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Shawn Miller

Michael Matos (from left), Kristi Conkle, Stephanie Smith and Sarah McKenna are evaluating diversity and inclusion in relation to collections.

Building Diverse and Inclusive Collections

An initiative in the Collections Development Office is reviewing the Library's general collections.

BY JOE PUCCIO

When referring to diversity and inclusion, one usually thinks first of people and their place within society and organizations of all types. Certainly, that is the focus of the Library's [barrier analysis work](#). But another important aspect of this work in our institution is the diversity and inclusivity of our collections.

The Library's collections are intended to be extremely broad, covering virtually every discipline and field of study, encompassing a spectrum of different forms of publication, media and perspective. So, the institution's collections-building mandate requires it to include a wide variety of mate-

rials from an exceptionally diverse population of authors and other creators, both from within the United States and internationally.

Recently, the Collection Development Office (CDO) implemented two efforts in this area. One deals with assessing our existing general collections, and the other involves updating our collecting policies to ensure that our mandate to collect in a diverse and inclusive way is codified in the Library's formal guidance.

The Library's ability to acquire U.S. works took a leap forward a century and a half ago. In 1870, under Librarian of Congress Ainsworth Rand Spofford, Congress central-

CDO, CONTINUED ON 4

NOTICES

DONATED TIME

The following employees have satisfied eligibility requirements to receive leave donations from other staff members. Contact Amy McAllister at amcallister@loc.gov.

Lynette Brown

Cherkea Howery

REMINDER: MANDATORY ANNUAL LIBRARY TRAINING

All Library staff are required to complete three important courses each year: IT Security Awareness, Records Management and Emergency Preparedness. Here are descriptions of the courses, links and deadlines. Note that individual service units may have their own deadlines for completion.

• **IT Security Awareness.** This course is for employees, contractors and volunteers with access to Library computers or other IT systems. It ensures Library IT users understand IT security procedures and can apply them in their every-day work. Deadline to complete: Sept. 9. [Click this link to access the course on LOC Learn.](#)

• **Records Management.** This course is for all Library staff, contractors, interns and volunteers who handle Library records. It ensures they understand their records responsibilities and how to file, maintain and dispose of records properly. Deadline to complete: Sept. 9. [Click this link to access the course on LOC Learn.](#)

• **Emergency Preparedness.** This course provides Library employees, volunteers and interns with detailed information about how to safely respond to emergencies in the workplace. Deadline to complete: Nov. 18. [Click here to access the course on LOC Learn.](#)

Questions about mandatory training? Submit them to [AskHCD](#) using the drop-down menus Training/Development and Required Training.

HAYDEN TO ADDRESS WOMEN'S FORUM

Aug. 25, 2 p.m.
Online

Librarian of Congress Carla Hayden is this month's featured speaker of the Women's Forum for Growth and Networking of the Library of Congress Professional Association. She will discuss her leadership journey and offer advice to women seeking to advance their careers. All are welcome.

Access the presentation [here](#).

Questions? Contact womensforumboard@loc.gov.

For updates from the women's forum, [join the Listserv](#).

GAZETTE LIBRARY OF CONGRESS

loc.gov/staff/gazette

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MISSION OF THE LIBRARY OF CONGRESS

The Library's central mission is to engage, inspire and inform Congress and the American people with a universal and enduring source of knowledge and creativity.

ABOUT THE GAZETTE

An official publication of the Library of Congress, The Gazette encourages Library managers and staff to submit articles and photographs of general interest. Submissions will be edited to convey the most necessary information.

Back issues of The Gazette in print are available in the Communications Office, LM 143. Electronic archived issues and a color PDF file of the current issue are available online at loc.gov/staff/gazette.

GAZETTE WELCOMES LETTERS FROM STAFF

Staff members are invited to use the Gazette for lively and thoughtful debate relevant to Library issues. Letters must be signed by the author, whose place of work and telephone extension should be included so we can verify authorship. If a letter calls for management response, an explanation of a policy or actions or clarification of fact, we will ask for management response.—Ed.

