Digital Commonwealth Board Meeting
Minutes
June 16, 2020

10:02 meeting called to order by Danielle Sangalang.

Present (via Zoom): Danielle Sangalang, Hans Bergmann, Jodi Goodman, Tegan Kehoe, Anton Smith, Justin Snow, Eben English, Tiffeni Fontno, Sonia Pacheco, Kate Boylan, Rachel Jirka.

*Danielle asked for a moment of silence for George Floyd and all the victims of racial violence.

Introductions: The members of the Board introduced themselves and welcomed new members Sonia Pacheco and Rachel Jirka.

May Minutes (link): The May minutes were **approved** after striking the mention of one organization's budget issues.

Financials Report: Tegan reports that the month of May was (obviously) not a good predictor. If need be, we can dip into our surpluses. Our financial situation is sound.

Membership Report: May saw a dip in membership, but, again, May was not a good predictor. We still have unpaid dues.

DPLA: Danielle reports that the Board of DPLA did not meet last month and the next meeting is June 26th. She calls the attention of the Board to the DPLA Values Statement (written in February). See (link)

Boston Public Library Report (link). No applications, no site visits (for obvious reasons). Hosted was Tichnor Brothers Postcard Collection (1,162 items)* and harvested was National Archives at Boston - Tallulah Morgan v. James W. Hennigan Case File (1,166 items)

Conference Committee Report: The Committee discussed the possible format for the 2021 conference and came to the conclusion that planning for a virtual conference made the most sense. The theme agreed on is "Politics of Collections."   The Committee has already invited a keynote speaker, Ginny Steele, university librarian at UCLA, and she has agreed.

The Committee also points out to the Board that the videos of the presentations at the 2020 virtual Conference need to have a home on a site that Digital Commonwealth controls. This is important because our presentations and conferences will likely be virtual for the foreseeable future.   The Committee will report again on this in July.

Outreach and Education (link): Jodi reported on new members and new ideas for social media posts.

Membership Committee Report: We were not awarded a CARES Act grant. We did achieve getting organized enough to make future grant applications somewhat easier to do.

Repository Committee Report: Eben reported that the Committee had begun the discussion of how to present the problematic content that exists on the Digital Commonwealth site.   We certainly need a statement of values as well as a warning or opt-in at the item level.   This important issue will be discussed further.

Black Lives Matter Statement (link): The Board discussed the Black Lives Matter statement drawn up by a subgroup of the Board.   The Board **approved** the Statement unanimously discussed whether to sign the statement individually. The Board decided to e-mail the statement to all Digital Commonwealth members and to post it on all social media platform. Glynda will e-mail it, and Danielle, as President, will ask the Outreach and Education Committee to post it on our social media.

Glynda's Proposed Conference Contract: was **approved** by the Board and will be offered to Glynda.

2020-2021 Budget: Tegan said the proposed budget was based on cautious expectations. She noted that the year ahead will have variables that are hard to predict. Justin asked for explanation of the Professional Fees line item. The Board **approved** the Budget

Plan of Service (link): The Plan of Service for the next year needs to be approved by the membership, but the Board forwarded it with its **approval.**

DPLA Values Statement (link): Danielle noted that the DPLA asked for comments on its values statement. The Board has nothing to add.

Meeting was adjourned at 11:02.

Hans Bergmann
Secretary

Digital Commonwealth May Meeting Minutes ([return](#))
May 19, 2020
10:00-12:00

10:05 meeting called to order

Glynda walked through the conference after action report summary
724 registrants, had to turn people away
536 unique attendees
Compared to 158 registrants last year
Reach 4x more people than last year
Sponsors/exhibitors: 5 agreed to remain on virtual event
How do we give them larger presence next year if we do it virtually again?
Made $1820 from donated registrations
$1450 from sponsors
$3270 total
Profit last year was $6000
Didn't lose that much this year
Speaker presentations are on the website, this is the first year we got them all
Recordings are available, Justin working with Eben getting them in DC repository
Will link to them from Wild Apricot page
3 people interested in committees
New person on Membership
Waiting on hearing back from 2 potential new members on O&E
127 responses to survey (24%) lower than usual in-person return rate, still significant number
Overall, the keynote was well received, 77% rated it excellent
Panel A was missing from the ratings section, would have scored highly based on comments
Panel B was most highest rated, panel A likely would have been at the top as well
3 afternoon were sessions rated lower
These were intended as breakout sessions in-person, people wouldn't have attended all 3 sessions, they would have picked the one most interesting to them. This likely would have given each session a higher rating.
The conference as a whole was rated 67% excellent + 28% good = 95% good or better, compared to 97% last year
50% heard about the conference after it went virtual
75% never attended DC before
52% attended because it was free
Many attended because virtual
83% likely to attend next year if it's free and virtual
Comments were generally positive: well run, impressed it happened so quickly, message from Society of Georgia Archivists asking about how we did it, word got out that we did it and did a good job
Q: Did we have the same ratio of survey respondents as previous years?
A: The survey from last year had a 48% survey return rate (72 out of 158). The percentage was higher last year, the numbers were higher this year.

