# Trans Accessible Libraries Initiative

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University of North Texas Libraries

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# Trans Accessible Libraries Initiative

- Trans Accessible Libraries Initiative Introduction
- Needs Assessment
- Collection Development Process
- Promotion & Outreach
- Post Assessment
- Trans Accessible FDLP Libraries
- Resources & Thanks
- Questions or Comments





Does your library have/support any diversity, equity, inclusion, or accessibility initiatives?

### Trans Accessible Libraries Initiative

- Research question:
  - ► How can UNT's library create a best practices model that responds to trans and gender-nonbinary people's information seeking behaviors to make the libraries a safe, accessible, quality source for trans information needs?
- Mission:
  - ► The Trans Accessible Libraries Initiative aims to remove some of the barriers trans individuals face accessing information and to provide more equitable access to our services and collections.

### **Needs Assessment**



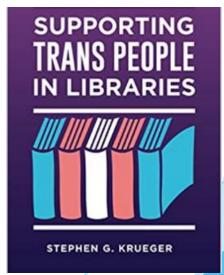


Library & Information Science Research
Volume 39, Issue 3, July 2017, Pages 160-168



Equitable access: Information seeking behavior, information needs, and necessary library accommodations for transgender patrons





### **Needs Assessment**

#### Information Evaluation Criteria

Currency

Authority

Accuracy

Audience

Point of View

Purpose

**Currency:** The timeliness of the information

#### What to look for in books/journals

- Does the paper/assignment require the most current information, historical information, or information over a period of time?
- If you are researching a topic that is currently in the news, you may want only the most recent information. If you are researching a historical event, you may want information written at the time of the event.
- For books: What is the copyright date on the reverse of the title page?
   Does it meet your needs? Is this the most recent edition?
- For periodicals: Does the publication date meet your needs?

#### What to look for in websites

- Does the paper/assignment require the most current information, historical information or information over a period of tin
- When was the website published of (look for a copyright date on the h
- When was the site last updated or
- Are the links up to date?

Adapted from Penn State University Libraries (2020). Evaluating Information Rubric. Retrieved at https://libraries.psu.edu/research/how/evaluating-information-rubric

# Collection Development Process: Initial Preparations

- Where & How to Find "Trans"?
  - ▶ Term Searches in GOBI
  - ► Library of Congress Subject Headings Review
  - ► Library of Congress Classification Schedules Analysis
- Outcome: Target Classification Numbers and Subject Headings

### Collection Development Process: Collection Evaluation

### Transgender Collection Evaluation 2020

### Results

### Summary

Given the breadth of subjects covered in this very targeted collection relevant to transgender people, this collection is small and generally old. There are 792 titles and 894 volumes, 88% of which are monographs. Of the monographs, only 24% are ebooks. Only 6% are physical audiovisual, and there are 20 journals (4 print, 16 ejournals).

As with most physical materials, recent usage of this collection (FY2019 and FY2020) has declined substantially. Subjects with the strongest recent usage are Language and Literature and Sociology. Conversely, ebook usage has increased, with the Language & Literature with the most (specifically, PN120.S48 with 40 uses). However, with only mediocre ebook holdings (24%) and modest usage rates, at best, the ebook holdings in all of subject areas are not strong.

# Collection Development Process: Collection Evaluation

### Qualitative Matrix of Subjects

### <---->

### Q1: Poor collection/Great Interest (Low usage/High ILL) Action: Focus Development

- BT708
- HV1449 ILL requests are mostly for articles; this collection is larger but older and recent usage/ebook usage is low.

### Q2: Great interest (High usage/High ILL) Action: Develop, especially older

• P120.S48

### Q3: Little interest (low usage/low ILL) Action: Consider carefully

- Subjects with no titles and no ILL loan requests:
  - o BF175.5.S48 T73
  - ON8217.G397 (1 ILL request for article)
  - HQ1180.T
  - o HQ1233.G46
  - OMT820.J23
  - o N6493 1969.A78
  - ONB1952.G46
  - 0 NC1849 G45

### Q4: Collection meets interest (high usage/low ILL)

### Action: Watch for changes, enhance smaller

- UB418\* enhance due to small size
- HD6285
- HQ1075
- RC556\* enhance due to age
- TX508.T73\*
- BF0692\* enhance due to age

# Collection Development Process: Potential Selections

- Yes
  - **E-books**
  - Recent (10 years old or less)
  - ▶ U.S.-focused
  - English
  - ► For adults
- No
  - ▶ Books for teens, children, elderly
  - ► LGBTQ+ if too broad or with little trans content

## Collection Development Process: Student Input



The medical books below (public medicine, internal medicine, voice therapy and hormone therapy) were all published within the last ten years and are available in e-book format. Your recommendations will help to share more transgender and non-binary themes with the UNT community. It is important to us that our transgender and non-binary students contribute to the selection of these items.