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GAZETTE DEADLINES

The deadline for editorial copy for the Sept. 2 Gazette is Wednesday, Aug. 24.

Email editorial copy and letters to the editor to mhartsell@loc.gov and wmal@loc.gov.

To promote events through the Library's online calendar (www.loc.gov/loc/events) and the Gazette Calendar, email event and contact information to calendar@loc.gov by 9 a.m. Monday of the week of publication.

Boxed announcements should be submitted electronically (text files) by 9 a.m. Monday the week of publication to mhartsell@loc.gov and wmal@loc.gov.

2022
BOARD OF DIRECTORS ELECTION
LIBRARY OF CONGRESS
FEDERAL CREDIT UNION
LCFCU.org | 202-707-5852
LCFCU.org/votenow ends August 20th
Review Candidate Biographies, Statements of Candidacy, get details on how to **cast your vote** and register to attend the August 25th Virtual Annual Meeting.
No gifts or giveaways at virtual annual meeting.
National Book Festival Sponsor

AMED Scholars Use Collections to Explore Religious Practices

A project funded by the Lilly Endowment is offering new views on unique collections.

BY ANCHI HOH

The African and Middle Eastern Division (AMED) released recordings this week from an online symposium titled “Religious Practices, Transmission and Literacy in Africa, the Middle East and Central Asia.” The symposium consists of presentations by seven renowned scholars, each an hour long and including a brief introduction and discussion with an area specialist from AMED.

Between June 1 and July 15, AMED hosted the seven scholars. During their residencies, they studied materials from the Library’s collections in relation to their self-selected topics pertinent to religion in the geographical areas covered by the division. The topics ranged from food cultures and art in religion and religious beliefs in the context of slavery and colonialism to comparisons of religious minorities and religious freedom in constitutional systems.

The scholarly residencies and symposium are part of “Exploring Challenging Conversations,” a project generously funded by a grant from the Lilly Endowment to enhance public awareness of cross-regional and intercultural religious understanding in Africa, the Middle East, Central Asia and their global diasporas.

“The first cohort of Lilly scholars had a tremendous impact on AMED,” Lanisa Kitchiner, AMED’s chief, said. “Their wide-ranging interests ignited fresh dialogue about our collections

and their research value.”

She added that the research projects “capture and reflect the breadth, depth and diversity of AMED collections, and they invite opportunities for further collaborative engagement in key areas. AMED is honored and priv-

velously productive, time I had at the LOC, thanks to this Lilly scholars opportunity,” Heather Sharkey, chair of the University of Pennsylvania’s Department of Near Eastern Languages and Civilizations, said. “I only wish that I had had more time! What is clear is that I want to return.”



Lilly scholar residents (clockwise from top center): Ori Soltes, Cynthia Hoehler-Fatton, Jacques Berlinerblau, Mamarama Seck, Abdoulaye Laziz Nchare, Heather Sharkey and Whitney Kite.

African and Middle Eastern Division

All the other scholars likewise expressed their appreciation for the research opportunity and a desire to continue to collaborate with the Library in ways that would allow them and their students to participate.

The seven scholars and their presentations are **Jacques Berlinerblau of Georgetown University** (“Secular Africa? Making Sense of the Interplay Between Secular Constitutions and Religious Citizens”); **Cynthia Hoehler-Fatton of the University of Virginia** (“Conversion in Context: Rethinking Reli-

gious Change in Colonial Western Kenya”); **Whitney A. Kite of Columbia University** (“Morphing Magi: The LOC Menologium in Dialogue with 17th-Century Depictions of the Adoration of the Magi”); **Abdoulaye Laziz Nchare of St. John’s University** (“The Bamum Traditional Religion at the Crossroads of Islam and Christianity”); **Mamarama Seck of the University Cheikh Anta Diop of Dakar** (“In the Footsteps of Omar ibn Said, a Muslim Slave from Fuuta Tooro”); **Ori Z. Soltes of Georgetown University** (“The Druze and the Kurds: Two Complex Minority Models in a Complex Region”) and **Sharkey** (“Sharing a Table: Commensality in Middle Eastern and North African Cookbooks”).

