian, with subject expertise that can be consulted on issues related to cataloguing
  - Technician or equivalent staff dedicated to this work exclusively
  - Technician or equivalent staff doing this work as part of other duties
  - Other

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- Please comment on any additional resources available at your institution to support this work.

### Section 4

- Does your library have plans to implement cataloguing changes for Indigenous resources in the future?
  - Yes, in the next year
  - Yes, but no timeline
  - No plans at present
- What are some of the main challenges that your library has identified as obstacles for engaging in this work? (please check all that apply)
  - Shift in priorities as a result of COVID
  - Limited staff
  - Consultation with Communities is in process
  - Waiting for larger initiatives to lead the process
  - Need support on technical matters (example: workflows in Alma to do this work)
  - Not sure what alternatives there are to LCSH cataloguing practice
  - Aware of alternatives to LCSH, but not sure which one is the most appropriate

### Section 5: Collaborating on this work

NOTE: This question is non-binding, and meant only for exploring ways to collaborate. Please indicate if your library has resources and/or expertise that you would be willing to share with OCUL-CF to advance this work in a collaborative way (please check all that apply)

- We have existing, locally-created MARC authority records to serve as an alternative to LCSH
- We could contribute cataloguing staff time to assist in metadata creation (authority and/or bibliographic records)
- We could contribute other Librarian/staff time (example subject-expert liaison Librarian) to consult on this work
- Other

### **Appendix 3: Example disclaimers for catalogue records**

599##\$u [URL] \$yWe acknowledge this catalogue record contains offensive or discriminatory language. Please see [institution name] plans to address problematic language in Omni catalogue records. \$9local
---

Display configuration rule for hypertext in the 599u

```
rule "Primo VE - 599u hyperlink"
when
MARC."599" has any "u,y"
then
set TEMP"1" to MARC."599" subfields "u"
set TEMP"2" to MARC."599" subfields "y"
add suffix (TEMP"2","<a/>")
add prefix (TEMP"1","<a target=\"_blank\" href=\"")
add suffix (TEMP"1","\>")
concatenate with delimiter (TEMP"1",TEMP"2",",")
set pnx."display"."Problematic Language Note" to TEMP"1"
end
```

A list of disclaimer examples can be found on the cataloging lab website<sup>36</sup>. Implementation of a statement of acknowledgement can be approached in a number of ways. Some questions to consider when making a decision at your institution include:

1. Should this statement be applied to all library records or should the statement only be applied to records that have been identified as containing harmful language?
2. A URL should lead to an expanded acknowledgement of the bias in library description and what your institution is doing to address this. Where should this acknowledgement statement live on the institutional website?
3. How should your institution approach the collection of feedback on the vocabulary in library records? Through the report a problem button? Through another form? Through focus groups?

#### **Appendix 4: Potential Stakeholders**

CF Institutions: Indigenous Centres

Algoma University

Anishinaabe Students

<https://algomau.ca/students/anishinaabe-students/>

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<sup>36</sup> [Cataloguing Lab Website - List on statements on Bias in Library and Archives Description](#)

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Brock University  
Office of the Vice Provost Indigenous Engagement  
<https://brocku.ca/indigenous/>

Carleton University  
Indigenous Offices at Carleton  
<https://carleton.ca/indigenous/>

Lakehead University  
Indigenous Initiatives  
<https://www.lakeheadu.ca/indigenous>

Laurentian University  
Indigenous Affairs  
<https://laurentian.ca/faculty/arts/indigenous-affairs/>

Nipissing University  
Office of Indigenous Initiatives  
<https://www.nipissingu.ca/departments/indigenous-initiatives>

OntarioTech University  
Indigenous Education and Cultural Services  
<https://studentlife.ontariotechu.ca/services/community/indigenous/index.php>

Queen's University  
Office of Indigenous Initiatives  
<https://www.queensu.ca/indigenous/>

Trent University  
First Peoples House of Learning  
<https://www.trentu.ca/fphl/>

University of Guelph  
Indigenous Initiatives  
<https://indigenous.uoguelph.ca/>

University of Ottawa  
Office of Indigenous Affairs  
<https://www2.uottawa.ca/about-us/indigenous/indigenous-affairs>

University of Waterloo  
Office of Indigenous Relations  
<https://uwaterloo.ca/indigenous>

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University of Windsor  
Indigenous Initiatives

<https://www.uwindsor.ca/indigenous-peoples/>

Western University  
Indigenous Initiatives

<https://indigenous.uwo.ca/>

Wilfrid Laurier University  
Indigenous student support - staff list

<https://students.wlu.ca/student-life/indigenous-student-services/staff.html>

York University  
Centre for Indigenous Knowledges and Languages

<https://www.yorku.ca/research/category/category/research-centres/centre-for-indigenous-knowledges-and-languages/>

Centre for Indigenous Student Services

<https://aboriginal.info.yorku.ca/>

Osgoode Indigenous Students Association

<https://www.facebook.com/OISALaw>

email: [oisa@osgoode.yorku.ca](mailto:oisa@osgoode.yorku.ca)

## First Nations in Ontario

First Nation Communities in Ontario <http://firstnation.ca/>

Includes directories for First Nation communities and schools in Ontario.

## Chippewa of the Thames First Nation

- Website: <https://www.cottfn.com/language-culture-heritage/>
  - 300 East River Road Muncey, ON N0L1Y0 Tel: 519-264-2500  
[info@cottfn.com](mailto:info@cottfn.com)
  - Betsy Kechege - building a roundhouse to gather and share knowledge. Potential connection in consulting with COTTFN  
<https://www.cbc.ca/news/canada/london/chippewas-of-the-thames-first-nation-anishinaabe-round-house-betsy-kechege-crystal-kechege-1.5047026>

## Mississaugas of the Credit First Nation

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- General contact information (from <http://mncfn.ca>):
  - Mississauga of the Credit First Nation, 2789 Mississauga Road R.R. #6 Hagersville, Ontario N0A 1H0 Tel: (905) 768-1133  
Email: [Communications@mncfn.ca](mailto:Communications@mncfn.ca)

### Oneida Language and Cultural Centre

Website: <https://oneida.on.ca/oneida-language-and-cultural-centre/>

- Mary Elijah, Language Program Director  
2207 Elm Ave. Southwold, Ontario N0L 2G0 Tel: (519) 652-6227  
Email: [info@shekoli@gmail.com](mailto:info@shekoli@gmail.com)

### Ontario Federation of Indigenous Friendship Centres

- Website: <https://ofifc.org/>
  - 219 Front Street East, Toronto, ON M5A 1E8 Telephone: (416) 956-7575  
Email: [ofifc@ofifc.org](mailto:ofifc@ofifc.org)

