Getty Vocabularies: Issues Surrounding Diversity and Inclusion

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Getty Vocabulary Program
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To see a video of a shorter version of this presentation, see
YouTube: https://youtu.be/AlznfxKwl6Y

https://www.getty.edu/research/tools/vocabularies/Vocabs_unbiased_terminology.pdf
Abstract: Getty Vocabularies contain structured terminology for art, architecture, decorative arts, archival materials, visual surrogates, art conservation, and bibliographic materials. Compliant with international standards, they provide authoritative information for catalogers, researchers, and data providers. They contain coreferences to other resources where topics overlap. However, the Getty Vocabularies are unique in their global coverage of the defined domain, in citing published sources and contributors, in allowing interconnections among historical and current information, in accommodating the sometimes debated and ambiguous nature of art historical information, and in allowing complex relationships within and between Vocabularies. Thus they are not simple 'value vocabularies'; the Getty Vocabularies are also rich 'knowledge bases' in themselves. Although each Vocabulary requires a small set of minimum data, the data model allows for rich data that may be exploited for research and discovery. The Vocabularies grow through contributions from institutions and projects comprising the expert user community.

 Getty Vocabularies provide terminology in use by the community, they do not prescribe how to use terms – beyond suggestions in the Scope Note. Getty Vocabularies do not prescribe, but instead assist in decision-making by providing contextual information. For example, rich ‘preferences’ inform users: For a concept or record, which term is most commonly used in authoritative scholarly publications? For each language, which term is preferred? Which term is preferred by each contributor? Which is preferred by each source? Additional flags in the Vocabulary record may further classify terms. While historical, obsolete, and even objectionable terms are not deleted (since they provide access) for research and discovery, terms deemed pejorative or objectionable may be labeled ‘avoid use’ for new indexing, and terms particular to a given culture may be noted.

In a global environment where we strive to be more open and equitable, while maintaining high standards for scholarship and research, Getty Vocabularies can be tools to facilitate such goals for art history and related disciplines. A primary goal of the Getty Vocabulary Program is to make the Vocabularies more multilingual, multicultural, and inclusive, focusing also on diversity, equity, unbiased and antiracist terminology, and accessibility. This presentation lays out a selection of the issues surrounding the accomplishment of these goals. Among the issues are how to keep up-to-date and equitable in choosing preferred terms with unbiased connotations; how to include biographical information without violating the privacy of the individual; how to include antiracist and correct post-colonization content; and how to facilitate content for diverse audiences. We do not yet have all the answers – flexibility is key. Successful resolutions will require a process over months and years, in concert with the expert contributor and user communities.
Getty Vocabularies: Current Status and Context
In a global environment where we strive to be more open and equitable, while maintaining high standards for scholarship and research, Getty Vocabularies can be tools to facilitate such goals for art history and related disciplines.

- Longstanding goals of the Getty Vocabulary Program are to make AAT, TGN, ULAN, CONA, and IA ever more multilingual, multicultural, and inclusive, focusing also on diversity, equity, unbiased and antiracist terminology, and accessibility.

- This presentation lays out a selection of the issues surrounding the accomplishment of these goals.

- We do not yet have all the answers – successful resolutions in a rapidly changing world will be ongoing, occurring over months and years, and in concert with the expert contributor and user communities of the Getty Vocabularies.
What Are the Getty Vocabularies

- **Structured, linked vocabularies**: AAT, TGN, ULAN, CONA, IA
- **Relationships**: Thesauri, 3 relationships: equivalence (synonyms), hierarchical (broader-narrower), associative (between records, not hierarchical)
- **Standards-compliant**: Comply with standards for controlled vocabularies (ISO, NISO)
- **Authoritative**: Vocabularies cite authoritative sources and contributors; but not authoritarian (may use variant terms)
- **Scope**: Getty Vocabularies have defined scope – terminology and rich context for cataloging and discovery – in realm of visual arts, yet striving to be ever more multilingual, multicultural, and inclusive
- **Target Audience**: Traditional audience (art and architecture domains: visual resources, catalogers, museums), plus scholars, and related disciplines (archaeology, conservation); developers
- **Collaborative**: Grow through contributions from expert user community: institutions, consortia, projects, expert individuals; small staff, we rely upon good quality contributions, we then process and publish the data monthly

Visit [https://www.getty.edu/research/tools/vocabularies/](https://www.getty.edu/research/tools/vocabularies/) for more information.
What Are the Getty Vocabularies

- **Coreferences**: They contain coreferences to other resources where topics overlap (e.g., ULAN http://vocab.getty.edu/page/ulan/500337743 = LOC https://lccn.loc.gov/nr2002038798)

- **How unique**: Getty Vocabularies are unique in their global coverage of the defined domain of visual arts, in citing published sources and contributors, in allowing interconnections among historical and current information, in accommodating the sometimes debated and ambiguous nature of art historical information, and in allowing complex relationships within and between Vocabularies

- **Rich knowledge bases**: They are not simple 'value vocabularies’ or authorities; they are rich 'knowledge bases' in themselves, intended for research and discovery

- **Minimum vs rich**: Although each Vocabulary requires a small set of minimum data, the data model allows for rich data that may be exploited for research and discovery

- **Multicultural**: Getty Vocabularies strive to be ever more multilingual, multicultural, and inclusive
What Are the Getty Vocabularies

- **AAT**, *Art & Architecture Thesaurus®* includes generic terms in several languages, relationships, sources, and scope notes for agents, work types, roles, materials, styles, cultures, and techniques (e.g., amphora, oil paint, olieverf, peintures à l’huile, acetylisis, 玉器, Jadekünste, sintering, orthographic drawings, Olmeca, Rinascimento, Buddhism, watercolors, asa-no-ha-toji)

- **TGN**, *Getty Thesaurus of Geographic Names®* includes names, relationships, and coordinates, with special focus on historical information for current cities, historical nations, empires, archaeological sites, lost settlements, and physical features as necessary for cataloging art; not GIS but may include coreferences to GIS and maps (e.g., Diospolis, Acalán, Ottoman Empire, Mogao, Ch’ien-fu-tung, Ganges River, गंगा नदी)

- **ULAN**, *Union List of Artist Names®* includes names, relationships, notes, sources, and biographical information for artists, architects, firms, studios, repositories, patrons, and other individuals and corporate bodies, both named and anonymous; may include coreferences to other resources for same entity (e.g., Mark Rothko, Cai Xiang, 蔡襄, Crevole Master, Riza Abbasi, Altobelli & Molins, Rajaraja Museum)