Chat about next year's possibilities and how many people might come, COVID, budgets, virtual exhibit/demo room, shorter events, how to engage sponsors, mini conferences, etc.
Maybe alternate in-person and virtual conference each year
We picked up one new institutional member and one new friend
Approaching a national conference for 2021 would be a different ball game (as opposed to converting a regional conference to one with a national reach at the last minute)

CARES Grant:
NEH got $35 million
Short application, only 3 pages
Lots of steps before we could even get to apply
Budget under $30,000
Project director: Kate's colleague Leah Niederstadt
Still working through some issues, need codes, address, etc, waiting to hear back about some stuff
Grant is for a series of 9 events, some local, some national
Alan created did list of proposed events
Would include 2021 conference planning and conference manager fee
The narrative is a little strange because it needed to address very specific criteria
Q: When will we hear about it?
A: June 15. The grant goes from June 15 - December 31. Announcement and awarding on the same day.
Share the info with board first, then share with O&E
Leah said she'd be willing to be on O&E regardless if we get the grant
Maybe give her a title like "Advisory Scholar" for O&E
Q: Is Leah at Wheaton, an Art Historian?
A: Yes
Lots of praise of Leah from Jodi, Kate, Glynda

Board Nominations
2 spots available
Good slate of candidates (4)
Need to make a decision
Need 10 board members, currently have 8
{one line omitted by Board}
Board members don't need to be employed at DC member institution
Send a letter to the 2 people who don't get nominated and they should be told keep eye open for ways to engage in the future
Disclosure about board members knowing nominees is good but doesn't mean you can't vote
What was the voting process last year?
Discussion about candidates

Q: Should we cc the whole board on the email to the winners?
A: Sure!

Kate left early

Q: What about officers?
We have 2 slots: vice president/president elect and secretary

The nominating committee didn't talk about officers because we thought there was too much in flux but can regroup and check in
We need a secretary and VP for next year unless Tegan isn't doing treasurer (she is)
Q: Do the by-laws say we need all officers?
A: Not explicitly but we definitely need them
Secretary regularly gets vacated, the person holding the position usually leaves the board prematurely
Two people taking notes eases the load a bit
Worth discussing have two people as secretary
Hans will self nominate if Jodi will help out
We can leave VP position open for a few months again and see what happens when we have the new board members
Technically we should vote on treasurer and secretary now
Tegan won treasurer, Hans won secretary

April minutes approved

Financials:
This month is strange on paper
We didn't take a big hit
We weren't charged fees for the conference venue, catering, etc.
Negative revenue is from refunded registration fees but they're not expenses, they come out to zero
Total assets: $110,730.97

Budget:
The attitude for next year's budget is conservative and cautious, assuming lots of change and downturn (nationally). It also assumes we don't get the CARES grant. There will be more money coming in and going out if we get it.
Changes between this year's budget and next year's:
Only receive 80% of membership dues
The money market accounts interest is based on how it fared in April and brought out over 12 months
Budget assumes expenses for in-person conference but only getting 50% of typical revenue
Similarly for events
It assumes we hire Glynda as Conference and Membership manager. It includes her travel expenses for if we have an in-person conference.
The budget assumes an in-person conference because it's more expensive, so more cautious.
Reduced the committee budget in half.
The budget is now realistic with the actual money coming in
No legal fees next year.
I increased the supply budget. We spent $800 mostly on swag and still have lots of swag left over.
We always budget $500+ in filing fees. The filing fees in past years have actually been $35. I don't know why that line item is so high.
Increased some things based on actuals.
It assumes the MBTA ad campaign won't happen next year.
I left $50 for advertising for experimenting on a smaller scale.