### Six Nations of the Grand River

- Six Nations 'Contact us' page:  
<https://www.sixnations.ca/contact>
- Six Nations Polytechnic Indigenous Knowledge Centre (post-secondary):  
<https://www.snpolytechnic.com/indigenous-knowledge-centre>
- Woodland Cultural Centre (cultural centre, museum, library) 'Contact us' page:  
<https://woodlandculturalcentre.ca/contact-us/>

## First Nations Canada

### First Nations Information Governance Centre (FNIGC)

<https://fnigc.ca/>

#### Jonathon Dewar, CEO

- 341 Island Road, Unit D, Akwesasne, ON K6H 5R7
- Tel: 613-733-1916
- Toll Free: 866-997-6248
  - [First Nations Data Governance Strategy](#)

*The Strategy represents a collective vision for the future as articulated by First Nations leadership, rights holders, and data sovereignty experts through a series of engagements that occurred over the course of several years.*

*It reflects priorities specific to establishing a network of fully functioning, interconnected data and statistical service centres, or Regional Information Governance Centres (RIGCs), and all of the capacities needed to best serve the data and statistical needs of First Nations.*

National Indigenous Knowledge and Language Alliance

<https://www.nikla-ancla.com/>

Email: [Info@NIKLA-ANCLA.com](mailto:Info@NIKLA-ANCLA.com)

Mission: “The National Indigenous Knowledge and Language Alliance (NIKLA) mission is to create an association to unify and amplify the voices of Indigenous Peoples (First Nations, Métis, and Inuit) to network and nurture a community of practice related to Indigenous knowledge, cultural memory, language, and Indigenous ways of knowing, as they relate to culture memory and heritage.”

## **Appendix 5: Sharon Farnel - Consultation Planning**

### **Decolonizing Description Project University of Alberta Libraries Indigenous (Non-OCAP Communities) Consultation Strategy**

#### **Introduction**

The University of Alberta, and the Libraries, like many institutions, have taken up the Truth and Reconciliation Commission Calls to Action. “While UAL (University of Alberta Libraries) has a long history of engaging with Indigenous individuals and communities in partnerships, service provision, and professional placements, we recognized” that descriptive metadata practices pertaining to Indigenous peoples and contexts needed to be addressed in order to enhance service for Indigenous UAL users.<sup>37</sup> The UAL depends heavily on Library of Congress Subject Headings (LCSH) and Library of Congress Classification (LCC) for access to its print and digital materials, and although LC standards do come with advantages, they do cause challenges when appropriately representing Indigenous peoples and contexts.<sup>38</sup> In order to address this issue, the Decolonizing Description Working Group (DDWG) was formed in August of 2016 to explore and recommend how to correctly and respectfully represent Indigenous peoples and contexts within the UAL’s descriptive metadata practices.<sup>39</sup> The working group identified and recommended that a Lead for the Decolonizing Description Project would be engaged to coordinate and conduct collaborative consultation with Indigenous communities and partners in order to revise subject headings reflective of the Alberta and appropriate Northern contexts. This will provide enhanced service to the Indigenous users of the UAL and contribute to a welcoming and respectful environment within the libraries.

#### **Reasons for Consultation**

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<sup>37</sup> Sharon Farnel et al., “Rethinking Representation: Indigenous Peoples and Contexts at the University of Alberta Libraries.” *The International Journal of Information, Diversity, & Inclusion* 2, no. 3 (2018): 12.

<sup>38</sup> *Ibid*

<sup>39</sup> *Ibid*

There are various practical reasons for engaging in consultation. One is that it adheres to democratic principles; moreover, people have a right to influence what affects them. Second, it creates substantive decisions and outcomes when participants have as much info as possible, provides diverse perspectives and increases understanding thus avoiding errors due to misunderstandings or miscommunications. Third, any issues that arise with the project or at any point during the consultation process can be identified and addressed appropriately by all involved parties. Lastly, consultation enhances the capacity of all parties to solve problems when they look to past examples of successful consultation practices and results.<sup>40</sup>

Respectful, equitable, transparent, and ongoing consultation strengthens existing relationships the UAL has with Indigenous communities; as well as creating opportunities for the development of new, healthy relationships with other Indigenous communities in the spirit of reconciliation and moving forward in a good way.

### Consultation Principles

Consultation principles are extremely important when it comes to Indigenous peoples and their data sovereignty. “The term ‘data sovereignty’ is a uniquely twenty-first-century expression that arises directly from the explosive growth of information associated with the internet and the spread of mobile phone technology. Quite simply, data sovereignty means managing information in a way that is consistent with the laws, practices and customs of the nation-state in which it is located.”<sup>41</sup> There are several principled methodologies available that can be utilized when engaging Indigenous communities that respects their data sovereignty and “include the Royal Commission on Aboriginal Peoples *Ethical Guidelines for Research* (1996); the Mi’kmaw Ethics Watch (1999); local, collaborative protocols such as the *Standard of Conduct for Reaching in Clayoquot and Northern Barkely Sound Communities* (Clayoquot Alliance for Research, Education and Training, 2003); *Section 6: Research Involving Aboriginal Peoples* of the Tri-Council Policy Statement (1998); and the Canadian Institute of Health Research *Guidelines for Health Research Involving Aboriginal People* (2007)”<sup>42</sup> as well as the First Nation Information Governance Centre OCAP principles.

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<sup>40</sup> Jody Horntvedt, “Five Reasons to Involve Others in Public Decisions”, *University of Minnesota Extension*, accessed December 3, 2018, <https://extension.umn.edu/public-engagement-strategies/five-reasons-involve-others-public-decisions#sources-606760>

<sup>41</sup> C. Matthew Snipp, “What does data sovereignty imply: what does it look like?”, *Indigenous Data Sovereignty: Toward and Agenda*, ed. Tahu Kukutai, John Taylor (ANU Press, 2016), 39. <http://ebookcentral.proquest.com/lib/ualberta/reader.action?docID=4801377&ppg=47> accessed January 5, 2019.