- **IA**, *Getty Iconography Authority™* includes proper names, relationships, and dates for iconographical narratives, religious or fictional characters, historical events, names of literary works and performing art; special focus on non-Western with coreferences to other resources including Iconclass for Western (e.g., Viaggio dei Re Magi, Flood of Deucalion, French Revolution, Olouaipipilele, Xibalba, Nifilheim, शिव, Shiva, Bouddha couché)

- **CONA**, *Cultural Objects Name Authority®* focuses on architecture, multiples, and works depicted in other works; includes titles, artist attribution, creation dates, relationships, and location for works whether extant or destroyed (new contribution: 70,000 works from BWR) (e.g., Chayasomesvara Temple, Hagia Sofia, Αγία Σοφία, The Lacemaker, La Dentellière, Merlettaia, Lion Throne Room, 神奈川沖浪, Great Wave, Die große Welle)
What Are the Getty Vocabularies

- **AAT, Art & Architecture Thesaurus®** includes generic terms in several languages, relationships, sources, and scope notes for work types, roles, materials, styles, cultures, and techniques (477,898 terms) (e.g., amphora, literati (painters), oil paint, olieverf, peintures à l'huile, acetolysis, 玉器, Jadekünste, sintering, orthographic drawings, Olmeca, Rinascimento, Buddhism, emakimono, watercolors, asa-no-ha-toji)

- **TGN, Getty Thesaurus of Geographic Names** includes names, relationships, and coordinates, with special focus on historical information for current cities, historical nations, empires, archaeological sites, lost settlements, and physical features as necessary for cataloging art; not GIS but may include coreferences to GIS and maps (e.g., Diospolis, Acalán, Ottoman Empire, Mogao, Ch'ien-fu-tung, Ganges River, गंगा नदी)

- **ULAN, Union List of Artist Names** includes names, relationships, notes, sources, and biographical information for artists, architects, firms, studios, repositories, patrons, and other individuals and corporate bodies, both named and anonymous; may include coreferences to other resources for same entity (e.g., Mark Rothko, Cai Xiang, 葵襄, Crevole Master, Riza Abbasi, Altobelli & Molins, Rajaraja Museum)

- **IA, Getty Iconography Authority™** includes proper names, relationships, and dates for iconographical narratives, religious or fictional characters, historical events, names of literary works and performing art; special focus on non-Western with coreferences to other resources including Iconclass for Western (e.g., Viaggio dei Re Magi, Flood of Deucalion, French Revolution, Olouaipipilele, Xibalba, Niflheim, शिव, Shiva, Bouddha couché)

- **CONA, Cultural Objects Name Authority®** focuses on architecture, multiples, and works depicted in other works; includes titles, artist attribution, creation dates, relationships, and location for works whether extant or destroyed (new contribution: 70,000 works from BWR) (e.g., Chayasomesvara Temple, Hagia Sofia, Αγία Σοφία, The Lacemaker, La Dentellière, Merlettaia, Lion Throne Room, 神奈川沖浪, Great Wave, Die große Welle)

https://www.getty.edu/research/tools/vocabularies/
• **AAT, Art & Architecture Thesaurus®** includes generic terms in several languages, relationships, sources, and scope notes for agents, work types, roles, materials, styles, cultures, and techniques (e.g., amphora, oil paint, olieverf, peintures à l’huile, acetolysis, 玉器, Jadekünste, sintering, orthographic drawings, Olmeca, Rinascimento, Buddhism, watercolors, asa-no-ha-toji)

• **TGN, Getty Thesaurus of Geographic Names®** includes names, relationships, and coordinates, with special focus in development on historical information for current cities, historical nations, empires, archaeological sites, lost settlements, and physical features as necessary for cataloging art; not comprehensive and not GIS but may include coreferences to GIS and maps (5,316,468 names) (e.g., Diospolis, Acalán, Ottoman Empire, Axumite Empire, Mogao, Ch’ien-fu-tung, Leptis Magna, Machupicchu, Ganges River, गंगा नदी)

• **ULAN, Union List of Artist Names®** includes names, relationships, notes, sources, and biographical information for artists, architects, firms, studios, repositories, patrons, and other individuals and corporate bodies, both named and anonymous; may include coreferences to other resources for same entity (e.g., Mark Rothko, Cai Xiang, 葵襄, Crevole Master, Riza Abbasi, Altobelli & Molins, Rajaraja Museum)

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• **CONA, Cultural Objects Name Authority®** focuses on architecture, multiples, and works depicted in other works; includes titles, artist attribution, creation dates, relationships, and location for works whether extant or destroyed (new contribution: 70,000 works from BWR) (e.g., Chayasomesvara Temple, Hagia Sofia, Ayía ΢οφìα , The Lacemaker, La Dentellière, Merlettaia, Lion Throne Room, 神奈川沖浪, Great Wave, Die große Welle)
What Are the Getty Vocabularies

• **AAT, Art & Architecture Thesaurus®** includes generic terms in several languages, relationships, sources, and scope notes for agents, work types, roles, materials, styles, cultures, and techniques (e.g., amphora, oil paint, olieverf, peintures à l'huile, acetolysis, 玉器, Jadekünste, sintering, orthographic drawings).

• **ULAN, Union List of Artist Names®** includes names, relationships, notes, sources, and biographical information for artists, architects, firms, studios, repositories, patrons, other individuals and corporate bodies, both named and anonymous; may include coreferences to other resources (1,470,142 names) (e.g., Mark Rothko, Cai Xiang, 蔡襄, Crevoile Master, Riza Abbasi, Rajaraja Museum, I. M. Pei & Partners, Ahuitzotl, William Kentridge, Frida Kahlo).

• **TGN, Getty Thesaurus of Geographic Names®** includes names, relationships, and coordinates, with special focus on historical information for current cities, historical nations, empires, archaeological sites, lost settlements, and physical features as necessary for cataloging art; not GIS but may include coreferences to GIS and maps (e.g., Diospolis, Acalán, Ottoman Empire, Mogao, Ch'ien-fu-tung, Ganges River, गंगा नदी).

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• **CONA, Cultural Objects Name Authority®** focuses on architecture, multiples, and works depicted in other works; includes titles, artist attribution, creation dates, relationships, and location for works whether extant or destroyed (new contribution: 70,000 works from BWR) (e.g., Chayasomesvara Temple, Hagia Sofia, Αγία Σοφία, The Lacemaker, La Dentellière, Merlettaia, Lion Throne Room, 神奈川沖浪, Great Wave, Die große Welle).

https://www.getty.edu/research/tools/vocabularies/
What Are the Getty Vocabularies

- **AAT**, *Art & Architecture Thesaurus®* includes generic terms in several languages, relationships, sources, and scope notes for agents, work types, roles, materials, styles, cultures, and techniques (e.g., amphora, oil paint, olieverf, peintures à l'huile, acetolysis, 玉器, Jadekünste, sintering, orthographic drawings, Olmeca, Rinascimento, Buddhism, watercolors, asa-no-ha-toji).

