

The California State University libraries aim to describe and present library materials in a manner that is respectful and representative of our diverse user population. We acknowledge that activities surrounding the creation and management of metadata are not neutral. We recognize that our metadata standards were built upon colonialist ideals that have traditionally upheld and conformed to the values of white supremacy and the marginalization of ethnic minorities, sexual orientations, and gender identities. We realize that the continued use of inaccurate and inappropriate language will cause harm and perpetuate bias within our systems and are dedicated to remediation where appropriate and feasible. While we will continue to work within the parameters set by both national standards and organizations, we pledge to make resource description inclusive by:

1. Identifying areas of bias in our cataloging and engaging in conversation with our library and campus communities;
2. Collaborating with members of the CSU SACO Funnel Project to propose changes and additions to LCSH, LCDGT, LCGFT, and LCC that promote more inclusive and accurate descriptors;
3. Collaborating with members of the Primo VE Norm Rules Task Force to transform the display of problematic headings when a proposal is either not viable or has been rejected;
4. Exploring the use of more inclusive alternative vocabularies such as the Homosaurus;
5. Educating users that some descriptions used for archival materials may be considered offensive because of historical language and content that reflect the time when the material was created and the view of the creator;
6. Acknowledging that description is a continuous and necessarily iterative endeavor.

Adapted from:

[Library and Archives Canada](#)
[University of Virginia](#)
[Duke University](#)

Additional resources and further reading:

- [Archives for Black Lives in Philadelphia Anti-Racist Description Resources](#)
- [Guidelines for Inclusive and Conscientious Description](#)
- [Library of Congress Subject Headings Related to Indigenous Peoples](#)
- [Metadata Best Practices for Trans and Gender Diverse Resources](#)
- [Nineteenth-Century Depictions of Disabilities and Modern Metadata: A Consideration of Material in the P. T. Barnum Digital Collection](#)

Selected list of Alternate Vocabularies:

- [Art and Architecture Thesaurus](#): code in OCLC: aat.
- [GSSO \(the Gender, Sex, and Sexual Orientation ontology\)](#): code in OCLC: gssso.
- [Homosaurus](#): code in OCLC: homoit
- [Ngā Upoko Tukutuku](#): code in OCLC: reo
- [First Nations House of Learning](#): code in OCLC: fnhl