<sup>42</sup> Margaret Kovach, *Indigenous Methodologies: characteristics, Conversations and Contexts* (Toronto: University of Toronto Press, 2009), 143. <https://web-a-ebSCOhost.com.login.ezproxy.library.ualberta.ca/ehost/detail/detail?vid=0&sid=f2bce765-8562-4ad6-8f39->

### **When Consultation is Required**

In order to make informed decisions regarding the DDP that are representative of the Indigenous communities, preventing oversights and errors, and overall guidance going forward in good ways, the communities will be consulted at the following points during the project:

1. Before any final decisions are made on addressing subject headings.
2. Before any decisions are implemented into the initiative.
3. Following the completion of a draft.
4. Final review.
5. Any future changes to subject headings

### **Methods of Consultation**

The DDP will utilize a community-based participatory research approach in order to “address uneven power relations in research, especially on indigenous peoples, poor people, and other marginal groups.”<sup>43</sup> A variety of consultation methods should be employed in order to reach as many community members as possible, while taking into consideration the accessibility needs of each member; more importantly, Indigenous communities should decide what is an appropriate method of meaningful engagement. An Elder representative should be engaged to bless and guide this process. Participants should be provided gift/incentive/compensation for their engagement. The following are a few suggested methods:

1. Mixed-mode/Multi-mode surveys - Feedback via polls and/or questionnaires are particularly useful for collecting information from people who may have mobility issues. Survey information can be collected by regular mail or electronic mail or conducted via a website or social media platforms.
2. Telephone surveys - Consisting of the same content of the mixed-mode surveys but would assist participants who may have vision or literacy difficulties; moreover, it would allow those who don't have access to a computer or internet services to participate.
3. Focus groups, talking circles, interviews, workshops and roundtables - Face to face consultation provides community members who prefer more personal

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[0ed25f0221ef%40sdc-v-  
sessmgr02&bdata=JnNpdGU9ZWZWhvc3QtbGl2ZS5zY29wZT1zaXRI#db=e000xna&AN=682652](https://www.proquest.com/lib/ualberta/detail.action?docID=1362022)  
accessed January 5, 2019.

<sup>43</sup> Kim Tallbear, *Native American DNA: Tribal Belonging and the False Promise of Genetic Science*, (University of Minnesota Press, 2013), 19. ProQuest Ebook Central, <https://ebookcentral.proquest.com/lib/ualberta/detail.action?docID=1362022>. accessed January 10, 2019.

engagement (and have the mobility to attend) the opportunity to participate in the project; as well as providing members without a mailing address, phone line or access to a computer/internet the opportunity to engage.

### **Goals/Benefits for Indigenous Communities & UAL**

1. Strengthen the existing relationships between the UAL and Indigenous communities, as well as to foster the development of healthy new relationships.
2. Enhance services for Indigenous users of the UAL (faculty, staff, and students) that are respectful, appropriate, inclusive and representative of Indigenous peoples and contexts.
3. Indigenous communities can utilize the data collected for the DDP for their specific needs, e.g. data that will assist Indigenous communities toward building consensus on decolonizing/changing their community names.

### Bibliography

Farnel, S., Koufogiannakis, D., Laroque, S., Bigelow, I., Carr-Wiggin, A., Feisst, D., & Lar-Son, K. "Rethinking Representation: Indigenous Peoples and Contexts at the University of Alberta Libraries," *The International Journal of Information, Diversity, & Inclusion* v. 2, no. 3 (2018): 9-25.

<https://jps.library.utoronto.ca/index.php/ijidi/article/view/32190>

Hornqvist, Jody, "Five Reasons to Involve Others in Public Decisions", *University of Minnesota Extension*, accessed December 3, 2018, <https://extension.umn.edu/public-engagement-strategies/five-reasons-involve-others-public-decisions#sources-606760>

Kovach, M., *Indigenous Methodologies: Characteristics, Conversations and Contexts*. Toronto: University of Toronto Press (2009).

<https://ebookcentral.proquest.com/lib/york/detail.action?docID=3272673>

Kukutai, T., Taylor, J., *Indigenous Data Sovereignty: Toward an Agenda*. ANU Press, 2016. <https://www.jstor.org/stable/j.ctt1q1crgf>

Snipp, C. M., "What does data sovereignty imply: what does it look like?", *Indigenous Data Sovereignty: Toward an Agenda*, edited by Tahu Kukutai and John Taylor, 39-55. ANU Press, 2016.

[https://www.jstor.org/stable/j.ctt1q1crgf.10?refreqid=excelsior%3Ab503ea92888b0e13460ce4f17d7dbdb3&seq=1#metadata\\_info\\_tab\\_contents](https://www.jstor.org/stable/j.ctt1q1crgf.10?refreqid=excelsior%3Ab503ea92888b0e13460ce4f17d7dbdb3&seq=1#metadata_info_tab_contents)

Tallbear, Kim. *Native American DNA: Tribal Belonging and the False Promise of Genetic Science*. University of Minnesota Press, 2013. ProQuest Ebook Central,

<https://minnesota.universitypressscholarship.com/view/10.5749/minnesota/9780816665853.001.0001/upso-9780816665853>

Appendix 6: Christine Bone - Local Subject Headings in Alma

## Adding Indigenous local subject headings to bib records



Posted February 9, 2016 - 2:39pm by [Christine Bone](#)

Christine is currently running this procedure monthly, but here are the instructions in case anyone else takes over in future.

\*\*\* Each time you do this, record the number of records you've added an Indigenous subject to. At the end of each quarter, report the total quarterly number to the Head, Technical Services, so it can be submitted to the KPI statistics.

### ADD HEADINGS TO INSTITUTION RECORDS

1. Locate the set "Indigenous peoples - YES"
2. For that set, select the action "Combine sets". A new screen will appear.
3. Rename the new set "Indigenous peoples - Local"
4. Change the operation to NOT
5. At the right end of the "With" box, click "Select from a list". This will take you to a list of sets.
6. Search for the set "Indigenous peoples - NO - local" and select it. This will take you back to the previous screen.
7. The "Combine sets" section at the bottom of the screen should now look like this:

Combine sets	
Combine	Indigenous peoples - YES
Operation	Not
With *	Indigenous peoples - NO - Local

8. Click "Submit". When the confirmation message pops up, select "Confirm". You'll get an email when this part is finished.

9. Go to Manage Sets, and in the new set, select the action "Members"

10. You will be shown a list of bib records. Have a look at it to make sure they look like they're about Indigenous peoples. If they're not, you've maybe switched the YES and NO sets and done it backwards. Start again. Likewise, there should be no CZ records in the list. If there are CZ records, you've switched the YES set for the NO one. Start again.

11. Run the job "Add local Indigenous peoples SH" on this set, using the Drools file key "Add Indigenous peoples SH to Local records". When it's done, check a sample of records in the set to see that a 696 "Indigenous peoples" has been added.

12. When you're done, delete the new combined set you created, so you don't get confused the next time you do this. Be careful not to delete the original YES and NO sets, so you can use them again next time. But if you should accidentally delete either of these, the conditions for recreating each query are also in a spreadsheet: S: > Technical Services > Staff > ROMA > Cataloguing > Indigenous peoples SH - sets.