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- **IA**, *Getty Iconography Authority™* includes proper names, relationships, and dates for iconographical narratives, religious or fictional characters, historical events, names of literary works and performing art; special focus on non-Western with coreferences to other resources (7,200 terms) (e.g., Yemonja, Flood of Deucalion, Viaggio dei Re Magi, French Revolution, Olouaipipilele, Xibalba, Niflheim, शिव, Shiva, Bouddha couché, Mithras).

- **CONA**, *Cultural Objects Name Authority®* focuses on architecture, multiples, and works depicted in other works; includes titles, artist attribution, creation dates, relationships, and location for works whether extant or destroyed (new contribution: 70,000 works from BWR) (e.g., Chayasomesvara Temple, Hagia Sofia, Αγία Σοφία, The Lacemaker, La Dentellière, Merlettaia, Lion Throne Room, 神奈川沖浪, Great Wave, Die große Welle).
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Goals and Mission

• How to make the Vocabularies more

Multilingual
Multicultural
Diversity
Inclusive
Equity
Unbiased
Antiracist
Accessible

Where We Are Now, Where We Are Going

• How to measure multiculturality?
• Historical content of Vocabs was often Western-centric
• What is the target? Comparison to similar resources and status of scholarly literature; plus broader aspirational goals
How do we accomplish more multilingual, multicultural, and inclusive terminology combined with rich, linked content?

How do we facilitate the use of unbiased terminology?

How do we facilitate antiracist and correct postcolonization content?

How do we facilitate content for diverse audiences?

How do we facilitate inclusive and neutral content?

Do we play it safe and avoid controversial topics, or are we leaders?

How do we avoid conflict between personal privacy & scholarly info?

How do we provide accessible content for inclusive audiences in all realms: scholarly, generally interested, and the technical developers?

How do we balance responsibility to current users while still remaining relevant re. keeping up with technical advancement?

Many more questions …

First let’s start with an overview of the context in which the Getty Vocabularies exist →
Institutional Plans and Policies

[https://www.getty.edu/about/governance/pdfs/deai_plan.pdf](https://www.getty.edu/about/governance/pdfs/deai_plan.pdf)

**Getty Diversity, Equity, Accessibility, and Inclusion Plan**

*January 2021*

Comprehensive and meaningful change does not happen immediately. We will build on this foundation to implement systems with lasting impact. We commit to the following five goals:

1. Develop Getty’s workforce to reflect the diversity of Southern California and the nation
2. Confront and eliminate racism and discrimination in the workplace
3. Improve communication within Getty community to help contribute to a culture of trust
4. Enhance diversity and accessibility of collections, interpretations, exhibitions, digital content, education, and public programs
5. Deepen engagement between all areas of Getty and BIPOC and other diverse communities, locally and nationally
Institutional Plans and Policies

https://www.getty.edu/research/institute/antiracist_statement.html

Getty Research Institute: Anti-Racist Statement

The Getty Research Institute is committed to addressing biased language, distortion, and the erasure of marginalized individuals and communities in the descriptions of our collections.

Archival and bibliographic description is not neutral, and neither are librarians and archivists. While we strive to describe collection materials and their creators respectfully, accurately, and with care for the communities who use and are represented in them, we recognize that we may not always initially succeed in this endeavor. The library and archives staff of the Getty Research Institute is dedicated to critically examining descriptive practices and to using appropriate, inclusive, and respectful language. As remediation, we have initiated a collaborative, iterative project to identify areas for improvement in our descriptive practices. Our primary goals in undertaking this project are to disrupt, discontinue, and atone for the histories of oppression present within the art historical and American library and archival traditions.
Diversity of content and collections

African American Art History Initiative
This transformational research initiative focuses on the postwar art and cultural legacy of artists of African American and African diasporic heritage. The Getty Research Institute’s objective is to provide a more robust and accurate history of American art, one that will have a decisive impact on the narrative of global culture. Recognizing the extraordinary contributions that have already been made to the field, the Research Institute will partner with institutions and individuals locally and nationally on projects that support their work. These collaborations will make the archival and published record of African American art history freely accessible, both nationally and internationally, in physical and digital form.

Florentine Codex Initiative
Since 2016, the Florentine Codex, an encyclopedia of Nahua knowledge and history of early modern Mexico, has been the focus of a collaborative research and publication initiative of the Getty Research Institute, the Seaver Institute, and the Biblioteca Medicea Laurenziana. The initiative’s goal is to give global access to the manuscript and disseminate knowledge about its cultural significance. The research focuses on Book 12 of the codex, the most extensive historical account of the conquest of Mexico (1519–1521), written in Nahuatl and documenting the Mexico perspective.
Co-custodian

Archive of Johnson Publishing Company

The archive includes 3.35 million negatives and slides, 983,000 photographs, 166,000 contact sheets, and 9,000 audio and visual recordings, comprising the most significant collection illustrating African American life in the 20th century. The archive was acquired last year for $30 million by the Ford Foundation, the J. Paul Getty Trust, the John D. and Catherine T. MacArthur Foundation, The Andrew W. Mellon Foundation and the Smithsonian Institution in an effort to safeguard the unparalleled treasure of African American history and culture for the public benefit.
Remedial Efforts re Content

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Example: Getty Provenance Index search for potentially problematic words online.
2022, Webinar dealing with the following:
• Recognize ways in which systemic racism and bias are hidden within library catalog records and metadata;
• Understand the opportunities and limitations in addressing problematic language in the catalog;
• Leverage procedures, processes, and other resources appropriate for all libraries; and
• Design community engagement and public programming around the use of catalog language.
**Library community**

**Regional efforts**

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**Efforts of Related Disciplines**

[https://www.alaa.org/](https://www.alaa.org/)

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**ALA Chapters Condemn Systemic Racism**

In addition to the American Library Association’s Executive Board’s statement on racism, several ALA chapters have stated their statements below.

Anti-Racist resources for the library profession, including plan for action and staff development resources, can be found on the Services #LibrariesRespond - Black Lives Matter webpage.

