PCC Advisory Committee on Equity, Diversity, Inclusion, Belonging, and Accessibility (EDIBA)

Background:

The PCC Policy Committee (PoCo) agreed in November 2020 to add a new strategic direction:

> *SD7: Incorporate Diversity, Equity and Inclusion (DEI) principles to every aspect of PCC operations* to the existing strategic plan. SD 7.1 calls on PoCo to charge an Advisory Committee for making DEI and metadata ethics an integral part of PCC work and to oversee the implementation of the goals outlined in the text of SD7.

In 2023, PoCo agreed to the committee's updated work plan, which includes revising the charge to explicitly include accessibility alongside other DEI principles. In doing so, the committee also identified belonging as an important and overlooked principle to be added alongside the others.

In the charge below, EDIBA refers to equity, diversity, inclusion, belonging, and accessibility and metadata ethics.

Guidelines:

The guidelines/responsibilities of all PCC Advisory Committees are listed on the PCC website here: https://www.loc.gov/aba/pcc/taskgroup/acguidelines.html

Charge:

The PCC Advisory Committee on Equity, Diversity, Inclusion, Belonging, and Accessibility is charged to oversee the following activities:

- Development, adaptation, and promotion of EDIBA guiding principles for metadata creation and PCC operations
- Development of a strategy to apply those principles to metadata creation, the PCC structure, and PCC operations
- Provide statements as needed concerning EDIBA principles and ethics for libraries to use for metadata creation at their own institutions
- Promotion and encouragement of EDIBA and ethical issues in the library community
- Development of a strategy to increase diversity of membership on PCC committees and task forces
- Promotion of accessibility across PCC operations, documentation, and metadata, such as: best practices for describing accessible resources, redressing problematic terminology for disabilities, and advocating with vendors

Last revised: Nov. 27, 2023

- Review PCC documentation to ensure it reflects EDIBA and ethical principles and to provide recommendations for updates and/or new documents
- Exploration of partnerships with other organizations and institutions to participate in and promote EDIBA initiatives
- Assist PoCo in responding to PCC membership requests related to EDIBA, by investigating issues and making recommendations
- Recommend additional EDIBA initiatives as appropriate

Coordination with other PCC groups:

This Advisory Group will coordinate with PoCo, which will disseminate its work.

Time Frame:

Date charged: February 15, 2021
Dates reports due: Each year that it is in place, the AC will submit a work plan to the PCC Policy Committee by April 15 and will provide an activities report by October 15.

Reports to:

PCC Policy Committee

Last revised: Nov. 27, 2023