Six of the scholars’ recordings are available [here](#), along with the symposium program and other details. Nchare’s recording will be available in the fall. ■

ileged to have received such an esteemed cohort of researchers.”

The division’s area specialists and reference librarians played an indispensable role throughout the scholars’ residencies. They not only helped to identify rare and unique collections and other relevant resources, but they also collaborated with the scholars to help determine the scope of research projects and strategies to maximize the Library’s resources in support of the projects.

At the end of the residencies, area specialists sought feedback from the scholars to learn about their research experiences at the Library. The scholars’ insights are helpful to the division, particularly in the areas of collection development, public programming and community engagement.

“What a marvelous, and mar-

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ized the nation's copyright registration and deposit activities at the Library, paving the way for it to become the de facto national library of the United States.

Spofford championed the 1870 Copyright Act because he saw it as an opportunity for the Library to comprehensively collect Americana. A huge river of deposits has continued unabated for over 150 years now, enabling the Library to collect the output of American creativity and the thoughts, mainstream and otherwise, of a range of individuals.

One can argue that Spofford's vision for collecting Americana was inclusive of all Americans also because of his hiring practices. In 1871, he hired and mentored Daniel A.P. Murray, who was the second Black person to be appointed to a professional position at the Library. Eventually, he became assistant librarian.

Of the many accomplishments in Murray's long career, perhaps the most important were compiling a bibliography of all African American publications and building a collection for the "Exhibit of Negro Authorship" at the 1900 Paris Exposition.

The building of diverse international collections began at the end of the 19th century. The Library's commitment to collecting from around the world was formally stated as part of Librarian of Congress Archibald MacLeish's "Canons of Selection," issued in 1940.

The canons' collecting principles indicated that the Library should possess materials needed by Congress and the U.S. government; materials that express and record the life and achievements of the people of the U.S.; and records and collections of materials of "other" societies whose experience is "of most immediate concern to the people of the United States."

Fast forward 72 years, and the Library is now assessing how well it has met its mandate over past

Apply Now for Parking Permits

The fall parking season at the Library covers Oct. 2, 2022, through March 30, 2023. The Library will accept applications for fall parking permits during an open season that runs from Aug. 22 to Sept. 9.

Permits are required for parking at all Library facilities on Capitol Hill but not for other Library facilities. Electric vehicle (EV) parking at the Packard Campus, however, does require a permit, and interested employees at Packard should apply for EV permits during the open season.

Library employees are eligible to apply for parking in the following categories: car pool, length of service, bicycle and motorcycle.

Who Does Not Need to Apply

Library of Congress Regulations (LCR) provide rules and regulations that govern parking permits at the Library.

Under [LCR 8-230, Parking](#), the following categories of parkers need not reapply: employees under section 8, Official Parking; employees under section 9.A., Parking as an ADA Accommodation; and employees under section 9.B., Special Hours.

The Parking Program Office will issue new permits to these parkers for the fall season. Employees in these categories must inform the Parking Program Office promptly if conditions have changed and they no longer qualify for official parking, ADA parking or special hours

parking as described in the LCR.

Review the Parking LCRs

Before applying for parking, employees should review [LCR 8-230, Parking](#), which was updated in February. To reflect the Library's new telework policy and maximize use of parking facilities, the number of days employees work on-site is a factor in determining priority for car pool parking, [LCR 8-230.9.C](#). Other eligibility categories were updated, as well.

How to Apply

Employees can apply through the parking application system in Service Now. To apply, follow these links using a Google Chrome or Firefox browser to access Service Now (do not use the Internet Explorer browser).

New users of the parking application system can first request access through [Service Now](#).

Once granted access, the parking application system is available [here](#).

Deadline for Application

Applications must be received in the parking application system by Sept. 9. The Parking Program Office will notify employees and distribute parking passes between Sept. 19 and 23.

Questions?