13. Complete steps above for 'Residential schools' ("Residential Schools-Yes", "Residential Schools-No Local"). Instead of step 11, manually add to each record:

**696 \\ \$a Residential schools.**

14. Complete the steps above for the 'Indigenous groups' ("Indigenous groups-Yes", "Indigenous groups-No Local"). If you get no results for this part, don't worry. There are usually very few. Manually add 696 to the records as outlined below. More than one of them may appear in each record, so be sure and add

a 696 for each one (e.g. if 'Cree' and 'Ojibwa' both appear, add both local headings). As you're doing this, check that the new subject heading is actually appropriate. E.g. if the record has the subject 'Fort Chipewyan', only add 'Dene' if there's also a heading about the Chipewyan people. If you don't add a local subject, create a 977 that says: "Don't add local subject heading". This will keep that record from popping up again the next time you run this procedure.

- 650 has 'Ojibwa ...' - **696 \\ \$a Anishinabe (Ojibwe).**
- 650 has 'Athapascan ...' or 'Chipewyan ...' - **696 \\ \$a Dene.**
- 650 has 'Cree ...' - **696 \\ \$a Nehiyawak.**
- **245** has 'Oji-Cree' - **696 \\ \$a Ojibwe-Cree.**

#### ADD HEADINGS TO COMMUNITY ZONE RECORDS

Repeat everything as above with the following differences:

1. Use the "NO - CZ" sets instead of the "NO - local" sets
2. Use the Drool Files Key "Add Indigenous peoples SH to CZ". When you check a sample after, there should be 696 "Indigenous peoples" with a building icon next to it indicating that this is a local extension (i.e. only applies to UM and not other Alma libraries).
3. When adding a heading to a record manually, do NOT use "Add field". Use File > Add local extension. This is *really* important. It's the only way we're allowed to do it.

#### **[Appendix 7: Base list of subject headings for consultation purposes](#)**

#### **Appendix 8: Annotated bibliography**

This is an annotated bibliography of resources related to concepts of decolonizing library descriptions. Many of these resources highlight the need to work in consultation with Indigenous stakeholders and to respect Indigenous data sovereignty and governance. The annotations have been derived from the paper's abstract or created for the purposes of this report.

Bach, Jessie. "Decolonizing the Language of Library Cataloguing." *Beyond the Stacks* (blog), *Read Alberta*, June 8, 2021. <https://readalberta.ca/beyond-the-stacks/decolonizing-the-language-of-library-cataloguing/>.

When the Truth and Reconciliation Commission released their Report and Calls to Action in 2015, the Canadian Federation of Library Associations responded by forming a Truth and Reconciliation Committee that made ten recommendations, including: “Decolonize Access and Classification by addressing the structural biases in existing schemes of knowledge organization and information retrieval arising from colonialism by committing to integrating Indigenous epistemologies into cataloguing praxis and knowledge management;” This blog post explores the status of this initiative at Alberta libraries and detail what more must still be done.

Ball, Jessica, and Pauline Janyst. “Enacting Research Ethics in Partnerships with Indigenous Communities in Canada: ‘Do It in a Good Way.’” *Journal of Empirical Research on Human Research Ethics* 3, no. 2 (June 2008): 33–51.  
<https://doi.org/10.1525/jer.2008.3.2.33>.

Two studies conducted through community-campus partnerships demonstrated emerging frameworks for ethical conduct of research involving Indigenous peoples in Canada. Both projects involved multiple Indigenous community partners whose interests in promoting children's development and fathers' involvement motivated the projects. The Indigenous projects were conceived within a broader social agenda of restorative justice and self-determination of Indigenous peoples in Canada following centuries of colonial government interventions. Guiding principles included community relevance, community participation, mutual capacity building, and benefit to Indigenous communities.

Bone, Christine. “Changing Subject Headings related to Indigenous Peoples: Technical Implications for Large Library Systems.” Lecture, Making Meaning Symposium. University of Manitoba Libraries, 2018.  
<https://doi.org/10.7939/R38W38H8B>

Presentation detailing the method used at the University of Manitoba Libraries to change subject headings related to Indigenous Peoples. This presentation was given at the Making Meaning Symposium, Edmonton, Alberta, February 2018.

Bone, Christine, and Brett Lougheed. “Library of Congress Subject Headings Related to Indigenous Peoples: Changing LCSH for Use in a Canadian Archival Context.” *Cataloging & Classification Quarterly* 56, no. 1 (2018): 1-13.  
<https://doi.org/10.1080/01639374.2017.1382641>.

Bone and Lougheed describe the challenges faced when using the Library of Congress Subject Headings (LCSH) in the Manitoba Archival Information Network (MAIN). Librarians and archivists have been conflicted when using LCSH to describe resources for and about indigenous people. In consultation with Manitoba's Indigenous communities, Bone and Lougheed analyzed LCSH to determine which terms were candidates for change and established new terms as necessary. Consideration is given to the implementation of the FAST as an alternative to LCSH, as well as, the nature of the archival network. They

offer suggestions for sharing and maintaining modifications to controlled vocabularies in a cooperative environment.

Bosum, Annie, and Ashley Dunne. "Implementing the Brian Deer Classification Scheme for Aanischaaukamikw Cree Cultural Institute." *Collection Management* 42 no.3-4 (2017): 280-293. <https://doi.org/10.1080/01462679.2017.1340858>.

The library at Aanischaaukamikw Cree Cultural Institute has a collection of more than 4,000 books, periodicals, and audiovisual materials focused on the culture, history, and language of the Cree Nation. Both Dewey Decimal Classification and Library of Congress Classification use non-Indigenous perspectives that result in unwieldy call numbers for our items, while nevertheless losing the specificity of subjects in our collection. We therefore chose to implement the Brian Deer Classification (BDC) scheme. BDC is a nontraditional system developed specifically for Indigenous libraries in which the collections inform the classification plan. Catalogers with specialized knowledge of the community represented in the collection are essential to success.

Boven, Karin, and Jun Morohashi, eds. *Best Practices Using Indigenous Knowledge*. The Hague: Nuffic; Paris: UNESCO/MOST, 2002. UNESDOC Digital Library. <https://unesdoc.unesco.org/ark:/48223/pf0000147859.locale=en>.

Notwithstanding its prominence in mainstream society, western-based formal knowledge remains but one knowledge system among many. Knowledge entails as well Indigenous (local or traditional) knowledge systems, also referred to as non-formal knowledge, as well as formal ways of knowing. Acknowledging these 'other ways of knowing' leads to reconsideration of many fundamental notions about development, environmental conservation, heritage protection, and access to information and education.

Browndorf, Megan, Erin Pappas and Anna Arays, eds. *The Collector and the Collected: Decolonizing Area Studies Librarianship*. Library Juice Press, 2021.