O&E will potentially have a pro bono designer to update the bookmark design. Probably repurpose the bicycle one and maybe get a second new image. I don't know what line item that cost would be assigned to in the budget. It could go under O&E expenses but is $50 definitely not enough.
Q: Do you have an estimate for printing a new set of bookmarks?
A: No
The supplies line item would be good place to put the cost. We could increase that line by $100.
DPLA is not raising their fee this year. They're keeping the same fee for single state hubs for a 3-year term.
Q: What year are we in?
A: Unsure.
3 year renewal bundle is $25,000.
Send comments and questions to Tegan about the budget before next meeting and we'll vote on the budget next meeting.

Membership:
There is a dip in current membership with an increase in overdue fees.
Currently at 209, down from 218 last month but there were 208 in January. Not a big change.
We'll probably have a bigger dip in June/July due to budget cuts.
It will take time to see what the medium- and long-term effects are on membership.
There's over $5000 not paid but more than 75% is in the Less Than 30 Days category.
The over 90 days folks from last month have since paid.

Completely random guess about reduction in members next year is 20%. We're not sure if this is optimistic or pessimistic. We should be flexible in case the dropoff is higher.

We have money in the bank. We basically can't put ourselves in serious financial trouble because we have so much of a cushion. We can weather the storm even if the storm gets a little stormier.

DPLA:
There has been increased usage because they were mentioned on CNN.
Let's talk about the diversity/inclusion values statement at the next meeting.

BPL:
There's not a lot going on because the office is still closed.
We're not getting new applications. This is the second month in a row with no new applications.
We haven't done any site visits.
We haven't done any scanning.
We're continuing with some ingests that were imaged before we closed. We added 3,600 items in the last month.
The repository framework development is proceeding normally.
BPL e-card registration is way up.
There has been tons of usage in online programming.
Q: Are you still accepting applications? What does that mean?
A: There is an existing queue for scanning. I don't know how long it is but nobody is entering the queue at this point.

Conference:
We're going through the survey comments to identify themes for next year's conference.
Are there ideas for themes from board members?
Should we do it in-person or virtually?
An in-person conference is important for our members and sponsors.
Maybe we can do both: in-person and live stream
Doing both reaches a lot more people.
Maybe we could only live stream certain parts like the keynote and only do some sessions in-person.
Finding the right plan of programs for both in-person and virtual is important.
The biggest factor is cost and logistics to do both.
Do we have power to do that?
We should get a cost estimate to do both (in-person and live stream), then we can talk about it
The difference in cost between a managed live stream via a third party or having some members doing a stream via a webcam or something is something to consider.
If the live stream costs too much, maybe we can record the sessions ourselves and post them online after.
Justin will get some info together for next month.

Membership:
Currently meeting every 4th Tuesday.
Alan is off the committee.
We need to move the swag. Sarah at MLS was contacted. There might be room in the Northampton MLS office for half of the swag.
Eben will check to see if there's room at BPL although BPL still has all of DPLA's swag.
Keeping half of the swag in Northampton and half in Boston makes sense.
We brainstormed virtual events.
We could do a webinars/workshops on building and using digital collections for digital scholarship, Omeka training, dating photos.
There needs to be more communication between committees so we're not having the same conversations.
Maybe the next VP could be more proactive with contacting committee chairs (just an example).

O&E:
We contacted the 2 new volunteers interested in joining.
Education sub-committee:
There was an overview of primary source sets and a discussion of project criteria.
There was a significant increase in likes/followers since February across all platforms.
Q:Do we have a master file of the DC logo?
A: Unsure

Repository:
The committee hasn't met since the last board meeting. We cancelled the April meeting because nobody had the bandwidth. The next meeting is in June.
The integration of IA stuff into DC is a huge priority.

Glynda's contract:
We propose that the membership manager contract stays the same but make it for the fiscal year instead of calendar year. It has always been designed to be a remote

position. It mentions that tele-presence is fine, which is always how we've treated the position but the contract now just made it explicit.

The conference committee should weigh in on the conference manager contract. The contract now separates duties for if the conference is in-person or virtual and it outlines top level duties. If the conference is virtual, the manager would do audio transcription. It doesn't cover explicitly what the responsibilities would be if the conference is in-person but live streamed.

Q: Is Glynda making a full year commitment?

A: Yes

Q: Is the contract written for Glynda or can anyone else fill the position?

A: It's designed to be for anyone.

Justin will bring the contract to the conference committee.

Justin: Motion to approve membership manager contract

Hans: second

All approved.

Meeting adjourned.