For more information, contact the Parking Program Office at parkingprogram@loc.gov. ■

LIBRARY NIGHT AT NATIONALS PARK

Aug. 30, 7 p.m.

Librarian of Congress Carla Hayden will throw the first pitch at Library of Congress Night at Nationals Park, home to the Washington Nationals. The Library has reserved two sections of discounted seats for staff. Purchase discounted tickets to the Aug. 30 game through this [link](#).

Questions? Contact signatureprograms@loc.gov.



QUESTION & ANSWER



Shawn Miller

Ashley Jones

Ashley Jones is a visual information specialist in the Office of Communications.

Tell us about your background.

I grew up in Baltimore County, Maryland. Art has always been a part of my life. I credit my elementary school art teacher with igniting my passion for art. I continued to create art all throughout my secondary schooling. Baltimore County has a great magnet school system where students can focus on a specific area of study in addition to their regular academic classes. This program gave me the opportunity to study painting, sculpture and photography in middle and high school.

I received a bachelor's degree in fine art from Parsons School of Design, where I studied communication design. Communication design blends elements of graphic design with elements of marketing and strategic communication. In addition to communication design, I took a lot of art and design history courses. This gave me a wealth of knowledge that I still use to this day. Like many millennials, my college graduation coincided with the Great Recession. It was difficult to find work in a creative field during that time. I freelanced as much as possible during this

time in order to develop my skill set and portfolio.

Libraries have always played an important role in my life. As a child, my mother would take my sibling and me to the library multiple times a week. It was a place to do homework, meet new friends and discover a new book. At Parsons, we had access to multiple universities around New York City. This became an invaluable resource during my studies.

What brought you to the Library, and what do you do?

After graduating, it was important to me to have a job that made use of the degree I earned. I came across a posting online for a visual information specialist at the Library. I applied and was chosen to join the Office of Communications.

I work primarily with the Library's publications including the Gazette, the Library of Congress Magazine (LCM) and the calendar of events. I serve as art director for the annual report. I also work on other design-related projects as assigned. These projects range from printed ads to social media graphics.

What are some of your standout projects?

I recently completed a refresh of the calendar of events. We stopped producing the calendar due to the pandemic. This pause in production actually provided an opportunity to reflect on the look and feel of the publication. The new design showcases the

eye-catching Library orange and provides more space to highlight Library programming.

I have worked on many issues of the LCM. The January–February 2022 jazz issue is one of my recent favorites. Issues featuring great photography are my favorite to work on. You can view that issue [here](#).

What do you enjoy doing outside work?

Outside of work, I enjoy creating illustrations digitally and by hand. I am currently working on a painting. I used to paint a lot in high school, and I've wanted to get back into that practice lately. I also enjoy trying out new recipes from around the world. I enjoy making dishes from the Beryl Shershewsky YouTube channel. People from all over the world submit recipes to her and she tries them out. Karaoke is another pastime that I enjoy. I received a karaoke machine one year for Christmas, and I have been hooked ever since.

What is something your co-workers may not know about you?

I initially went to Parsons to study fashion design. That fashion design program was one of the hardest things I have ever done. It was filled with long hours and lots of nonstop innovation. I learned so much about myself during that time. Ultimately, communication design was a better fit, but I wouldn't trade my time spent in the fashion department for anything. ■

LEARNING AND DEVELOPMENT

Discover new learning opportunities at the Library

CHECK OUT THE LOC LEARN HOME PAGE TO ACCESS:

- The Month's Featured Topic: Leading without Authority
- Recommended reading for summer 2022
- Your training transcript

Access the page [here](#).

Questions about LOC Learn?
Contact the Talent Learning and Development Division at old@loc.gov.



CDO, CONTINUED FROM 4

decades to collect broadly and across the spectrum. CDO has begun an analysis of the entire general collections, approximately 22 million volumes, mostly books and bound serials.

The only way to assess a collection of that size is by manipulating and analyzing records from the Library's Integrated Library System (ILS). The Library's [collections policy statements](#) serve as a framework to segment the materials into manageable subject portions for the assessment work.