This book explores the paradigm of "area studies" - a way of supporting regionally-focused collecting, processing, liaison work - in the academic library through an explicitly anti-colonial lens. By centering debates on the politics and problems of area studies in libraries, it considers how libraries are rethinking their approaches to collecting global resources and serving our constituencies in a contemporary and processive manner. While libraries need to address the problematic nature of area studies, we see a larger academic trend in the push for "global" initiatives which ignore historically, linguistically, and culturally significant sites of difference, inequity, and asymmetrical power relations.

Callison, Camille. *Truth and Reconciliation Report and Recommendations*. Canadian Federation of Library Associations / Fédération canadienne des associations de bibliothèques, 2016. [https://cfla-fcab.ca/en/indigenous/trc\\_report/](https://cfla-fcab.ca/en/indigenous/trc_report/).

This report recommends further actions that the CFLA-FCAB should undertake to support Indigenous (First Nations, Métis, and Inuit) peoples of Canada over

the long term, including the formation of a Standing Committee on Indigenous Matters to further ten recommendations. Recommendation 5 is a call to “Decolonize Access and Classification by addressing the structural biases in existing schemes of knowledge organization and information retrieval arising from colonialism by committing to integrating Indigenous epistemologies into cataloguing praxis and knowledge management.”

Carlstone, Jamie. “Ctrl + Alt + Repeat: Strategies for Regaining Authority Control after a Migration.” *The Serials Librarian* 80, no. 1-4 (2021): 75–81.

<https://doi.org/10.1080/0361526x.2021.1871827>

In 2019, a new position of Authority Metadata Librarian was created at Northwestern University Libraries. Authority work is an important process that allows for the disambiguation of subjects and names in order to provide consistent, accurate access points in our discovery systems. The Authority Metadata Librarian was charged with setting ongoing authority control workflows and cleaning up the backlog of problems that had accumulated in the four years since migrating to the Alma library services platform (LSP). While still contributing records to the Library of Congress Name Authority Cooperative Program (NACO), Northwestern had not implemented local authority control workflows in Alma since the migration. This presentation offers a review of the strategic approach the Libraries employed for reinstating authority control processes in its catalog: first, creating a process for ongoing workflows to realistically maintain authority control when new records are added to the collection and second, dealing with a backlog of problems from years without authority control processes in place. The presentation began with an assessment of the catalog’s authority control environment. It included approaches to performing authority control, using tools such as Alma Analytics, Python, and MarcEdit. It also covered some authorities projects done while working from home during the COVID-19 pandemic.

Cataloging Ethics Steering Committee. *Cataloging Code of Ethics*. 2021.

[https://docs.google.com/document/d/1IBz7nXQPfr3U1P6Xiar9cLkzoNX\\_P9fq7eHvzfSIZ0/edit](https://docs.google.com/document/d/1IBz7nXQPfr3U1P6Xiar9cLkzoNX_P9fq7eHvzfSIZ0/edit).

The Cataloging Code of Ethics was created by the Cataloging Ethics Steering Committee, consisting of members from cataloguing communities in the United States, Canada, and the United Kingdom, with the assistance of Working Group members from the international cataloguing community. The result is a dynamic document on cataloguing ethics that embodies the collective experiences and wisdom of the cataloguing community of practice. The completed document consists of ethical statements based on principles and values identified by the Cataloging Ethics Steering Committee and the Working Groups, with guidance and examples of best practice, that can be shared across the cataloguing community.

Doyle, Ann M. "Naming, claiming, and (re)creating : Indigenous knowledge organization at the cultural interface." PhD diss., University of British Columbia, 2013. <https://doi.org/10.14288/1.0073667>.

This design/research study is located at the disciplinary interstices of Indigenous education and information science. It is motivated by the weaknesses of the dominant library knowledge organization systems (KOS) in representing and organizing documents with Indigenous content. The study first examines the nature of the problem and then explores ways in which Indigenous conceptual, theoretical and methodological approaches can generate new directions for KOS design. It thereby addresses the central research question, "How can Indigenous approaches to knowledge inform principles of design of library knowledge organization systems to serve Indigenous purposes?" This paper notes that this study and its theoretical framework have been constructed incrementally based on selected theorists, particular participants, experiences, and literatures and offer only one of many possible interpretations.

Doyle, Ann M., Kimberley Lawson, and Sarah Dupont. "Indigenization of Knowledge Organization at the Xwi7xwa Library." *Journal of Library and Information Studies* 13, no. 2 (2015): 107–134. <https://doi.org/10.14288/1.0103204>.

In addition to providing a good historical and theoretical background for the work done at the Xwi7xwa Library, the article includes specific examples of enhancements applied to MARC records beyond subject analysis, such as issues related to the transcription of names, recording contributors, languages and scripts.

Duarte, Marisa Elena, and Miranda Belarde-Lewis. "Imagining: Creating Spaces for Indigenous Ontologies." *Cataloging & Classification Quarterly* 53, no. 5–6 (2015): 677–702. <https://doi.org/10.1080/01639374.2015.1018396>.

For at least half a century, catalogers have struggled with how to catalog and classify Native American and Indigenous peoples materials in library, archive, and museum collections. Understanding how colonialism works can help those in the field of knowledge organization appreciate the power dynamics embedded in the marginalization of Native American and Indigenous peoples materials through standardization, misnaming, and other practices. The decolonizing methodology of imagining provides one way that knowledge organization practitioners and theorists can acknowledge and discern the possibilities of Indigenous community-based approaches to the development of alternative information structures.

Dudley, Michael Q. "A Library Matter of Genocide: The Library of Congress and the Historiography of the Native American Holocaust." *The International Indigenous Policy Journal* 8, no. 2 (2017). <https://doi.org/10.18584/iipj.2017.8.2.9>.

The article argues that Western epistemologies in both genocide studies and library science have marginalized Indigenous genocides, reproducing barriers to discovery and scholarship, and contributing to a social discourse of Native

American Holocaust denial. Instead a pragmatic view in library science is proposed, in which claims of genocide on the part of authors are taken as given and which would recognize the legitimacy of Indigenous perspectives concerning their relationship to land and how processes of assimilation (such as Canada's residential school system) were consistent with Raphael Lemkin's original definition of genocide. It argues that enabling our ability to name and discuss genocide in North America can contribute to a more honest reckoning with our history and hence the basis for reconciliation and social justice.

Farnel, Sharon, Ali Shiri, Sandra Campbell, Cathy Cockney, Dinesh Rathi, and Robyn Stobbs. "A Community-Driven Metadata Framework for Describing Cultural Resources: The Digital Library North Project." *Cataloging & Classification Quarterly* 55, no. 5 (2017): 289–306. <https://doi.org/10.1080/01639374.2017.1312723>.