This collection enhancement also includes social sciences and humanities titles in a different survey. If you are interested in providing recommendations on these books, please let us know. If you have questions about this project, please contact the Women's and Gender Studies Librarian, <u>Julie Leuzinger</u>, or the person that shared this survey link with you.

<u>DIRECTIONS:</u> Please mark "Yes" if you think you would like to read the book listed (you can click on the link in the title if you need a description of the book, though it is not required). Mark "No" if you do not think you would like to read the book. If you want to leave any comments, questions, or feedback, there is a box for you to do so. There are no right or wrong answers or required answers, if you are not interested in a section, you can simply skip the page/section/title and move on to the next one.

NOTE: These are not recommended titles, these are simply all the titles available to purchase from our vendor with the above criteria. Final selections will be based on recommendations provided by you, circulation statistics of current holdings, gaps within the collection, and library budget.

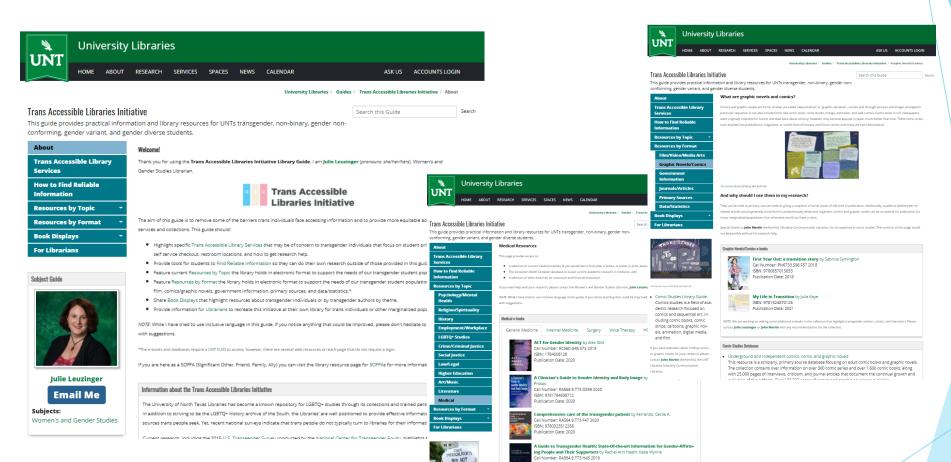
GUIDE TO TRANSGENDER HEALTH: STATE-OF-THE-ART INFORMATION FOR GENDER-AFFIRMING PEOPLE AND THEIR SUPPORTERS by HEATH, RACHEL ANN

Yes, I would be interested in reading this book
☐ No, I would not be interested in reading this book
Optional: Questions/Comments/Feedback