Contact CRO Program Officer, Mariel Colbert to add a statement to this list.
Efforts of Related Disciplines

https://arlis.net/arlis-cataloguing-and-classification-committee-ethics-series/

ARLIS Cataloguing and Classification Committee – Ethics series

Ethical issues in cataloguing and classification are a critical area of library thinking and practice and are high priorities for libraries seeking to make their services and collections more inclusive and diverse.

We believe that this series of talks will help to introduce and share past, recent, and ongoing acquisitions of ethical practices in cataloguing and classification.

This series will cover the inherent tensions between inclusive design in a local setting, following global practices, and the potential barriers toward changes. The talks will look at case studies of ethics scenarios around cataloguing and/or classification.

Attendance is free and all are welcome – no prior knowledge of cataloguing or classification is required. Furthermore...
Greetings from the Equitable Action Committee!

We would like to highlight the numerous Pre-Conference and Conference events that relate to the VRA's equity, diversity, inclusion, and accessibility efforts. We hope you are able to join us virtually and/or in person.
Efforts of Related Disciplines

https://www2.archivists.org/

"Protocols for Native American Archival Materials": Information and Resources Page

Overview, History, and Guidelines

This page provides an overview of where to find information about the Protocols for Native American Archival Materials (PNAAM) publication, as well as reports about what
Museum community

Efforts re content, visitors, hiring

Efforts of Related Disciplines

https://www.aam-us.org/

Diversity, Equity, Accessibility, and Inclusion

Anti-Racist by Design: How the Oakland Museum of California Is Building Equity into Its Practices

At the Oakland Museum of California (OMCA), diversity, equity, inclusion, access, and anti-racism are commitments that have long been a part of our DNA, both internally and in our work with...
• “More than 600 geographic sites across the US will be renamed, replacing a derogatory term for Indigenous women used for decades https://www.cnn.com/2022/02/27/us/derogatory-term-squaw-replaced-trnd/index.html

• The Department of the Interior is moving forward with removing and replacing a derogatory term for Indigenous women used for decades across the US, the department said Tuesday.
Efforts of Related Disciplines

Be aware of ongoing discussions and trends

* Intended as examples. Not a comprehensive nor necessarily representative list

Defining practice and terminology

University community

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**Terminology - Diversity & Inclusion**

These are public expressions of racism, often involving slurs, biases, or hateful words or actions. Institutional racism occurs in an organization. Thes...

**Equity, Diversity & Inclusion Glossary of Terms | Pacific University**

The following is a list of carefully researched and thoughtfully discussed key social justice terms and definitions. It is by no means a comprehensive list ...

**Antiracism: A Resource Guide: Terminology - LibGuides at Cañada ...**

Sep 20, 2021 — Who created these words? What do they mean? Who gets to decide? Can a dictionary definition be racist? Why does the Census Bureau...
Efforts of Related Disciplines

Be aware of ongoing discussions and trends

Contributors and GVP may monitor expert scholarship

* Intended as examples. Not a comprehensive nor necessarily representative list
Published scholarship

Common usage of terminology in authoritative sources has a direct effect on content of Getty Vocabularies

* Intended as examples. Not a comprehensive nor necessarily representative list

**Efforts of Related Disciplines**

Update Vocabularies preferred terms to reflect usage in scholarship

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**Raising the dead: walls of names as mnemonic devices to commemorate enslaved people**

*AL Araujo - Current Anthropology, 2020 - journals.uchicago.edu*

...Identified through physical characteristics, enslaved people were listed in ship manifests and farm books as ordinary commodities. Yet lists of names of enslaved men, women, and ...

☆ Save  Cite  Cited by 5  Related articles  All 5 versions

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**A “tone of voice peculiar to New-England” Fugitive Slave Advertisements and the Heterogeneity of Enslaved People of African Descent in Eighteenth-Century Quebec**

*CA Nelson - Current Anthropology, 2020 - journals.uchicago.edu*

...active and ongoing negation of their colonial and slaving histories—I have consciously chosen to use the terms “runaway” and “fugitive,” not because that is what the enslaved people ...

☆ Save  Cite  Cited by 3  Related articles  All 2 versions

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**The Jamaican airs: An introduction to unpublished pieces of musical notation from enslaved people in the eighteenth-century Caribbean**

*D Leigh - Atlantic Studies, 2020 - Taylor & Francis*

...This half features the most extensive pieces of musical notation from the early-modern era of songs that were composed and performed by enslaved people. The present article is an ...

☆ Save  Cite  Cited by 5  Related articles  All 2 versions

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**Reorienting the “origins debate”: Anglo-American trafficking in enslaved people, c. 1615–1660**

*LH Roper - Atlantic Studies, 2022 - Taylor & Francis*

This article argues that trafficking in enslaved Africans and Natives constituted a chief element in English overseas colonization and was a primary component of English overseas trade ...

☆ Save  Cite

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Example where preponderance of use in scholarly publications informs change in preferred term (history, anthropology = “enslaved people” vs “slaves”)
Getty Vocabularies: Overview of Selected Issues
Defining the Issues

Selected issues that are illustrated in this presentation

• To provide structure and practice to facilitate diverse points of view
• To facilitate use of unbiased terminology
• To facilitate terms to express ambiguity or uncertainty
• To facilitate terms and structure to express various cultural points of view
• To acknowledge various cultural traditions
• To be sensitive to preferred terms: Ethnicity
• To be sensitive to preferred terms: Gender identity, preferences
• To be sensitive to biased historical points of view
• To respect personal privacy balanced with critical ability to research
• To ensure accessibility and inclusivity for user community
Defining the Issues

Basic considerations when you resolve the selected issues

• Getty Vocabularies provide terminology in use by the community, they do not prescribe how to use terms beyond Scope Note suggestions.

• Getty Vocabularies do not prescribe, but instead assist in decision-making by providing contextual information:
  • Rich ‘preferences’ inform users: a) for record = most commonly used in authoritative scholarly publications; b) for each language; b) for each contributor; b) for each source.
  • Additional flags further classify terms; e.g., those deemed pejorative or objectionable are labeled ‘avoid use’ for new indexing; those particular to a given culture are noted.
  • Historical, obsolete, and even objectionable terms are not deleted (since they provide access) for research and discovery.
We in the Getty Vocabulary Program (GVP) are not numerous enough, representative enough, or expert enough to ourselves make such weighty decisions regarding which terms are best for each of the millions of Vocabulary records.

Getty Vocabularies’ users may look to professional organizations for guidelines for usage on unbiased, antiracist, correct postcolonial terminology, etc.

Through contributions to the Vocabularies, the expert contributor community may actuate change.