Farnel et al. report on the progress of Digital Library North, a three year collaboration between the University of Alberta and members of the Inuvialuit Settlement Region (Northwest Territories) to develop a digital library of cultural resources. They investigate the needs of the indigenous community, consider methodologies to facilitate access and discovery to cultural resources including the development of a "culturally appropriate" metadata framework that can accommodate a multilingual user interface. Their iterative process relies on community feedback and revealed that user contributed metadata allowing the community to enhance resource descriptions was "crucial to community engagement."

Farnel, Sharon. "Metadata as Data: Exploring Ethical Metadata Sharing and Access for Indigenous Resources Through OCAP Principles." *Proceedings of the Annual Conference of CAIS / Actes Du Congrès Annuel de l'ACSI*. 2018. <https://journals.library.ualberta.ca/ojs.cais-acsi.ca/index.php/cais-ascii/article/view/974>.

Metadata is often defined as "data about data", and although practitioners and scholars often broaden that definition, there may be value in approaching metadata as a type of data when addressing questions of ethical sharing and access. In this conceptual paper Sharon Farnel reviews the challenges of ethical metadata practice for Indigenous resources, and explores the potential of the OCAP: Ownership, Control, Access, and Possession framework to act as a common language that Indigenous communities and metadata scholars and practitioners can use to engage in meaningful conversations about ethical metadata access and sharing.

"The First Nations Principles of OCAP®." The First Nations Information Governance Centre, February 26, 2021. <https://fnigc.ca/ocap-training/>

The First Nations principles of ownership, control, access, and possession – more commonly known as OCAP® – assert that First Nations have control over data collection processes, and that they own and control how this information can be used.

Gibson, Jason. *Managing Indigenous Digital Data: An Exploration of the Our Story Database in Indigenous Libraries and Knowledge Centres of the Northern Territory*. Sydney, Australia: UTSePress, 2009. <http://hdl.handle.net/10453/19485>.

Gibson prepared this advisory report to assist the development of protocols for the management of Indigenous knowledge and “digital repatriation” to remote Indigenous communities. He explores the management of Indigenous database systems focussing on the Our Story database representing communities across the Northern Territory and part of the “Libraries and Knowledge Centres” (LKC) program. Gibson talks about the strengths and weaknesses of the program and the challenge to represent Indigenous values. He also reports on the acceptance and use of information technology in aboriginal communities. The report concludes with suggested specifications for Indigenous data archive systems and the issues, such as legal ownership, that may continue to challenge the program.

Hunter, Amelia. “The Shortcomings of Bibliographic Description in Service of Indigenous Peoples in Canada.” *Emerging Library & Information Perspectives* 4, no. 1 (2021): 88-116, <https://doi.org/10.5206/elip.v4i1.13439>.

The marginalization of Indigenous peoples in library catalogues and cataloguing standards is well documented. This article looks beyond Library of Congress Classification to analyze how the marginalization of Indigenous peoples manifests in Machine Readable Cataloguing (MARC) and online public access catalogs (OPACs) to the detriment of Indigenous users. The rules that govern bibliographic description either obscure the presence of materials in a collection that represent Indigenous worldviews, or do not have the capacity to accurately record demographic terms related to Indigenous Peoples. This leads to inaccurate access points and culturally inappropriate metadata. Examples of projects and institutions innovating in this domain are examined. The harms cataloguers enact through adherence to bibliographic standards deserve critical and ethical analysis. These analyses and innovative projects are first steps towards better serving Indigenous users and reconciliation in libraries in Canada.

Joranson, Kate. “Indigenous Knowledge and the Knowledge Commons.” *International Information and Library Review* 40, no. 1 (2007): 64-72. <https://doi.org/10.1016/j.iilr.2007.09.002>.

This paper studies the frameworks used to understand the commons, the knowledge commons, and indigenous knowledge. Discussion of enclosure, participation, rivalrous and non-rivalrous commons reveals that information and knowledge are resources that increase in value through use. The author examines current IK practices, focusing on documentation strategies and the role of the librarian. Studying IK practices in relation to the commons allows shared language to emerge. Challenging the frameworks, discourse and practices of both IK and the commons exposes and strengthens their connections to one another. This provides a platform for stronger advocacy for IK projects and the commons in general.

Kam, D. Vanessa. "Subject Headings for Aboriginals: The Power of Naming." *Art Documentation* 26, no. 2 (2007): 18–22. <https://doi.org/10.1086/adx.26.2.27949465>.

Kam writes that classification systems and hierarchical taxonomies, such as the Library of Congress classification and subject headings, are "social constructs" and therefore "unavoidably biased." She points to the linear, noun-based characteristics of the English language and the Western notion of hierarchy as obstacles to adequately represent aboriginal worldviews which focus on relationships and interconnectedness. Kam describes a number of initiatives to establish relevant systems in consultation with aboriginal groups including the Library and Archives Canada proposal to discontinue use of the term 'Indian.' She notes that there is no "complete consensus" on terminology and the goal to provide less objectionable terms and opportunities for aboriginal peoples to "name themselves" will better accommodate different worldviews.

Knight, F. Tim. "Term Circles: Using Linked Data as a Tool to Mitigate Colonial Subject Bias." *Journal of Library Metadata*, 2022.

<https://www.tandfonline.com/doi/full/10.1080/19386389.2022.2051980>

This paper considers the Canadian Federation of Library Associations (CFLA) recommendation to "decolonize library access and classification" and begins by exploring the difficulty involved when addressing this recommendation working from within a colonial institution that represents a colonial worldview. It compares general characteristics of Western and Indigenous worldviews and considers the affect that these perspectives have on the organization of knowledge and information especially in relation to a controlled subject vocabulary like the Library of Congress Subject Headings (LCSH). It presents the "term circle" as a way to mitigate colonial biases by creating a hybrid subject language system using SKOS RDF/XML in a linked data context. This hybrid system facilitates Indigenous community participation in the control and development of subject metadata and suggests a new role for library metadata.

Knight, F. Tim. "Worldviews, Term Circles, Linked Data." Paper presented at the Ontario Library Association Superconference, Toronto, Ontario, January 2020.

<https://digitalcommons.osgoode.yorku.ca/librarians/43/>.

The CFLA-FCAB Truth & Reconciliation Report advises that libraries address "structural biases" in knowledge organization. This session explores the effects a Western worldview has on our ability to successfully "integrate Indigenous epistemologies" and decolonize our approaches to knowledge organization, the need for respectful consultation with Indigenous communities, and linked data as a way forward. This session features Camille Callison, Anne Carr-Wiggin and F. Tim Knight and is one of several sessions at OLA SC 2020 concentrating on the respectful decolonization of Canadian libraries.