The [segment assessments](#) provide a view of the diversity of holdings in terms of attributes easily identifiable from bibliographic data. Sets of ILS data are analyzed to produce visualizations and tables covering publisher, place of publication, language and other data.

Thus far, assessments have been completed on fine and decorative arts, U.S. history, naval science and political science. Other segments such as military science and education are soon to be completed. In addition to looking for gaps in the collection, the team is benchmarking the Library's collection against other research libraries with strengths in those subject areas.

Team members are Michael Matos and Stephanie Smith, senior collections development analysts; Kristi Conkle, a senior data analyst; and Sarah McKenna, a data analyst. Other staff members from outside CDO served as an advisory group as the project began.

Other institutions have taken an interest in the work that CDO is doing. Matos and Smith have spoken at the Charleston Conference, an annual gathering of librarians and publishers; to the chief collection development officers group of the American Library Association; and to a HathiTrust committee. In addition, they have met with collection development librarians at Yale and Harvard universities and the University of Wisconsin.

While one CDO assessment

looks at a collection built over the past two centuries, another effort aims to ensure that future collecting meets the Library's need to collect broadly.

Earlier this year, Matos and Smith created and secured approval to add three paragraphs of standard diverse-and-inclusive collecting language to the collections policy statements. They have added the text to a majority of the statements and plan to complete the update as part of a preexisting comprehensive revision program.

The core of the new text is:

"As the nation's de facto national library, the Library of Congress strives to build an expansive, yet selective, collection that records the creativity of the United States and is reflective of the nation's diversity and complexity. The Library's mandate is to have collections that are inclusive and representative of a diversity of creators and ideas. A priority includes acquiring material of underrepresented perspectives and voices in the Library's collections to ensure diverse authorship, points of view, cultural identities, and other historical or cultural factors. The Library also seeks to build a research collection that comprises a globally representative sample of international materials that are diverse in voice and perspective, relative to their places of origin, further supporting the Library's mission to sustain and preserve a universal collection of knowledge and creativity for Congress and future generations."

There are hundreds of Library staff members involved in recommending, selecting and acquiring materials for the collection. This language is intended to provide guidance as they perform their collecting duties.

As a member of the Collections Policy Committee, Eugene Flanagan, director of general and international collections, has been a strong supporter of the addition of such text.

"It's important and exciting that so many of our specialists will be

applying the collections policy statements to this end," he said. "As a library that aims to welcome all Americans, one of the world's preeminent research institutions and the de facto national library of the United States, it is essential that we increase discovery for and engagement with an increasingly diverse array of contemporary and future users and communities."

In the months ahead, CDO will continue to conduct assessments, offer recommendations and add the new language to collection policy statements.

For more information, contact CDO at CDO@loc.gov, [view the collections policy statements](#) or [consult the assessment findings](#). ■

CALENDAR

25 THURSDAY

Special Event: "Books for Your Ears: The Past, Present and Future of Audiobooks" with special guests Ryan Dalusung, Anne Marie Damman, Laura Giannarelli, Joy Jones, Michael Kramer, James Langton and Kimberley Schraf. 10 a.m. to 5 p.m. Whittall Pavilion (LJ G-45E). Contact: mbarton@loc.gov.

Webinar: This virtual orientation provides a basic overview of Congress.gov. 2 p.m., [online](#). Contact: kgoles@loc.gov.

Live at the Library: The Library's Jefferson Building and all exhibitions will be open for extended hours on Thursdays. Visitors are invited to enjoy happy hour drinks and food. 5 to 8:30 p.m., Great Hall. Contact: 7-8000. [Tickets required](#).

Live at the Library: "Voices in the Stacks: Celebrating the Audiobook": Authors and professional narrators read from works in the Library's collections. Coolidge Auditorium. 7 to 9 p.m. Contact: 7-8000.

Request ADA accommodations for events five business days in advance at 7-6362 or ADA@loc.gov. See www.loc.gov/events