- Could form consortia to reach consensus and contribute to GVP.
- Could survey professional organizations already making these decisions, and then you contribute to GVP with sources noted.
Languages and Linking = Multiple Views

- Multilingual context & relationships between records

Vocabularies’ structure and practice can facilitate diverse points of view.

Multilingual terminology and interconnectedness allows for multiple points of views.
Flexibility Is a Feature of Getty Vocabs

- Rich contextual information
  
  Data model allows for rich context, not simple ‘value vocabularies’

- Core fields
  
  Always include Core fields. Do not leave important fields blank, e.g., knowing that the creator attribution is “unavailable” is useful information to the researcher, while a blank field is ambiguous and confusing

- ‘Display’ information is separate from indexing, express nuance, uncertainty
  
  **Display date:** finished ca. 1810  **Start:** 1805  **End:** 1815  
  **Materials:** gouache and gold leaf on parchment  **AAT:** gouache_300070114

- Scope the usage broadly enough, but not too broad
  
  If not exact synonym, make a new record, e.g., using indigenous language, “kākaku” as separate record, not a Maori-translated term for “cloak”

- Unknown vs. unknowable
  
  Distinguish when data is unknowable by scholarly community, or simply unknown due to cataloger lack of knowledge

- Broad and correct vs specific and wrong
  
  Do not guess; e.g., index material as broad ‘metal,’ do not guess ‘cast iron’

- Specificity and Exhaustivity
  
  Be consistent re how specific and also how exhaustive (no. of terms) indexing will be; indexing minute details may not be useful, judge based on audience and your cataloging resources
Vocabularies’ structure and practice can facilitate diverse points of view.

Flexibility Is a Feature of Getty Vocabs

ID: 300263134
Page Link: http://vocab.getty.edu/page

**lebetes** (vessels (containers), <containers by form>, ... Furnishings and E)

**Note:** Refers to ancient Greek small, deep bowls that curve in sharply at the shoulder and have a distinct neck with overhanging lip and round bottom designed so the bowl could sit on a stand; they may have feet. A lebes is equipped with a pair of upright handles at the shoulder and often with a domed cover topped by a tall, stemmed handle. Bronze lebetes were used for cooking and those made of terracotta were used for mixing wine. They are distinguished from "dinoi" by their smaller size. Many scholars in the past have used the term to refer to both the dinos and lebes, because they thought that the term dinos referred to a cup.

Terms:

**lebetes** *(preferred, C,U,English-P,D,U,PN)*
*(Dutch-P,D,U,U)*

**lebes** *(C,U,English,AD,U,SN)*
*(Dutch,AD,U,U)*
*(Spanish-P,D,U,PN)*

**λέβης** *(C,U,Greek-P,AD,U,U)*

**碗形金属器** *(C,U,Chinese (traditional)-)*

**dinoi** *(lebetes)* *(U,English,UF,U,U)*

*Note: incorrect usage*

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**“Other” Flag**

[Formula]
[Symbol]
[Official term]
[Provisional term]
[Avoid Use]
[Deprecated]
[Pejorative]

Flag to indicate “Avoid Use”
Defining the Issues

Inform users by flagging terms

Example: ‘illegal aliens’ has pejorative connotations. Deprecated to UF, cautionary flag attached. May be used for retrieval, but should be avoided in new indexing. ‘undocumented immigrants’ is new record-preferred term.
Facilitate use of unbiased terminology

Authoritative source made change to deprecate ‘illegal aliens,’ thus provides warrant for change in AAT

Defining the Issues

Note: In LOC, not all 450-fields are true synonyms; but in AAT all UFs must be true synonyms.

Purposes differ: LOC is grouping headings that may be used to index similar topics in books, but AAT is grouping synonyms for disambiguation and precision in indexing and research

Thus AAT may not exactly reflect the LOC terminology

AAT pref = ‘undocumented immigrant’
Defining the Issues

AAT includes non-synonymous terms in separate concept records

**noncitizens**

*Note:* Unnaturalized foreign residents of a country, nation, or state who do not hold official citizenship status within that place. Noncitizens may or may not possess residence documentation.

**expatriates**

*Note:* Refers to persons who have withdrawn voluntarily from their native country, especially those who have renounced allegiance to it. For persons who have fled their native country or country of residence to escape danger or persecution, use "refugees."
Defining the Issues

Example: Most authoritative sources speak of ‘enslaved people’ instead of ‘slaves.’ Reason: Formulated in this way, the term separates a person's identity from their circumstance.

‘Other’ Flag

Flag to indicate “Avoid Use”
Defining the Issues

Facilitate use of unbiased terminology

Authoritative sources may be perceived as somewhat slow (e.g., proposed in 2021, adopted in 2022)

However, on the other hand, making precipitous changes in an evolving environment disrupts consistency and reliability for users

AAT

LC control no.: sj2021051779
LCCN Permalink: https://lccn.loc.gov/sj2021051779

HEADING: Slaves
150 __|a Slaves

450 __|a Enslaved persons

550 __|a Slavery

Online as of 16 June 2022

In September 2021, a proposal was submitted to change Slaves to Enslaved persons. The Library of Congress took the proposal under advisement for more research and evaluation, and determined that the proposal would be re-considered and a decision would be made in March 2022.
Defining the Issues

Note: A coarse-grained igneous rock that has been subjected to metamorphic processes, formed by cooling of silica-rich magma below the surface of the earth at great depths and pressures. It is the most common intrusive acid igneous rock of the Earth's crust. Granite is commonly found on continents, but is virtually absent from the ocean basins...Granite is primarily composed of feldspar, quartz, and mica along with various other minerals in varying percentages. Granite is frequently used for buildings and monuments.

AAT

Example of material that is precisely defined, arranged according to scientific rock classification system of geological origin: igneous, sedimentary, and metamorphic

What if cataloger does not know the precise material? AAT includes terms that allow for implying ambiguity and uncertainty

E.g., ‘granite’ is precisely defined – but →

Getty Vocabularies: Diversity and Inclusion, June 2022
Defining the Issues

Example of terms for rocks that are classified differently by Maori culture

**pounamu** (rock (inorganic material)

**Note:** General term for greenstone found on South Island, New Zealand. The term refers to any of three different types of stone: nephrite, bowenite, and serpentinite. Maori do not classify pounamu by geological origin, but by appearance according to color, markings, and translucency. There are many local names for different pounamu, but four main varieties are widely recognized: inanga, kahurangi, kawakawa, and tangiwai.