Kublik, Angela, Virginia Clevette, Dennis Ward, and Hope A. Olson. "Adapting Dominant Classifications to Particular Contexts." *Cataloging & Classification Quarterly* 37, no. 1/2 (2003): 13–31. [https://doi.org/10.1300/J104v37n01\\_03](https://doi.org/10.1300/J104v37n01_03).

Kublik et al. discuss the challenges that come with adapting a Western based classification to another culture or context. The example used expands the Dewey Decimal Classification and adapts it to a “feminist/women’s issue context.” The methodology describes a process that identifies biases in the classification, develops a plan to address these biases, implements that plan and evaluates the result. A description of the work process is included and its potential to work with a distributed group is noted. The authors indicate that this approach for creating “specialized supplements for mainstream classification” can be applied in a variety of contexts such as “country, ethnicity, perspective or other defining factors.”

Lee, Deborah. “Indigenous Knowledge Organization: A Study of Concepts, Terminology, Structure and (Mostly) Indigenous Voices.” *Partnership: The Canadian Journal of Library and Information Practice and Research* 6, no. 1 (2011): 204. <https://doi.org/10.21083/partnership.v6i1.1427>.

Lee conducts a survey to learn about modified classification systems used to describe and organize “Aboriginal materials.” Findings include “preferred changes to the terminology” to the Library of Congress Subject Headings (LCSH), for example the use of ‘Indigenous peoples’ instead of ‘Indians of North America.’ However, Lee notes that there was “no clear consensus” suggesting that preferred terms may depend on local community needs for users of particular libraries. Generally, participants indicated that a “non-hierarchical and less linear structure” was preferred over current mainstream classification systems. Lee suggests that providing opportunities for Indigenous community members to tag Indigenous knowledge materials might be a solution.

Littletree, Sandra, Miranda Belarde-Lewis, and Marisa Duarte. “Centering Relationality: A Conceptual Model to Advance Indigenous Knowledge Organization Practices.” *Knowledge Organization* 47, no. 5 (2020): 410-426. [https://www.ergon-verlag.de/isko\\_ko/downloads/ko\\_47\\_2020\\_5\\_e.pdf](https://www.ergon-verlag.de/isko_ko/downloads/ko_47_2020_5_e.pdf).

Before addressing the techniques and methods of trying to fix current KOSs for Indigenous communities, it is important to take the time and effort to understand both the history of coloniality in KO, as well as the philosophical basis of Indigenous systems of knowledge.

Mendes, Luiz, Israel Yáñez and Marcus Jun. “Transforming Subjects: Solving a Terminology Problem.” Presentation, Washington Research Library Consortium, WA, June 25, 2020.

2020. <https://drive.google.com/file/d/16UBlciFi8IRUIQf6Aa9-91k17HiB6E7B/view>

In 2016, the Library of Congress decided to revise the subject heading “Illegal aliens.” The House of Representatives objected and ordered LC to continue using “Illegal aliens.” This was the first time a chamber of Congress had intervened over an LC decision regarding subject headings.

In fall 2019, the California State University Libraries considered options to address this terminology problem. This session will present the issues and

describe the solution implemented. The CSU Libraries are on Primo Back Office. The WorldCat master bibliographic record is the default record in the shared catalog (Network Zone) in Alma. The solution intentionally does not make changes to the shared record. Instead, it relies on transformation routines applied during Primo normalization. These transformation routines were applied to the normalization rules in the display, facets, search, and browse PNX sections to address this terminology problem.

Moulaison Sandy, Heather, and Jenny Bossaller. "Providing Cognitively Just Subject Access to Indigenous Knowledge through Knowledge Organization Systems." *Cataloging & Classification Quarterly* 55, no. 3 (2017): 129–52.

<https://doi.org/10.1080/01639374.2017.1281858>.

Moulaison and Bossaller explore a "cognitively just" approach to professionally mediated subject access in libraries that provides intuitive access to Indigenous knowledge that respects Indigenous worldviews. The authors note that Western approaches to knowledge organization favour written knowledge and are therefore "fundamentally incompatible" with Indigenous expectations. It is the practice of "literary warrant" that leads to marginalization because it fails to provide a point of view that "reflects the people whose ideas are being represented," instead the information system is only seeded with terminology from the dominant culture. A shift to "user warrant," using the "language of the end-user," or "Indigenous warrant" using terminology derived from "Indigenous peoples themselves," involves users potentially improving the reach of mainstream systems. The authors suggest that the current "rigidity of information systems" could be diminished using the flexibility of "web-friendly ontologies" and linked data systems that can "empower all contributors with authority."

Nakata, Martin. "Indigenous Knowledge and the Cultural Interface: Underlying Issues at the Intersection of Knowledge and Information Systems." In *Disrupting Preconceptions: Postcolonialism and Education*, edited by Anne Hickling-Hudson, Julie Matthews, and Annette Woods, 281-291. Flaxton: Post Pressed Academic, 2004.

Nakata outlines the complex of issues that influence activity at the "intersection of knowledge and information systems." He describes this "cultural interface" as a "place of tension" that exists between Indigenous and Western systems of knowledge. He notes the challenges that come when knowledge is documented using disciplines and technologies that belong to another knowledge system. Nakata points to the potential of emerging web technologies to reduce the "alienation of the written word" by providing a balance between visual, oral and textual information; this allows Indigenous people to connect globally, control the presentation of their knowledge and gain a means to better contextualize Western knowledge.

Olson, Hope A. "Cultural Discourses of Classification: Indigenous Alternatives to the Tradition of Aristotle, Durkheim and Foucault." *Advances in Classification Research*

*Online* 10, no. 1 (1999): 107–124.

<https://journals.lib.washington.edu/index.php/acro/article/view/12484/11022>.

The paper explores the cultural construction of classification by identifying fundamental characteristics of classification and examining how these fit with other cultures. Foucault's method of discourse analysis is applied to selected texts on classification in two areas. The first area is classification, originated in the dominant western culture. The second area is classifications from indigenous cultures. It is concluded that classification research needs to have an increasing awareness of the cultural construction of classification schemes, and to work with alternatives to approaches of fundamental universal principles of classification.

Olson, Leanne; Johnson, Erin; Carlisle, Emily; Goodman, Maren; Thomas-Smith, Leslie; Van Keulen, Jessica; Zoricic, Christina; Waugh, Courtney, 2018, "Western Libraries Indigenous Collections Metadata Inventory",

<https://doi.org/10.5683/SP2/IC7729>, Scholars Portal Dataverse, V3.

