



DEI in Metadata Networking Group of Illinois

**The Disability and
Accessibility Working
Group's Recommendations**

November 9, 2023

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Topics

- Background
- Recommendations
- Implementation Guide
- Disability and Accessibility Subject Headings Toolkit



Background:

Our Goal



- Libraries are for everyone. Catalogs should reflect this principal.
- We focused on the way cataloging language, access points, search terms, and subject headings can more accurately reflect the way people inside various disability communities prefer to be identified.



Background:

What do “disability” and “accessibility” mean?

Our group’s definitions:

- Disability: A characteristic or condition, whether seen or unseen, that restricts or redefines an individual’s ability to perform or complete an activity.
- Accessibility: How a person or organization creates space and makes adjustments to allow for equitable inclusion, participation, and access for every individual.

Background:

What's the issue with current LCSHs?

- Like so many other topics, LCSHs related to accessibility and disability simply do not reflect what people use in real life.
- This is problematic because:
 - Users cannot easily find materials.
 - Catalogs appear archaic (not a good look).
 - Terminology may be offensive to users.
- Ultimately, this tarnishes our profession's goals, makes us appear hypocritical, and sours the user experience.



Recommendations

- There are no “hard and fast” rules. What works at one library might not work at another.
 - You need to know your community.
- Identity-first (ex: “autistic person”) vs. person-first (ex: “child with ADHD”) language?
 - What is it and why it matters.
- Why did this working group decide to use person-first language in most instances, and why did we use identity-first in select ones?
- Why did this working group include alternative terms in addition to our recommendations?
- Let’s look at the Recommendations Spreadsheet!



Implementation Guide

- In true librarian form, this working group decided not to reinvent the wheel and linked out to the Immigration Toolkit for implementation advice.
 - Thank you!
- Two main methods to implement (an overview):
 - Via authority records.
 - Altering the display and search capability of terms in your OPAC.
- Consistency is crucial, so document EVERYTHING.
 - Again, our group lovingly stole from the Immigration Toolkit's page, which shared examples of institutional documentation.

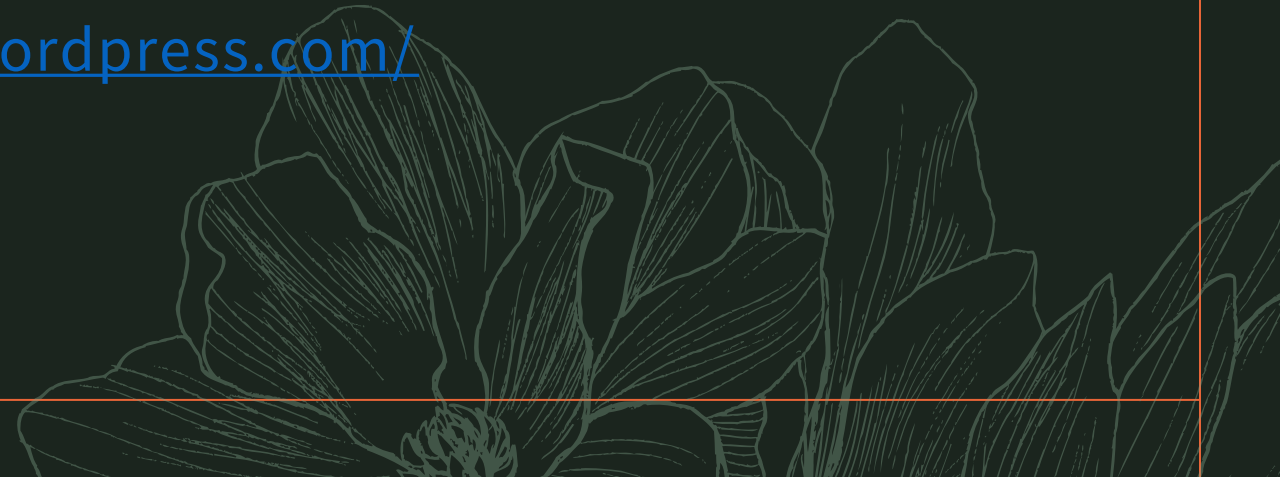


Image source: <https://workcompgeorgia.com/document-work-injuries-georgia/>

Disability and Accessibility

Subject Headings Toolkit

- Everything presented today has been summarized from the Disability and Accessibility Working Group's *Recommendation Document*.
 - This will eventually become the Toolkit shared on the DEI in Metadata Networking Group of Illinois' website:
<https://deimetadatanetworking.wordpress.com/>



Disability and Accessibility

Subject Headings Toolkit Continued

- Other things you will find within the Toolkit:
 - Ways to engage with and support disability communities.
 - And of course, resources!



<https://sclsnj.org/make-a-difference/>



Thank you!

Questions? Ideas?

Let us know what's on your mind!

Contact us at:

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