**Terms:**
- pounamu (preferred, C, U, English-P, D, L, N)
- (Dutch-P, L, U, U)
- (Maori, U, F, U, U)
- poenamu (C, U, English, UF, U, N)
'Anasazi’ is avoided in modern usage, contemporary Pueblo peoples do not prefer it.

Coincides with preponderance of modern scholarly usage.
Respect diverse points of view

Former preferred name is now flagged as ‘Pejorative’; *squaw* refers to a Native American female.

Alder Spring *(preferred, C, V)*
Squaw Creek Spring *(C, V, PJ)*
Do the current hierarchies reflect the indigenous people’s point of view? Often more complex than a simple hierarchy, with differences and relationships over time and territory.

How to remedy the situation? Can the repositories (museums) convene with experts and members of the communities to reach consensus?
Respect diverse points of view

Example where context is explained in Scope Note, users make decisions

Preferred terminology may change frequently and is often not agreed upon

Defining the Issues

Note: Whenever possible, use the specific tribal name. The term "Native American" is widely used in the United States, but many groups now prefer "American Indian" or "Indigenous American." and Aleuts. For the indigenous peoples of Canada use the term "First Nations." For the broader concept of the cultures of any native peoples of Central America, South America, North America, or the West Indies who are considered to belong to the Mongoloid division of the human species, use "Amerindian (culture)."

Terms:

Native American (preferred, C,U, English-P,D,U,A)
American Indian (C,U, English, UF, U,U)
Indigenous American (C,U, English, UF, U,U)
American, Native (C,U, English, UF, U,U)
Indian, American (C,U, English, UF, U,U)
Native Americans (C,U, English, UF, U,A)
美洲印第安人 (C.U.Chinese (traditional)-P.D.U.U)
Defining the Issues

chimalxopilli (insignia shields, <temporary alphabetical list: objects>)

Note: Nahua chimalli (shield) design of postclassc central Mexico featuring a tear-drop or paisley shape understood as a "toe" or "claw.

Hierarchical Position:
- Objects Facet
  - <temporary alphabetical list: objects> (G)
  - insignia shields (G,U)
  - chimalxopilli (G)

Additional Notes:
- Spanish ..... Diseño de chimalli (escudo) nahua que presenta una forma de lágrima o de cachemira, entendida como "dedo del pie" o "garra".
- Eastern Huasteca Nahuatl ..... Tlaixnextilli tlen chimalli nahua tlen quinextia quence ixxayotl zo tlen cachemira, huan mocuamachilia quence toicxopili zo mahtehteixquitic.

Nahuatl term is "preferred", English term is "Loan Term" with preferred use in English and Spanish.

Literal translation is "UF", not preferred.
Defining the Issues

Be sensitive to preferred terms:
Race, Ethnicity

May include terms for colonial, diaspora, etc. cultures

- Black (general, race and ethnicity) (race (group of people), culture-related concepts, ... Associated
- African American (modern North American, modern American, ... Styles and Periods (hier
- African Brazilian (modern Latin American, modern American, ... Styles and Periods African-Brazilian
- Colonial African (African (general, continental cultures), <styles, periods, and c (hierarchy name)) [300108565]
  - Afro-Caribbean (culture and style)
  - Afro-Portuguese (culture and style)
  - Bini-Portuguese
  - Sapi-Portuguese
Defining the Issues

- It is important to provide appropriate, current terminology for indexing art, artists, etc.
- Current terminology is based on contributions and GVP research, warranted by current authoritative sources.

Be sensitive to preferred terms:

Gender identity, preferences

Note: Persons who gender-identify outside the male/female binary...

gender non-binary (preferred,C,U,English-P)

NB (C,U,A,English,UF)
enby (C,U,N,English,UF)
Defining the Issues

Be sensitive to biased historical points of view

Which is the preferred name? Is it the first chronologically, or the most recent? Which language?

**Hagia Sophia**
(preferred. Lang: English-pref Status: loan term; Lang: German-pref)

**Αγία Σοφία**
(Lang: Greek-pref)

**Ayasofya**
(Lang: Turkish-pref)

**Santa Sofia**
(Lang: Spanish-pref; Lang: Italian-pref)

**Ayasofya-i Kebir Cami-i Şerifi**
(Lang: Turkish-pref)

**Ayasofya Müzesi**
(Lang: Turkish-pref)
Be sensitive to biased historical points of view

Which is the preferred name? Is it the first chronologically, or the most recent? Which language?

Which are the preferred work types?

Based on preponderance of practice in scholarly sources, this varies

<table>
<thead>
<tr>
<th>Work Types</th>
<th>Note</th>
<th>Start</th>
<th>End</th>
</tr>
</thead>
<tbody>
<tr>
<td>church (building)</td>
<td>Note: 532-ca.1453</td>
<td>532</td>
<td>1455</td>
</tr>
<tr>
<td>mosque (building)</td>
<td>Note: after 1453-1931; again from 2021</td>
<td>1453</td>
<td>9999</td>
</tr>
<tr>
<td>museum (building)</td>
<td>Note: from 1935</td>
<td>1935</td>
<td>9999</td>
</tr>
<tr>
<td>basilica (work by form)</td>
<td>dates when Work Type apply</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Part of the Dampier archipelago, the Burrup Peninsula is noted as important cultural landscape that contains the world's largest and most important collection of petroglyphs. Some Aboriginal rock carvings have been dated to more than 45,000 years ago.

Be sensitive to biased historical points of view

Which should be the preferred name?
E.g., Aboriginal language, or English?

May change also due to historical view of the person for whom the place is named

Place Type: cultural and physical, archaeological. Sacred site. Which preferred?

<table>
<thead>
<tr>
<th>Name</th>
<th>Preferred</th>
<th>Language</th>
<th>Start</th>
<th>End</th>
</tr>
</thead>
<tbody>
<tr>
<td>Birrup Peninsula</td>
<td>(Preferred)</td>
<td>English-Pref</td>
<td>1979</td>
<td>9999</td>
</tr>
<tr>
<td>Murujuga</td>
<td>(Lang: Australian Aborig.-Pref)</td>
<td>Note: meaning 'hip bone sticking out'</td>
<td>1000</td>
<td>9999</td>
</tr>
<tr>
<td>Dampier Peninsula</td>
<td>(H,Lang: English)</td>
<td>Note: for English navigator William Dampier</td>
<td>1670</td>
<td>1979</td>
</tr>
</tbody>
</table>

Place Types:
- peninsula (preferred)
- cultural landscape
- archaeological site
- sacred site
- protected area
Defining the Issues

Be sensitive to biased historical points of view

Respectfully describe and classify iconographical topics e.g., deities

Involve scholarly experts and/or members of the community referenced, if possible

Top of the IA Hierarchies

Legend, Religion, Mythology

Amerindian iconography

Nahua iconography

Nahua characters

Huitzilopochtli (teotl, Nahua deity)

Mictecacihuatl (Nahua deity)

Tezcatlipoca (Nahua deity)

Tlahuizcalpantecutli (Nahua deity)

Tlaloc (Nahua deity)

Topiltzin Quetzalcoatl (Nahua character; Toltec character)
Defining the Issues

Be sensitive to biased historical points of view

Respectfully describe and classify iconographical topics

What topics and links are included?