([return])

STATEMENT FROM DIGITAL COMMONWEALTH BOARD OF DIRECTORS

ON BLACK LIVES MATTER (return)
June 16, 2020

The Digital Commonwealth Board of Directors condemns racial oppression and police violence. As a nonprofit membership-based organization of over 200 cultural institutions, our materials collectively witness documented histories of the Commonwealth of Massachusetts. The study of history can be an effective tool against racism and can support better understanding of the experience of Black people. However, archives are not neutral; they are created by people and reflect the power structures that those people are influenced by and participate in. We must choose what our non-neutrality means.

In this moment, we specifically affirm that Black lives matter and that we support efforts to dismantle oppression and injustice. In the coming year we will:

- Collaborate with our Council of Members to create actionable, measurable, and sustainable plans to make explicit and tangible our commitments to diversity,equity and inclusion of marginalized communities and identities.
- Expand our outreach to organizations and communities that document and collect materials about the experiences of people of color.
- Increase our efforts to highlight existing collections related to racial oppression and resistance.
- Provide updates on the progress of this work at least quarterly.

Digital Commonwealth's Board of Directors is aligned with recent statements from our partners, which include links to additional resources.

- Boston Public Library: Reflections on this week.
- Digital Public Library of America: A Statement from the DPLA Board of Directors | DPLA.

Digital Commonwealth Board of Directors:*Danielle Sangalang, President*

Justin Snow, Vice President

Tegan Kehoe, Treasurer

Hans Bergmann

Kate Boylan

Eben English

Tiffeni Fontno

Jodi Goodman

Rachel Jirka

Evan Knight

Sonia Pacheco

Anton Smith

([return](#))

Boston Public Library Update ([return](#))

May 20, 2020 - June 16, 2020

Digital Services Report

Applications received

1. None

Site visits completed

1. None

Bound Material Collections added to Internet Archive

1. None

Repository and Portal Report

Collections added to Portal

Hosted:

● Boston Public Library - Tichnor Brothers Postcard Collection (1,162 items)*

* items added to existing collection

Harvested:

● National Archives at Boston - Tallulah Morgan v. James W. Hennigan Case File (1,166 items)

Repository and Portal Development

● Curator:
○ Ongoing work for updating items via Curator API

● blacklight-maps
○ Update for compatibility with Blacklight 7.*

Other Mentions

Collaborative Services Report

- ● **Reopening**
  5 BPL locations (Central, Codman, East Boston, Jamaica Plain, Mattapan) will reopen for curbside holds pickup only. Hours will be on a reduced schedule to account for fewer staff in buildings and staggering arrival/departure times in effort to avoid rush hour commutes. Due dates for MBLN materials have been extended to September 1 and no cards will expire until the end of this year.
- ● **Headspace**
  As of June 1 we are offering a new online resource called Headspace. Headspace is an online meditation and mindfulness tool. BPL has purchased 1,000 licensed seats per month. Licenses expire on the 1st of each calendar month.
- ● **OverDrive**
  BPL will be spending an additional $500,000 in OverDrive purchases. These funds come from salary savings and the City granted permission for the library to reallocate this money to purchase e-content to meet increased demand. These materials are available to LEA checkouts.
- ● **Remote Services**
  E-card registrations are leveling out, but were averaging about 210 registrations per day in the month of May.
  1. Patron usage in May was averaging 8,839 patrons using online library resources per day. (This is usage of a library barcode in any way: placing a hold, using OverDrive, a database, etc.)
  2. Checkouts via OverDrive in May were averaging 57,411 checkouts per week.
  3. Online programs in May:

     o 41 programs/week average
     o 1,656 live participants/week average o 24,572 recorded views/week average o 26,228 total views/week average

([return](#))

Digital Commonwealth Plan of Service FY 2021 ([return])

Goals

1. Provide a single, comprehensive clearinghouse for users looking for digital archival, cultural and special collections in Massachusetts. Through its core services, the Digital Commonwealth supports access to and creation of digital library resources. In partnership with the Boston Public Library, the Digital Commonwealth will plan, envision, develop, maintain, and prioritize collection development and improvements to the technical system that allows the discovery, delivery, and storage of digital assets.

Specifically, Digital Commonwealth will:
- In partnership with the BPL, maintain a state-of-the-art digital repository system based on open source technology that will serve as a new Digital Commonwealth state-wide digital-library platform.
- Develop a collections development policy and identify potential collections of significant scope and scale to add to the Digital Commonwealth discovery platform and/or repository.
- As resources permit, gather, develop, and make available complementary and supplemental resources which draw from Digital Commonwealth collections, such as instructional materials and online exhibits.
- In discussion with the council of members, create actionable, measurable plans to prioritize diversity, equity, and inclusion in collection development and systems that allow the discovery and use of materials representing diverse experiences.