# Collection Development Process: Final Selections

1	Title ,	UNT has?	DDA?	Priority	Decision	Best price Survey	# of Ys	# of N	5
2	ACTIVIST IDENTITY DEVELOPMENT OF TRANSGENDER SOCIAL JUSTICE ACTIVISTS AND ED	n	n		buy	\$119.00 C Group s	5	4	1
3	ADAM.	n	n		maybe	\$14.00 humanit	i	1	3
4	ADULT TRANSGENDER CARE: AN INTERDISCIPLINARY APPROACH FOR TRAINING MENTAL	n	у		get DDA	\$175.00 medical		2	2
5	AFFIRMITAVE COUNSELING AND PSYCHOLOGICAL PRACTICE WITH TRANSGENDER AND G	n	n		buy	\$119.95 medical		2	2
6	AMERICA THROUGH TRANSGENDER EYES.	n	n		maybe	\$94.00 C Group s	5	1	4
7	APPOINTMENT.	n	у		get DDA	\$66.00 humanit	i	1	3
8	AUTOBIOGRAPHY OF A TRANSGENDER SCIENTIST.	n	n			\$26.00 not inclu	ded		
9	BECOMING A MAN: THE STORY OF A TRANSITION.	n	у		get DDA	B Group	S	1	3
10	BEFORE I HAD THE WORDS: ON BEING A TRANSGENDER YOUNG ADULT.	n	У		get DDA			3	1
11	BIBLE AND THE TRANSGENDER EXPERIENCE; HOW SCRIPTURE SUPPORTS GENDER VARIA	ľn	У		get DDA	\$30.00 A Group	S	3	0
12	BUTCH GEOGRAPHY: POEMS.	n	n		buy	\$10.00 humanit	i e	3	1
13	BUTCH HEROES.	n	n		buy	\$38.00 humanit	i	4	0
14	CLINICAL ISSUES AND AFFIRMATIVE TREATMENT WITH TRANSGENDER CLIENTS.	n	У		get DDA	\$236.97 medical		1	3
15	CLINICIAN'S GUIDE TO GENDER-AFFIRMING CARE: WORKING WITH TRANSGENDER & GE	n	n		buy	\$40.00 medical		3	1
16	COMPREHENSIVE CARE OF THE TRANSGENDER PATIENT.	n	У		get DDA	medical		4	1
17	CONTINENTAL DIVIDE: A NOVEL.	n	n		buy	\$20.00 humanit	i	2	2
18	DANGER MUSIC.	n	У		get DDA	humanit	i	2	1
Title			UNT ha	s – DD/	<b>√.</b> − P	riority T Decis	<b>,</b> ₹	3	1
AUTOBIOGRAF	PHY OF A TRANSGENDER SCIENTIST.		n	n		no		3	3 2
EMERGENCE O	F TRANS: CULTURES, POLITICS AND EVERYDAY LIVES		n	n		no		2	2
NAVIGATING 1	TRANS*+ AND COMPLEX GENDER IDENTITIES.		n	n		no		5	0
REMARKABLE	RISE OF TRANSGENDER RIGHTS.		n	n		no		1	1
TRANS: A MEN	IOIR.		n	n		no		1	3
TRANSGENDER	R COMMUNICATION STUDIES: HISTORIES, TRENDS, AND TRAJECTO	RIES	n	n		no			
	* *								

### Promotion & Outreach: LibGuide



Jennie Kermode Call Number: RA564.9.T73 K47 2019

#### From:

https://guides.library.unt.edu/trans

### Promotion & Outreach







Search Search

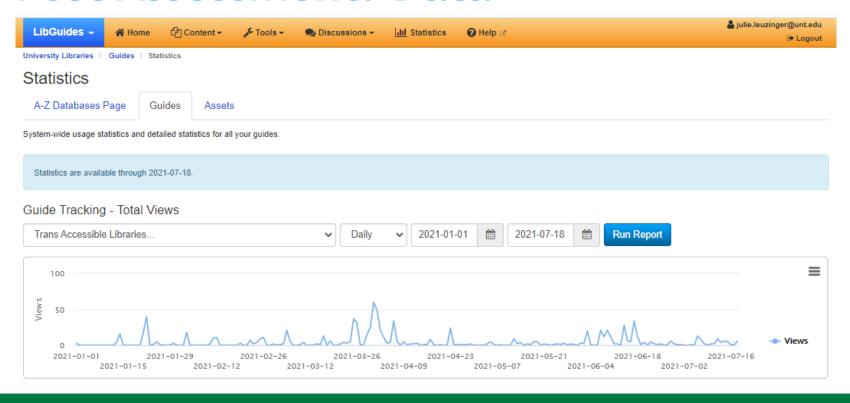
#### Recent Posts

 May Is Asian American and Native Hawaiian/Pacific Transgender Individuals and Public Policy: From "Bathroom Bills" to Employee Protection, 2016–2020



ASK US

### Post Assessment: Data



### **EXECUTIVE SUMMARY**

Usage of the materials purchased with funds provided by the Dean's Innovation Grant for the Trans Accessible Library Initiative have been excellent. The online books selected specifically to address gaps in the targeted Transgender collection have been used at a greater rate than other titles in this collection.



### Post Assessment: Feedback

- "Non-binary people are often overlooked and not understood, so I think this book could help people understand and empathize with nonbinary people and could allow nonbinary people to see themselves in literature."
- "...I was recently admitted into the Toulouse Graduate School College of \_\_\_\_\_ program for Fall 2022... As a student, I really appreciate the effort UNT has put into creating a diverse and inclusive atmosphere, and your work specifically has helped me to fall in love with the university as a whole. I am so eager to attend a university with a bustling LGBTQ studies collection, Archive, and Trans Accessible Libraries Initiative...