Note: Nahua deity associated with storms and rain. Represented with large round eyes or "goggles" and with pointed or curling elements at the mouth, sometimes interpreted as fangs. Related deities with similar iconography are found across Mesoamerica and from at least the 1st century BCE.

Display Date: from 3rd century CE

Tlaloc (Nahua deity) (preferred, English-P, D, N) (Eastern Huasteca Nahuatl-P, D, N) (Spanish-P, D, N) (Classical Nahuatl-P, D, N)

Totiotzin Tlaloc (Nahua deity) (Eastern Huasteca Nahauhquez, tlatomonianih (Nahua deity) (Eastern Huasteca Nahuatl-P, D, N)

Related Iconography:
consort/spouse of ... Chalchiuhtlicue
 ..........(Legend, Religion, Mythology, Amerindian iconography, Aztec deity)) [901002066]

Other Relationships:
role/characteristic is .... deity
     (people in religion, people in religion and related occupation, Chalchiuhtlicu)
Defining the Issues

Be sensitive to biased historical points of view.

migration
colonial memory
postcolonial memory
multivocality

Which name is preferred?

History written by former colonizers is different from the memories of the formerly colonized.

First Boer War (British-South African history, 1880-1881)

Note: War caused by the conflict between the British desire for colonial rule and the South African desire for independence. At stake were diamond and gold mines in the Transvaal.

Display Date: 1880-1881

Names:
- First Boer War (British-South African history, 1880-1881)
- Boer War, First (British-South African history, 1880-1881)
- First Boer War, the (British-South African history, 1880-1881)
- Transvaal Rebellion (British-South African history, 1880-1881)
- First War of Independence (British-South African history, 1880-1881)
- Eerste Vryheidsoorlog (British-South African history, 1880-1881)
Be sensitive to biased historical points of view

Have documentation rules in place where possible

Avoid value judgement, unbiased, neutral

Difficult because often sources are not neutral; cataloger must beware

Defining the Issues

From Getty Vocabulary guidelines

https://www.getty.edu/research/tools/vocabularies/guidelines/aat_3_4_scope_note.html#3_4_1

Be objective

3.4.1.5.11
Avoid bias or critical judgment. Express all information in a neutral tone. Do not write from a subjective or biased point of view, even if your source expresses a fact in a subjective way.

- **People, events, art works**
  Do not express biased views about rulers, other people, art, architecture, or events. That is, do not express views that are subjectively negative; likewise, do not express positive information in a subjective way. Instead, state views that are held by the scholarly or professional community in an objective way.

- **Controversial subjects**
  When referring to a disputed or controversial matter, remain perfectly neutral, giving equal emphasis to both points of view.

- **Religious and cultural biases**
  Avoid using language that expresses biased views about religion or religious groups. Do not state or imply negative or Western-centric views about native peoples.

- Avoid using terminology for that may be considered offensive by groups of people. For example, when speaking of the indigenous populations of the Americas in the scope note, do not use the term "Indian," which is offensive and also ambiguous, since it more correctly refers to the people of the subcontinent of India, but instead use the name of the tribes. If you don't know the name of the tribe or need to speak in general terms, use "Native American," "Amerindian" (where appropriate), or "First Nations" (where appropriate).
Defining the Issues

Be sensitive to biased historical points of view.

Nationalities and nations’ names are perceived differently by different audiences.

Index both points of view if in authoritative sources; which is preferred? Nationality or culture, as person self-identifies if possible.

Nation changed during person’s lifetime (Yugoslavia 1918-1941, 1945-1992)

Names:
Musovik, Oliver
Oliver Musovik

(preferred,V,index,Dutch-P,English-P)
(V,index,Dutch,English)

Nationalities:
Macedonian (North Macedonian) (preferred)
Yugoslavian

Birth and Death Places:
Born: Skopje (Skopje, Severna Makedonija) (inhabited place)

Biographies:
(Macedonian photographer and installation artist, born 1971) ..... [GRISC]
(artist, active 20th century) ..... [GRISC Preferred, RKD Preferred]
(Yugoslav artist) ..... [RKD]

Sources and Contributors:
Musovik, Oliver ..... [GRISC Preferred, RKD Preferred]
Defining the Issues

Be sensitive to biased current or historical points of view.

How to represent status of disputed territories?
Historical jurisdictions? E.g., de jure sovereign state.

Use polyhierarchy to represent multiple points of view.
Be sensitive to biased current or historical points of view.

How to represent overlapping jurisdictions. E.g., Indian Nations within United States.

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**Defining the Issues**

Top of the TGN hierarchy (hierarchy root)

.... World (facet)

........ North and Central America (continent)

............ United States (nation)

.............. Navajo Nation (tribal nation)

........... Chinle Agency (administrative division)

................ Blue Gap (inhabited place) [N]

................ Chinle (inhabited place) [N]

................ Cottonwood (inhabited place) [N]

................ Lukachukai (inhabited place) [N]

................ Many Farms (inhabited place) [N]

................ Nazlini (inhabited place) [N]

................ Pinon (inhabited place) [N]

................ Rough Rock (inhabited place) [N]

................ Salina (inhabited place) [N]

................ Tsaile (inhabited place) [N]

................ Wheatfields (inhabited place) [N]
Be sensitive to biased current or historical points of view.

Use polyhierarchy here to represent place’s relationship to USA and to Navajo Nation.
Defining the Issues

Acknowledge various cultural traditions.

Names and naming traditions are respected.

E.g., Art names for name as artist, Adult name for name conferred at adulthood, Changed name could be for transgender, etc.