2. Provide members and prospective members with services supporting and information about digitization, best practices, and how to participate in the Digital Commonwealth. Provide a forum to discuss digitization issues and projects.

Specifically, the Digital Commonwealth will:
- Digital Commonwealth will provide ongoing service for members who want to contribute to the portal and/or subscribe and use the repository by working with its partner, the Boston Public Library.
- Work with the BPL to offer introductory sessions about digitization services and delivery of digital collections via the Digital Commonwealth website.
- Foster communication via various options including scheduled Digital Commonwealth events, social media, and the Digital Commonwealth Blog.
- In discussion with the council of members, create actionable, measurable plans to prioritize diversity, equity, and inclusion in our programming and information about best practices.
- Plan and host a spring conference focusing on digital library issues, online

and/or in person.
- Plan training sessions on relevant digitization topics, online and/or in person.

3. Develop a strong active membership

Specifically, the Digital Commonwealth will
- Extend and improve outreach efforts to attract new members representing the diversity of Massachusetts institutions and people.
- Engage members in Digital Commonwealth activities.
- Hire appropriate staff to help manage membership and services.
- Plan member events, online and/or in person.

4. Develop financial stability and long term sustainability to assure continued services

Specifically, the Digital Commonwealth will:
- In partnership with the Boston Public Library, cooperate on creating, maintaining, and expanding a successful and thriving statewide system to provide access to digital resources in Massachusetts.
- Review membership categories and fees; revise fee structure if needed.
- Strive to make our fees fair and inclusive while preserving organizational sustainability.
- Continue to investigate additional revenue sources as appropriate:
  o Fee based events
  o Sponsors for various activities and events

5. Promote Digital Commonwealth to increase awareness of digital resources in Massachusetts and to further build the Digital Commonwealth repository

Specifically, the Digital Commonwealth will:
- Collaborate with non-member professional organizations including teachers and others to promote Digital Commonwealth to new audiences.
- Provide introductory sessions for potential members.
- Pursue opportunities to present on programs at local, regional and national conferences.

6. Collaborate with the Digital Public Library of America as a Service Hub
As one of the original seven designated Service Hubs, the Digital Commonwealth will function as a gateway for the inclusion of digital assets into the Digital Public Library of America (DPLA).

Specifically, Digital Commonwealth will:
- Work with the Boston Public Library and its Digital Services to provide harvestable content to the DPLA
- (return)

Outreach & Education - June 2020 committee report: ([return](#))

Member news:
- Hedda Monaghan, Framingham State University joined the committee.
- Leah Niederstadt, Wheaton College, joined the meeting (*prospective* CARES Act grant).

Education Subcommittee:
- Andrew relayed there is no immediate plan for links to Internet Archive content (digitized materials) to be added the DC site, per Eben.
- Seeking to have Primary Source content live by the start of the 2020/2021 school year (September).

Events/Workshops:

Social Media and Blog posts:
- Any plan for statement from DC Board that we can promote through social media?
- Interest in action plan for outreach to member institutions to digitize materials from underrepresented groups/organizations.
- Introduced working spreadsheet to track heritage months, other events and hashtags we may want to highlight going forward.
- Explore idea of social media expansion (students).
- Andrew will reach out to Eben re: weekly/monthly most viewed images on DC site to highlight on social media.
- Elevated performance across platforms:
  Facebook: 1753 likes (1720 in May, 1694 in March) **[+33]**
  Facebook: 1955 followers (1913 in May, 1875 in March) **[+42]**
  Instagram: 1232 (1207 in May, 1157 in March) **[+25]**
  Twitter: 1225 followers (1214 in May, 1170 March) **[+11]**
  (no meeting in April)
- blog post re: civil rights demonstration: significant reach, engagement

| 05/31/2020 1:50 PM | | Images from a civil rights demonstration in Springfield, MA, on August 22, 1965, from the collections of Boston Public Library | | | 14.3K | | | 2.1K 719 | |

Marketing:
- Bookmarks: seeking master files for logo/bookmarks for use by pro bono graphic designer; identify source components in design for re-use (manuscript; tandem bicycle).
- ([return](#))

Deadline for feedback: **Friday, June 26th**

- # DPLA Membership IDEAS Statement
  ([return](#))

Preamble

The DPLA Network Council statement on Inclusion, Diversity, Equity, Access, and Social Justice (IDEAS) is the first action in a series of priorities identified by and approved by the DPLA Network and Advisory Councils in summer 2019. DPLA aggregates archival content from cultural heritage institutions across the United States. With a membership that represents a broad (but not broad enough) diversity of institutions and a growing collection of over 37 million items, we are in a unique position to see and reflect on the historical homogeneity of our collections, and to recognize and act on the need for diversity, representativeness, and respect in how we conduct the work of documenting and providing access to our shared history. This statement is a first step toward these larger goals and frames our collective commitment to an authentic reckoning with our past and an active stance toward doing better for the future.

