



**AMERICAN
PSYCHOLOGICAL
ASSOCIATION**

The Role of DEI in Taxonomy Development, Maintenance, Search, and Retrieval

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American Psychological Association

- APA is the **leading scientific and professional organization representing psychology in the United States**, with more than 133,000 researchers, educators, clinicians, consultants and students as its members.
- Our mission is to **promote the advancement, communication, and application of psychological science and knowledge** to benefit society and improve lives
- Comprised of four **directorates** -- Education, Public Interest, Practice, and Science – along with APA Publishing, the journal, book, and database publishing division

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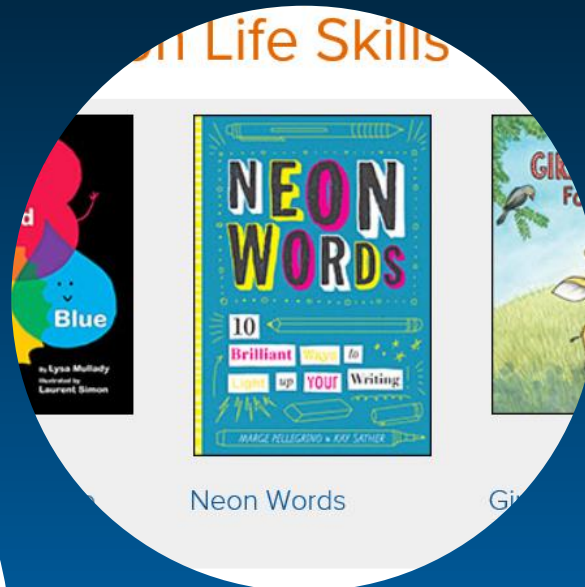
Academic Writer – online tools to learn and apply APA Style

PsycLearn – digital undergraduate psychology curriculum

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APA PsycTests



Neon Words

Girl



APA PsycInfo

- Currently more than 5.2 million records in the database
- Covering 2,400 journals, books, dissertations, and historical records, from more than 50 countries
- Approximately 4,000 records added in weekly updates
- Available on APA PsycNET and through 3 vendor platforms – EBSCO, Ovid, and ProQuest



APA Thesaurus of Psychological Index Terms



Used to index all of **APA's databases, products, and apa.org resource pages**



First published in 1974, moving through 11 print editions with the last edition printed in 2007



1974: 4,050 terms, with 6 hierarchical levels, incorporating 800 index terms used in Psychological Abstracts prior to 1973.



2022 Spring Update: 10,104 terms



Currently updated three times per year, with reindexing of new/changed terms on older records



Available as a search utility on PsycNet and our 3 vendor platforms



APA Thesaurus of Psychological Index Terms

COVID-19

All A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

Selected Terms

You have 0 selected terms

Add to search using ▾

ADD TO SEARCH

 COVID-19 (11147) **COVID-19** *Mitigation* use: **Community Mitigation** **COVID-19** **Testing** (8)**Year Introduced**

2022

Scope Note

Any diagnostic testing for respiratory coronavirus disease 2019 (COVID-19) and the associated SARS-CoV-2 virus. Viral tests, such as molecular and antigen tests, detect the presence of the virus in a current infection, whereas antibody or serology tests determine the presence of antibodies from prior infection.

DEI and Knowledge Management

“As we strive to further infuse principles of equity, diversity, and inclusion (EDI) into the fabric of society, those committed to effecting change must acknowledge language as a powerful tool that can draw us closer together or drive us further apart. Simply put, words matter. The words we use are key to creating psychologically safe, inclusive, respectful, and welcoming environments.”

-- Dr. Maysa Akbar, Chief Diversity Officer, American Psychological Association

Diversity, Equity, and Inclusion Terminology



- **Diversity** -- The vast range of differences among individuals and groups.
- **Equity** -- The condition of being fair and impartial.
- **Inclusion** -- Welcoming and respecting diverse individuals and groups. Diversity in practice.
- **Also known as:**
 - **D&I:** Diversity & Inclusion
 - **DEI:** Diversity, Equity & Inclusion
 - **EDI:** Equity, Diversity, & Inclusion
 - **DIB:** Diversity, Inclusion & Belonging
 - **DEB:** Diversity, Equity & Belonging

Inclusive Language

What is inclusive language?

- Inclusive language is a very important part of DEI, and therefore reflects the focus of DEI practices, which are to address the lack of representation of and opportunities for specific groups and individuals. Inclusive language and associated language practices do this by increasing inclusion and reducing bias in our choice of words.
- This translates into **an avoidance of language that infers or endorses stereotypes, discrimination, or bias related to racial, ethnic, or cultural associations; gender identity or sexual orientation; ageism, ableism, or classism; or that includes derogatory, offensive, or violent wording.**

What are the goals of utilizing inclusive language?

- Inclusive language acknowledges diversity, includes diverse groups, and promotes equitable opportunities. The goal is not to lead users to what they should be thinking and searching for, but to represent all users and to provide an inclusive search experience.