Katsushika Hokusai (Japanese printmaker, painter, 1760-1849)

Note: Noted for works of ukiyo-e ("pictures of the floating world") in painting and printmaking. He had a long career of over 70 years during which, he adopted over 30 names, typically associated with shifts in production and style. He studied Ming painting in China, the Kanō school, Sumiyoshi school, Rinpa painting, and his contemporaries of the Edo period in Japan; he also learned from Western-style painting. Types of works included nikuhitsu-ga (polychrome or ink paintings); surimono ("printed things"; small-edition woodblock prints), and nishiki-e (polychrome prints), woodblocks for eirihon (illustrated books), kyōka ehon (illustrated books of poems), and printed book illustrations. He was one of the main shunga (erotic picture) artists of the Edo period. Hokusai is thought to have created over 30,000 drawings and illustrations for 500 books. Since the late 19th century, his work has had a significant impact on Western artists, including Gauguin and van Gogh.

Names:
- Katsushika Hokusai (preferred, V.display)
- Hokusai Katsushika (V,index)
- Katsushika, Hokusai (VLC)
- Hokusai (VCN)
- Shunrō (V, Japanese, NA, U)

Sōri - gō (artist's name), used in early career, name taken from his Rinpa-school master Tawaraya Sōri

https://www.getty.edu/research/tools/vocabularies/guidelines/ulan_3_3_names_terms.html#3_3_21

“Other” flags:
- Not Applicable
- Official name
- Pseudonym
- Birth name
- Abbreviation
- Common name
- Full name
- Signature
- Misspelling
- Standard name
- Married name
- Art name
- Regnal name
- Religious name
- Adult name
- Posthumous name
- Chosen name
- Changed name
- Alternate name
- Appellation
- Deprecated name
- Avoid use
- Pejorative name
Defining the Issues

Could including names, roles, locations, sex/gender, relationships be considered an invasion of the person’s privacy?
When is it appropriate to include information about recent or living people?

Open issue: When it is established in reliable published sources that they so self-identify?

Privacy is paramount.

But to eliminate knowledge is to deny research (e.g., female artists, African American artists, etc.)

An artist’s oeuvre may be influenced by or publicly focused on their own gender identity or sexual preference

If we include this data, are sources reliable?
Unlike mission of LOC, Getty Vocabularies are rich resources intended to facilitate complex research and discovery; they are not just “value vocabulary” authorities but include contextual information.

- The primary goal of authority data is for disambiguation, not contextual biographical information.

Revised Report on Recording Gender in Personal Name Authority Records
PCC Ad Hoc Task Group on Recording Gender in Personal Name Authority Records
April 7, 2022

Recommendation for Personal Name Authorities

Do not record the RDA gender element (MARC 375) in personal name authority records. Delete existing 375 fields when editing a record for any other reason.

Proposed revisions to relevant LC-PCC documentation (including DCM Z1, LC-PCC PS, LC-PCC Metadata Guidance Document, LC Guidelines Supplement to the MARC 21 Format for Authority Data, and the NACO Participants’ Manual) can be found in the appendices to this report.
Defining the Issues

Examples from internal Getty Editorial Style Guide (as of June 2022)

Let people tell you how they want to be identified. And it is okay to check with them that what you’ve written is to their liking.

“[ ], who identifies as trans nonbinary…”

“[ ], the third of nine children, comes from a family that is part of the Mandan, Hidatsa, and Arikara Nation.”

Ask writers if their background led to their new work.

“As a queer writer, it is an exciting proposition to create a show with characters whose race is instrumental and not incidental to the story,” he said in an email.

Ask curators how the idea for their exhibitions developed.

African American

Not all Black people are African Americans. When race is relevant and there is no stated preference, use Black since it is an accurate description of race.

Note: there is no hyphen between “African” and “American” when the phrase is used as a noun or adjective. Source: National Association of Black Journalists
Defining the Issues

- For Getty Vocabularies, what is meaning of Accessibility and Inclusivity?
- Usual definition entails combining accessibility standards and usability to ensure that physical spaces and Web design are usable by people with disabilities (physical, cognitive)
- For Vocabs, this would include legibility of Web site
  - Large enough, clear fonts, contrast with background, braille, audibles, etc.
  - Ease of use of Web and tools for multiple audiences
- Expand this to include various other slices of audiences
  - Regardless of money, advanced technology, technical expertise
  - Regardless of culture and language differences
  - Regardless of intention – scholarly research, casually interested user, and technical developers
- Making Vocabs online, guidelines and training, data formats, tools, and contributions accessible
- Use redundancy in addition to primary entry point – specialist vs public vs developer
Defining the Issues

- Accessibility vs dumbing down
- To reach audiences without advanced technology
  - Supply data files in older formats
  - Create data sets and use cases for various audiences
  - Content should be understandable, explain jargon
  - Present online records in different ways, attractive and usable, allowing deeper dives into details
- Contributors still should be experts, but make process more open and accessible
- Provide more technical support and help if possible
  - Does budget and mission support this?
- Why does it matter to make Getty Vocabularies’ presentations of the data more accessible and inclusive?
  - It's the right thing to do
  - Positive returns on investment (ROI), repeat visitation, audience demographics, audience reach
- Ensure content and data formats remain relevant as technology races ahead
  - How do we ensure developers give access to rich data?
  - Open data means we advise which data is critical (sources and contributors? preferences?), but we cannot enforce developers using it
Getty Vocabularies: The Future
Future of Getty Vocabularies

Multilingual Multicultural Diversity Inclusive Equity Unbiased Antiracist Accessible

Getty Vocabularies: the Future

https://www.getty.edu/research/tools/vocabularies/

- Reimagine how to commit to make AAT, TGN, ULAN, CONA, and IA ever more multilingual, multicultural, and inclusive, focusing also on diversity, equity, unbiased and antiracist terminology, and accessibility

- Working within our defined domains (see Scope descriptions for AAT, TGN, ULAN, CONA, IA), nurture relationships with our established community and reach out to new partners and opportunities

- Plan development for three audiences: scholarly research, casual interested persons, developers

- Facilitate contributions that are more targeted vs opportunistic
  - Continue seeking contributions that focus on our core mission

Getty Vocabularies: Diversity and Inclusion, June 2022
Explore methods to aid contributors in pre-processing, training, tools (e.g., OpenRefine, workshops, tutorials)
Integrate and link Vocabularies in metadata at GRI and across Getty
Make proof-of-concept models using Vocabularies in metadata resources to provide serious research and discovery
Create co-referencing of overlapping, similar resources; multiple IDs
Publication will remain Open and Free of charge (LOD, and all formats)
Simplify where possible, but strive to maintain rich, complex data model that allows for serious research and discovery
Work on formats for export and integration in other resources
- Currently released online search, LOD, XML, Rel Tables, APIs
- New versions that are advanced, useful to emerging technology
- But we cannot exclude users who are not wealthy or without elite technical support; strive to continue needed formats
Thank you.