To address the components most relevant to DPLA members, the statement addresses our collections, our membership, and our intent with regard to participation. Regarding the latter, by doing no harm, we are resolving to participate in DPLA in good faith with respect for our content, our members, our users, and our shared history.

Diversity of materials, content, and collections

In order to address gaps in collections, we will actively identify, incorporate, and preserve the collections of communities that have been historically marginalized and overlooked. We will also assess our existing collections and our metadata and cataloguing standards to ensure that they reflect and convey the diversity and context of our collections, and accurately and respectfully represent historically misrepresented and underrepresented cultures, socio-economic groups, and races.

Diversity of members

In order to nurture a diverse, inclusive, and representative community that is actively engaged in contributing to our shared history, we commit to sustaining existing partnerships as well as seeking out new partnerships and collaborations. In order to ensure successful collaborations and fair representation we commit to listening to and involving all the voices that make up our shared history and working with all partners in a spirit of humility and respect.

Do not harm (acting in good faith)

In order to do no harm, we commit to dismantling the legacy of white supremacy in cultural heritage institutions which have pushed the histories of underrepresented groups

further into the margins creating an unbalanced view of the past and weaponizing the narratives of those in power, specifically those of the upper-class, white population, to be authoritative. Records of this country's rich diversity are central to the users of our institutions, no matter their location or mission statement. This furthers DPLA's own mission statement of "empowers people to learn, grow, and contribute to a diverse and better-functioning society".

To accurately reflect history and repair the inequity in our historical record based on traditional collecting policies, we resolve to respect the authority of the communities of origin. This includes cultivating authentic reciprocal relationships centered in decisions about preservation, access, and repatriation. In addition, we will strive to provide our staff with professional development opportunities to adopt in house policies that aid in the decolonization of description, access, and instruction about these materials.

Further Reading/Resources

- General
    - Archives for Black Lives - https://archivesforblacklives.wordpress.com/
    - Cultural Diversity Competency (SAA course) - https://www.pathlms.com/saa/courses/4839
    - Hughes-Watkins, Lae'l (2018) "Moving Toward a Reparative Archive: A Roadmap for a Holistic Approach to Disrupting Homogenous Histories in Academic Repositories and Creating Inclusive Spaces for Marginalized Voices,"*Journal of ContemporaryArchival Studies:* Vol. 5 , Article 6. https://elischolar.library.yale.edu/jcas/vol5/iss1/6
    - Protocols for Native American Archival Materials (hosted by Northern Arizona University) - http://www2.nau.edu/libnap-p/protocols.html
    - Protocols for Native American Archival Materials: Information and Resources (SAA) - https://www2.archivists.org/groups/native-american-archives-section/protocols-for-native-american-archival-materials-information-and-resources-page
    - Smith-Yoshimura, Karen. "Creating metadata for equity, diversity, and inclusion," *Hanging Together: the OCLC Research Blog,* November 7, 2018. https://hangingtogether.org/?p=6833

- Value/Ethics Statements
    - ACRL Diversity Standards: Cultural Competency for Academic Libraries (2012) - http://www.ala.org/acrl/standards/diversity
    - Guiding Principles, Recollection Wisconsin Service Hub Charter - https://recollectionwisconsin.org/wp-content/uploads/2017/01/RWServiceHubCharter_Nov2016.pdf
    - Our Values (DPLA) - https://pro.dp.la/about-dpla-pro/our-values
    - SAA Core Values and Statement of Ethics - https://www2.archivists.org/statements/saa-core-values-statement-and-code-of-ethics

- Collection Development Statements

- ○ Collection Development Diversity Statement (University of Maryland) - https://www.lib.umd.edu/collections/policies/collection-development-diversity-statement
- ○ Columbia University Libraries Collection Development Policy - https://library.columbia.edu/about/policies/collection-development.html

Feedback Section:

- (return)