# Trans Accessible FDLP Libraries-Information Literacy



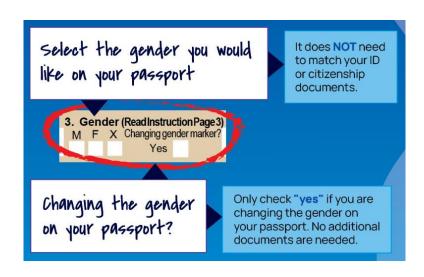




- Zero administrative support:
  - Keep up with key Non-Government Organizations (NGOs) to stay informed of news and appropriate search terminology, such as:
    - ► National Center for Transgender Equality
    - Sylvia Rivera Law Project
    - ► <u>Transgender Law Center</u>
    - World Professional Association for Transgender Health
    - Other national transgender NGOs from GLAAD
    - ► NGOs for your state (i.e., <u>Transgender</u> <u>Education Network of Texas</u>)
  - Being aware of the lack of <u>census data</u> on transgender individuals

# Trans Accessible FDLP Libraries-Information Literacy

- "Meh" administrative support:
  - Create a service desk handout with search tips, such as:
    - Social Security Administration uses the term "sex identification," so using search terms such as "transition," "transgender," or "gender marker" won't work
    - U.S. Department of State now allows U.S. citizens to select an X as their gender marker for gender non-binary travelers, include "how to" tips
    - Create a list of applicable subject and keywords for your catalog
    - Consider other social services your community might be likely to use and explore with searches making a note of less current search terms needed
  - Create topic specific service desk handouts, such as:
    - ► <u>Travel guidelines</u> from TSA
    - Healthcare options from <u>Veterans Affairs</u> (see links to transgender specific information further down the page)
    - How to <u>contact your government officials</u> about proposed anti-trans bills (to <u>find bills in your state</u>)
    - Other topics or languages appropriate to your community



# Trans Accessible FDLP Libraries-Information Literacy



- Lots of administrative support:
  - Promote and offer instructional sessions (see outreach slides on promotion) taught by you or other subject matter expert (find local LGBTQ centers for potential instructors), such as:
    - Movement Advancement Project (MAP)independent non-profit think tank that provides
      rigorous research, insight, and communications
      that speed equality and opportunity for all.
    - Step by step workshop to change identity documents (links provided at the bottom of the <u>TALI Law and Legal Resources</u> page)
    - Other topics or languages appropriate to your community such as legal services, travel, employment or healthcare

### Trans Accessible FDLP Libraries-Outreach



- Zero administrative support:
  - Create an inclusive environment (<u>ALAs</u>
     <u>Libraries Respond: Protecting and Supporting</u>

     <u>Transgender Staff and Patrons</u>)
    - Use preferred pronoun/name
    - Gently correct colleagues if they misgender or dead name
    - Never assume gender
    - Use they/them pronouns
    - Provide directions to all restrooms
    - ▶ Made a mistake? Correct yourself and move on
  - If you build it, they will come...slowly

# Trans Accessible FDLP LibrariesOutreach

- "Meh" administrative support:
  - Attend a local Transgender Day of Visibility event (March 31st)
  - Attend a Pride Month event (June), some states/cities have a particular Pride Week that may not be in June
  - Create collaborative relationships with local LGBTQ+ centers (Google your city, or look at a list of <u>state organizations</u> and go from there)
  - Ask trans folks what they need and educate yourself prior to reaching out (<u>Trans 101</u> & <u>Transgender Inclusion in Libraries</u>)
  - Internal outreach







### Trans Accessible FDLP Libraries-Outreach

- Lots of administrative support:
  - Government Information Essentials by Susanne Caro (particularly, Part V Advocacy and Events)
  - Civic engagement/advocacy: bring in community speakers and law makers to talk about proposed legislation and actionable steps to take
  - Collaborate on programming with other community organizations or public/academic partnerships.
  - Blog posts or articles (for example: <u>Trans Individuals and Public Policy</u>)
  - Exhibits or displays: for example, Transgender Day of Remembrance (November), highlight Biden Whitehouse publications
  - ► Need topic ideas? Poke around GovInfo (search term transgender)
  - Idea too big for your library to fund? Apply for a grant!
    - ▶ Pride Foundation
    - Stonewall Community Foundation
    - Many more!!

