Politics, Power, Ethics, and Inclusion: A Call to Action to Reframe Library Practices

Digital Commonwealth 15th Annual Conference
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Agenda for Today’s Talk

- Historical context
- Impact of the events of 2020
- A destabilized environment
- Suggested ways forward for libraries
Longstanding Power Structures

TOWN OF BROOKLINE
Organizational Chart

CITIZENS

Moderator
Town Meeting
Board of Selectmen
School Committee
Library Trustees
Housing Authority

Committee on Town
Communications

Finance
Public Safety
town Administrator
School Department
Library

Health and Human Services

Administration

Controller
Police
Building

Library

Arts
Building

Veterans

Information Technology

Fire

History/Archives

Council on Aging

Legal Services

Public Works

Parking and Open Spaces

University Job Hierarchy

CHANCELLOR
DEAN
UNIVERSITY PROFESSOR
PROFESSOR
ASSOCIATE PROFESSOR
ASSISTANT PROFESSOR
LECTURER
Publication Hierarchies

Hierarchy of Journal Publications

Scholarly/Academic
- Journal of Archaeological Science, Harvard International Review...
- Presents in-depth, original research authored by an academic for a limited (scholarly) audience, usually documented with footnotes and/or a bibliography.

Trade
- Logistics Today, Commercial Carrier Journal...
- Covers industry trends, practices, and opinions for a specific trade or business sector.

Popular
- People, Time, Newsweek...
- Contain short, general interest articles (usually unsigned and without references or bibliography).

Refereed/Peer-Reviewed
- Scholarly articles that have been screened by an author’s peers (experts who work in the same field as the author), Example: Harvard International Review.

Image Credit: Hierarchy of Journals, SUNY Geneseo
2020: A Gutterball Year
Impetus for Change

- Equitable and inclusive models for scholarly communication
- Collections and services that represent all parts of our communities
- Description and access policies and practices that are developed with cultural humility and avoid oppressive language
- Need for a diverse workforce
**Open Access: New Models for Scholarly Communication**

<table>
<thead>
<tr>
<th>Chart Summarizing OA Approaches and Strategies</th>
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<tbody>
<tr>
<td>University of California Libraries</td>
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<td>27 February 2018</td>
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### Green OA
- Authors and/or institutions make otherwise toll-access works freely available in repositories. The right to deposit such works depends on publisher and institutional policy, and any rights that the author or institution retains under both. Copies uploaded to a repository are free to read. They may or may not carry re-use licenses for downstream use.

### Gold APC-based
- Author pays a fee to the publisher to cover production costs, and publications are made free to readers, potentially but not necessarily with downstream reuse licenses. The author fees may be covered in part or full from a variety of sources, and may be in addition to subscription fees already paid by the Library. Libraries may also negotiate for discounts/reductions in or waivers of those author fees through memberships or other arrangements.

### Gold Non-APC-Based
- Publisher provides permanent and free access to readers with neither author fees nor reader fees, and potentially but not necessarily with downstream reuse licenses. [Sometimes called Platinum OA, or Diamond OA.]

### Strategies

<table>
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<th>Green OA</th>
<th>Gold APC-based</th>
<th>Gold Non-APC-Based</th>
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<tbody>
<tr>
<td>1. Institution offers repository platform. (All)</td>
<td>1. Authors pay APCs directly out of grant, departmental, or discretionary professional funds. APCs might be discounted due to library/consortium negotiated contracts or memberships (e.g. Taylor &amp; Francis, JSTOR). (UCSD, UCSB, UCD, UCB, UCSF, UCLA, UCI)</td>
<td>1. Society, organization, government, or endowment covers entire costs of publication (e.g. Beilstein Journal of Organic Chemistry, SciELO; Americas: the Journal of American Popular Culture 1900 to present) (All)</td>
</tr>
<tr>
<td>2. Institutional policies / mandates (e.g. OA policies, promotion &amp; tenure implications) (All)</td>
<td>2. APCs are paid on authors' behalf through a fund pool. There are three iterations of such pooling: a. Funders pool resources to pay APCs</td>
<td>2. Library or University covers entire costs of publication (e.g. Open Library of the Humanities (OLH), various eScholarship journals). (UCSD, UCSB, UCD, UCB, UCSR, CDL, UCLA, UCI)</td>
</tr>
<tr>
<td>3. Fund or third party creates (usually discipline-specific) repository. (UCSD, UCSB, UCD, UCB, UCSF, UCLA, UCI)</td>
<td></td>
<td></td>
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<tr>
<td>4. Outreach &amp; personal support (All)</td>
<td></td>
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<tr>
<td>5. Discovery support (CDL)</td>
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</tbody>
</table>
Gold APC-based model: U of California and Elsevier Pros and Cons

- Makes all UC-authored articles OA
- Contains costs for the libraries
- Funding for APCs comes from faculty and libraries; authors have “skin in the game”
- Multipayer model introduces complexity
- Model harder to implement at less wealthy institutions and results in inequities
- Commercial publisher retains control, perpetuates concept of prestige journals
Gold Non-APC Model: Annual Reviews’ Subscribe to Open (S2O)G

Library customers are invoiced for journals in the Subscribe to Open program at a 5% discount off the regular subscription price.