This dataset includes coding documentation, inventories, and a report on relevant controlled vocabulary used to describe Indigenous Peoples in Western Libraries records. This work was done in order to provide an overview of existing descriptive metadata practices at Western Libraries for resources in the library's catalogue, archives database/fonds, and institutional repository. With the records of Western Libraries being the base for the Network Zone records, this inventory can be compared to existing alternative vocabularies and used as a starting point in consultations.

Popp, Jesse. "Want to reach out to an Indigenous scholar? Awesome! But first, here are 10 things to consider". *The Conversation* (blog), October 28, 2021.

<https://theconversation.com/want-to-reach-out-to-an-indigenous-scholar-awesome-but-first-here-are-10-things-to-consider-168558>.

Jesse Popp is an Indigenous scholar who is regularly inundated with requests for input and assistance. Here she shares a few things you should consider before reaching out to an Indigenous scholar.

Rigby, Carol. "Nunavut Libraries Online Establish Inuit Language Bibliographic Cataloging Standards: Promoting Indigenous Language Using a Commercial ILS." *Cataloging & Classification Quarterly* 53, no. 5/6 (2015): 615–39.

<https://doi.org/10.1080/01639374.2015.1008165>.

This article examines shared cataloging practices in Nunavut, Canada, where Inuit form 85% of the general population and three official languages, including Inuit language (Inuktitut/Inuinnaqtun), English and French, are used in government and daily discourse. The partners in the Nunavut Libraries Online consortium, together with the Nunavut Government translation bureau, have developed a common vocabulary for creating bibliographic records in Inuktitut, including syllabic script, and used this to create bibliographic cataloging standards, under the Anglo-American Cataloguing Rules, Second Edition, for creating multilingual and multiscript MARC-compliant, Integrated Library

System-compatible records that accurately reflect the multilingual content of material published in and about Nunavut and Inuit.

Schnarch, Brian. "Ownership, Control, Access, and Possession (OCAP) or Self-Determination Applied to Research: A Critical Analysis of Contemporary First Nations Research and Some Options for First Nations Communities." *Journal of Aboriginal Health* 1, no. 1 (2004): 80–95.

<https://jps.library.utoronto.ca/index.php/ijih/article/view/28934>.

The principles of ownership, control, access and possession (OCAP) crystallize themes long advocated by First Nations in Canada. Coined by the Steering Committee of the First Nations Regional Longitudinal Health Survey, the principles are discussed as an expression of self-determination in research. The key notions outlined in this paper relate to the collective ownership of group information; First Nations' control over research and information; First Nations' management of access to their data and physical possession of the data. Following a critical review of colonial research practices and recent institutional efforts to improve ethics in Aboriginal research, this paper highlights policies and strategies adopted by First Nations organizations – approaches which offer a way out of the muddle of contemporary Aboriginal research and the ethical dilemmas that characterize it. The benefits of OCAP are described including the rebuilding of trust, improved research quality and relevance, decreased bias, meaningful capacity development, and community empowerment to make change.

University of Waterloo Indigenous Initiatives. *Indigenous terminology guide*. Waterloo, ON: University of Waterloo, 2021.

<https://uwaterloo.ca/indigenous/sites/default/files/uploads/documents/indigenous-terminology-guide.pdf>

There are many terms associated with First Nations, Inuit and Métis peoples. These have evolved over time and are continuing to evolve. It is important to be respectful of this diversity and refer to First Nations, Inuit and Métis individuals and communities with the terms that most closely describe how they want to be identified. It is also critical to learn and acknowledge that certain terms have been used to belittle, oppress and erase First Nations, Inuit and Métis peoples and their cultures. Utilizing culturally responsive language supports collective efforts toward decolonization and reconciliation. This guide covers terminology in use at the University of Waterloo.

Webster, Kelly, and Ann Doyle. "Don't Class Me in Antiquities! Giving Voice to Native American Materials." In *Radical Cataloging: Essays at the Front*, edited by K.R. Roberto, 189-197. Jefferson, N.C: McFarland & Co, 2008.

Kelly Webster, Monographs Cataloger at the O'Neill Library at Boston College, and Ann Doyce, Branch Librarian for Xwi7xwa Library at the University of British Columbia's First Nations House of Learning, share a conversation about some of the issues related to the cataloging and classification of American Indian materials, and give an overview of some alternative practices.

## Final Report

White, Hollie C. "Decolonizing the Way Libraries Organize." Paper presented at the International Federation of Library Associations' World Library and Information Congress, Kuala Lumpur, Malaysia, August 2018.

<http://library.ifla.org/id/eprint/2221/1/207-white-en.pdf>

The purpose of this paper is to question the cultural suitability of the systems and procedures libraries have in place to organize materials. As stated by Berman, the systems and approaches that catalogers adhere to are "so slavish" (Berman & Gross, 2017). When librarians talk about changes to codes and standards that are currently in use, it is often at the micro-level. These micro-level changes include submitting a term addition or term change request to the Library of Congress Subject Headings; or adding/revising a rule to Resource Description and Access. What may be needed are not these micro-level changes, but changes at the macro level. Librarians need to feel empowered to go beyond the Euro-American models of library cataloging work, without feeling that they are violating the integrity of their relationships with networks and consortia. Structures need to be in place to allow libraries and catalogers to vary the way they apply the necessary guidelines. Specific examples—with an emphasis on Southeast Asia -- is presented to argue these points.

Younging, Gregory (2018). Elements of Indigenous Style: A Guide for Writing By and About Indigenous Peoples. Brush Education.

The guide offers Indigenous writers and editors—and everyone creating works about Indigenous Peoples—the first published guide to common questions and issues of style and process. Everyone working in words or other media needs to read this important new reference, and to keep it nearby while they're working.

## Alternative Controlled Vocabularies

[Changes to Library of Congress Subject Headings Related to Indigenous Peoples: for use in the AMA MAIN Database](#)

[First Nations House of Learning \(FNHL\) Indigenous Knowledge Organization](#)

[First Nations, Métis, Inuit Indigenous Ontology \(FNMIIO\)](#)

[List of CRKN Interim Indigenous Subject Headings](#)

[Revision of the vocabulary describing Aboriginal people in the RVM](#)

## Relevant Alma ExLibris Documentation

[Using the Authority Control Task List - Ex Libris Knowledge Center](#)

[Authority Control - Ex Libris Knowledge Center](#)

[Working with Authority Records - Ex Libris Knowledge Center](#)

[Alma Migration Considerations for Consortia - Ex Libris Knowledge Center](#)

[December 2021 Primo VE Release Notes](#)

[Configuring the DEI Exclude List for Primo VE](#)

[Alma Import Profiles: Normalization](#)

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[Normalization rules in the "Enhance the record" menu](#)

[Primo VE: Configuring a local facet](#)

[Mapping to the Display, Facets, and Search Sections in the Primo VE Record](#)