## Trans Accessible FDLP Libraries-Government Documents



# WHITE HOUSE TOOLKIT ON TRANSGENDER EQUALITY

- Congress: Congressional Research Service, Committees (Health, Education & Labor, Armed Services, Oversight & Reform)
- Executive Branch: White House, Government Accountability Office
- Military-Related Organizations: US Dept. of Defense (and subsidiaries), US Defense Health Agency, National Defense Research Institute
- Health & Human Services Agencies: Dept. of HHS, National Center for HIV/AIDS, Child Welfare Information Gateway, Substance Abuse and Mental Health Services Administration, Centers for Disease Control & Prevention
- Rights Agencies: Equal Employment Opportunity Commission, Commission on Civil Rights
- Justice Agencies: Bureau of Prisons, Office of Juvenile Justice, Office of Justice Programs

  Centers for Disease Control and Prevention



Working With Lesbian, Gay, Bisexual, Transgender, and Questioning (LGBTQ) Families in Foster Care and Adoption



of Sexual Assault

CDC 24/7: Saving Lives, Protecting People™

### Resources Consulted

- Access to Library Resources and Services Regardless of Sex, Gender Identity, Gender Expression, or Sexual Orientation: An Interpretation of the Library Bill of Rights The American Library Association stringently and unequivocally maintains that libraries and librarians have an obligation to resist efforts that systematically exclude materials dealing with any subject matter, including sex, gender identity, or sexual orientation. Amended 2020.
- Equitable Access: Information Seeking Behavior, Information Needs, and Necessary Library Accommodations for Transgender Patrons This study highlights the unique accommodations integral to welcoming transgender library patrons. Research shows transgender people have unique needs which differ from lesbian, gay, bisexual, and queer (LGBQ) individuals, and experience substantial barriers to obtaining quality library service. Most studies in the past exploring the needs of lesbian, gay, bisexual, and transgender library users focused exclusively on LGBQ users. Authors Drake, A. & Bielefield, A.
- Equitable access to information in libraries: A predicament for transgender people Discriminations against members of the lesbian/gay/bisexual/transgender/queer (LGBTQ) community have been reported in every sphere of life, including in libraries. This paper reviewed the literature on transgender studies particularly in relation to the role of libraries. It highlights the problems faced by transgender people in accessing information in libraries and the importance of making libraries more inclusive. Authors Lyttan, B. & Laloo, B..
- Libraries Respond: Protecting and Supporting Transgender Staff and Patrons. In recent years, the transgender community has been under attack and has been threatened with the violation of their human rights. From the 2016 bathroom bill to the 2020 reversal of transgender health protections from the Federal government, the trans community and allies have been tirelessly fighting against bigotry. Libraries must actively affirm and support the safety and rights of transgender people. American Library Association.
- Providing Inclusive Services to Transgender Customers This article describes the work of the TX-Gender Project for Libraries to provide research-based resources to help Texas libraries be safe and welcoming places for transgender visitors. Authors Keralis, S. D. C., Leuzinger, J., & Rowe, J.
- Supporting Trans People in Libraries As trans people (including those on the nonbinary spectrum) start to feel safer expressing their identities in public, libraries are making an effort to show that they welcome people of all gender identities. Yet there are many potential barriers to actively supporting trans people, including lack of knowledge about the needs of the trans community and lack of funding or institutional support. This book, written entirely by trans library workers, is designed to dismantle some of these barriers. Author Stephen Krueger.
- Trans Inclusion for Libraries Resource list provided by Stephen Krueger and others.
- ▶ <u>U.S. Transgender Survey</u> The 2015 U.S. Transgender Survey (USTS) is the largest survey examining the experiences of transgender people in the United States, with 27,715 respondents from all fifty states, the District of Columbia, American Samoa, Guam, Puerto Rico, and U.S. military bases overseas. Conducted in the summer of 2015 by the National Center for Transgender Equality, the USTS was an anonymous, online survey for transgender adults (18 and older) in the United States, available in English and Spanish.

### A Very Special Thank You To...

Kathleen Hobson (they/them/theirs)

UNT Pride Alliance, Director Staff Advisor for the Trans Accessible Libraries Initiative

Clark Pomerleau (he/him/his)

Former UNT Department of History, Associate Professor Faculty Advisor for the Trans Accessible Libraries Initiative

Karen Harker (she/her/hers)

Collection Assessment Librarian UNT Collection Management Division

- ► The Subject Librarians of the UNT Libraries
- The transgender UNT students and faculty who got the word out about the collection survey and took the survey

### **Questions or Comments**

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- Julie Leuzinger
  - Women's & Gender/LGBTQ Studies Librarian
  - ► <u>Julie.Leuzinger@unt.edu</u>



https://guides.library.unt.edu/trans