If all customers commit to Subscribe to Open, that year’s content will be published open access and the paywall on all previous volumes will be removed.

The offer repeats each year, with the opening of each year’s content contingent on sufficient participation.

If some customers do not participate in Subscribe to Open, that year’s content will not be opened. Institutions that desire access to the journal must then subscribe to the gated journal at the (undiscounted) regular subscription price.
Green Model
COAR Next Generation Repository Initiative

Figure 1 - Pubfair high level architecture
Figure 1. “Identifying and Dismantling White Supremacy in Archives” poster designed by Gracen Brilmyer.

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Identifying & Dismantling White Supremacy in Archives

EDUCATION

PRIVILEGE
- I can be sure that archival practices and concepts from my culture will be represented in my education.

ACTION
- Pluralize and decolonize archival education.
- Create syllabi that reflect authors and communities of color.
- Read and assign and cite scholars of color. Amplify their voices.
- Hold your professors accountable for disrupting white supremacy in the classroom.

PRIVILEGE
- I can assume that when I attend an archival outreach or classroom instruction session, materials created by my community will be represented.

ACTION
- Use materials created by communities of color in educational outreach activities.
- Create assignments based on them.
- Disrupt whiteness as a default or “neutral” category.
- Don’t assume users are not capable of understanding nuance and complexity about race.
- Address white supremacy in your instruction sessions.

PRIVILEGE
- I can be sure there will be other students of my race in my classes, I can be sure there will be instructors of my race.

ACTION
- Recruit more undergraduate students of color into MLIS programs to train to be archivists.
- Encourage students of color to pursue PhDs and become archival studies faculty.
- Provide financial and moral support for MLIS & PhD students of color so that they complete their programs.
- Hire archival studies faculty of color.

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Diversity Audits of Collections

Inclusive Collections: Building the Collection


Book Lists
- ALA Rainbow List
  Annual “curated bibliography highlighting books with significant gay, lesbian, bisexual, transgender, or queer/questioning content, aimed at children and youth from birth to age 18.”
- Books Matter: Children’s Literature
  Database of recommended books from the Anti-Defamation League. Filters allow for sorting by topic.
- CBC Diversity GoodReads Page
  An extensive and searchable list of diverse titles from the Children’s Book Council (CBC) Diversity Committee

Instagram Accounts to Follow
- readyourworld
  17k followers

Articles
- #OwnVoices: Why We Need Diverse Authors in Children’s Literature
  From novelist Kayla Yehaey, who is also an editor at Disability in Kidlit.
- Black Kids Don’t Want to Read About Harriet Tubman All the Time
  New York Times editorial by Denene Milliner about the need for more books showing children of color having every day experiences.
- CCBC 2019 Multicultural Statistics
  The Cooperative Children’s Book Center’s annual report on diversity in children’s publishing.

Assessing & Selecting for Your Collection
- 4 Steps to Evaluating Your Collection for Diverse Books
  An overview for performing a quick “collection check-up” by teacher librarian Judith Snyder.
- Diverse Book Finder: Collection Analysis Tool
  This IMLS-funded tool allows libraries to run a diversity analysis on picture book collections.
- Diversifying Your Classroom Collection? Avoid These 7 Pitfalls
  This KQED article by Kara Newhouse gives both practical tips as well as specific...
Equity, Diversity, and Inclusion Initiatives

Reimagine Descriptive Workflows

Description, subject analysis, classification, authority control, and cataloging practices are part of a powerful naming and labeling process in bibliographic archival description. Collections’ metadata include outdated and racist terminology that cause harm and contributes to experiences, memories, and achievements of communities being mischaracterized or overlooked.

It is time to interrogate the systems and structures libraries and archives rely on and to initiate reckoning with this painful history. An effective and sustainable remedy cannot be established without strong participation from the groups affected by the existing systems.

With support from The Andrew W. Mellon Foundation, the project Reimagine Descriptive Workflows seeks to unpack and address these harmful practices by convening a diverse group of experts, practitioners, and community members to determine ways of improving descriptive practices, tools, infrastructure, and workflows in libraries and archives. This series of collective, community-centered efforts will explore opportunities for reforming our systems and to chart a path toward implementation of antiracist and inclusive language in metadata descriptions at scale and at a community level.
Actions libraries must take to address social justice issues
Questions?