



Metadata Justice: Inclusive Description through a Critical Lens

Treshani Perera (she/her)

June 13, 2024

Code of Conduct

The following code of conduct is implemented during this keynote.

(Adapted from Digital Library Federation (DLF) Code of Conduct “How to be” section)

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

My positionality as your keynote speaker

Links in chat:

<https://oilsonline.org/>

https://www.instagram.com/oklahoma_indian_legal_services/

What comes to mind when you hear the phrase
“Metadata Justice”?

<https://padlet.com/treshanipereramliis/metadatajustice2024>

Metadata Justice



“ethical and fair handling of metadata” ...

“metadata justice involves ensuring that individuals have control over their metadata, including who can access it, how it is used, and for what purposes”
(data privacy?)

“metadata justice can also encompass the fair and transparent management of metadata in various contexts... establishing clear guidelines... mechanisms for accountability”

“Overall, metadata justice seeks to balance the benefits of metadata ... with the protection of individuals' privacy and rights.”

-- Is this Metadata Justice?

real talk

Last year's keynote on politeness:

<https://shareok.org/bitstream/handle/11244/339261/MJOKLA23-Proceedings.pdf?sequence=1&isAllowed=y>

Fobazi Ettarh's article on vocational awe: <https://www.inthelibrarywiththeleadpipe.org/2018/vocational-awe/>



Newsroom > Oklahoma.gov Home > Oklahoma.gov Home > Governor Stitt Signs Anti-Discrimination Executive Order, Takes Aim at DEI Measures

Governor Stitt Signs Anti-Discrimination Executive Order, Takes Aim at DEI Measures

<https://oklahoma.gov/governor/newsroom/newsroom/2023/december2023/governor-stitt-signs-anti-discrimination-executive-order--takes-.html> (December 2023)



OU's division of DEI to change name to Division of Access and Opportunity

Feb 20, 2024 Updated Feb 26, 2024 5 min to read



https://www.oudaily.com/news/ou-diversity-equity-inclusion-change-name-access-opportunity/article_b2cd53e0-d030-11ee-bb8f-2705fc3d88a8.html (February 2024)

OUT POLITICS AND POLICY

Transgender rights targeted in executive order signed by Oklahoma governor

The order requires state agencies and boards to define the words "female" and "male" to correspond with a person's sex assigned at birth.

<https://www.nbcnews.com/nbc-out/out-politics-and-policy/transgender-rights-targeted-executive-order-signed-oklahoma-governor-rcna97709> (August 2023)

Controversial Oklahoma immigration law takes effect July 1

A controversial immigration bill was signed into law by Gov. Kevin Stitt on Tuesday, allowing local and state law enforcement to detain undocumented Oklahomans

Share



Updated: 5:20 PM CDT May 1, 2024

<https://www.koco.com/article/controversial-oklahoma-immigration-law-takes-effect-july-1/60662515> (May 2024)

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

- [ALA Code of Ethics](#) (rev. June 29, 2021)



How do we
get to...

Where we want to be =
awareness, advocacy,
education, and collaboration
supporting the dignity and
rights of every person

Identifying Biases in Systems

- Who has been doing description work historically, and who's continuing to do that work?
- Where is that intellectual labor coming from, and where is the work being done?
- Who has the resources to contribute to the systems we use for description?
- Whose expertise is being consulted and for which communities?
- Under whose leadership is description work being done?

It is by bringing in more diverse perspectives and experiences that we can truly begin to address and rectify biases in metadata systems. A more diverse workforce helps to recognize and compensate labor, especially emotional labor, that fuels equity and justice work in metadata.

Recommendations for continued emphasis on Justice and Equity in metadata

Ensure diverse and inclusive representation in metadata records to reflect the variety of perspectives, cultures, and identities present in library collections.

Make metadata accessible to all users.

Respect agency for marginalized communities by using community-created language when describing resources.

- Homosaurus homosaurus.org

Recommendations for continued emphasis on Justice and Equity in metadata

Be transparent about the creation and management of metadata. Implement iterative processes to address legacy description.

Consider the ethical implications of using technology as part of metadata practices (in case you plan to explore Generative AI in cataloging and metadata workflows).

Engage with library users and the communities you serve to solicit feedback and address concerns.

- UCO Inclusive Metadata Initiative library.uco.edu/inclusivemetadata/report

Practical Strategies

—
Consider community-specific guidelines and recommendations

Context of terminology: historical context

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

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

Thank you for your time.

Resources: <https://bit.ly/2MYbYfQ2>

Treshani Perera

treshaniperera.mlis@gmail.com