Inclusive Language in the *APA Thesaurus of Psychological Index Terms*

Incorporation of DEI and inclusive language into Thesaurus updates has been multifaceted and has included:

- **Use of authoritative research sources and inclusive language guidelines:**
 - APA Inclusive Language Guidelines
 - APA Style Bias-Free Language Guidelines
 - Psychological research
- **Addition of new terminology for accurate, bias-free indexing, as needed,** especially relating to emerging research, such as COVID-19 and racial disparities
- **Review of all current term data** for inclusivity

Racial, Ethnic, and Cultural Identity

- **Addition of terms relating to diversity, equity, and power, including:**
 - Color Blind Racial Attitudes, Intersectionality, Mental Health Disparities, Racial Disparities, Racial Justice, Racial Trauma, Social Class Bias, Systemic Racism
- **Expansion of terminology reflecting racial and ethnic groups and racial, ethnic, and cultural identity** (based on review of US Census designations, UN regional groups, and APA Style and Inclusive Language Guidelines)
 - People of Color, Communities of Color, Middle Eastern and North African Cultural Groups
 - Cultural Bias, Cultural Diversity, Culturally Adapted Interventions

Gender Diversity and Sexual Orientation

- **More inclusive terminology describing gender identity and sexual orientation**
 - Cisgender, Gender Nonbinary, Gender Nonconforming
 - As well as related concepts, including:
 - Allyship, Coming Out, Gender Expression, Gender Transition, Gender Violence, Personal Pronouns
- **Removal of gender exclusive language and inclusion of nonbinary options**
- **Disambiguating and defining sex vs gender-related terminology**
 - Sex Roles, Gender Roles, Sexual Identity, Gender Identity



Age, Disability Status, and Socioeconomic Class Bias

- Avoidance of language reflecting **ageism**
 - Older adults or persons 65 years and older *instead* of frail, senile, elderly or aged
- Avoidance of language reflecting **ableism**
 - Person with hearing loss *instead of* hearing impaired
 - Person with a disability *instead of* special needs
 - Updating disability diagnostic categories and term fields
- Avoidance of language reflecting **classism**
 - Individual with lower socioeconomic status/income level *instead of* lower class or poor



Identity-First and Offensive Language

- Use of **person-first versus identity-first language** in terms and term fields
 - Individual with a mental illness *instead of* mentally ill
 - Individual with substance/alcohol use disorder *instead of* addict or alcoholic
- Removal of **offensive, derogatory, or violent language** in terms and term fields
 - Individual who died by suicide *instead of* committed suicide
 - Removal of offensive wording such as disordered, abusive, addicted, and impaired



Guidelines for Incorporating Inclusive Language in Taxonomy Development and Maintenance



Providing vocabulary so that you can describe at the appropriate level of specificity within your domain



Continuously evaluating current and new terminology and metadata fields for non-inclusive language



Reviewing term hierarchies and associations for implied bias



Establishing term application/indexing guidelines consistent with inclusive guidelines



Maintaining and revising machine-aided indexing rules and algorithms for consistency with language guidelines

Change Management

Documentation and Preservation



- **Retaining nonpreferred terms, synonyms, and variations**
 - Develop **retention criteria/guidelines** for what could otherwise be a subjective exclusion of terminology
 - Determine **presentation of nonpreferred terms/variations**
 - Below the user interface, placement within quotes, identified with a metadata field type, etc.
- **Documentation of term change/migration within your taxonomy**
 - Utilization of History Note or other metadata field
- **Reindexing the corpus**

Impact on Search and Information Discovery

Is information lost with inclusive language?

- **Controlled vocabularies are just one tool** within the varied toolbox of semantic search and knowledge graph systems, including lexical, semantic, frequency, and expressive analysis.
- **Documentation** of variations, synonyms, and information migration increases accuracy following term deletions and changes.
 - Google search queries and the French “point médian” (middle dot) and gender-neutral pronouns

 X 

Google Search

I'm Feeling Lucky

Search and Information Discovery

Inclusive language often reflects more clearly stated and common terminology, by avoiding biased language and colloquial or idiomatic expressions that introduce comprehension issues.

- **UCI ITS Terminology Guide**
 - “Built-in feature” *instead of* “native feature
 - “Preexisting” *instead of* “grandfathered”
- **Library of Congress Subject Headings**
 - “Noncitizens” and “illegal immigration” *instead of* “aliens” and “illegal aliens”

Library of Congress Search

The Library of Congress > Linked Data Service

Refined by:

Subject Headings ×

illegal aliens

GO

RESET

Results: 1-7 of 7

< 1 >

Refine your results

Scheme

Subject Headings ×

Type

Authority 7

Simple Type 7

Topic 7

Collection

LCSH - Authorized 7

LCSH - General 7

LCSH - Geo May Subdivide 6

Created Date

2010s 6

Label	Dataset	Type	Subdivision	Identifier
1. Illegal immigration in literature	LC Subject Headings (LCSH)	Topic SimpleType Authority		sh2016000742
Illegal aliens in literature ; Illegal aliens in literature				
2. Noncitizens in literature	LC Subject Headings (LCSH)	Topic SimpleType Authority		sh2016000795
Aliens in literature ; Illegal aliens in literature ; Aliens in literature ; Illegal aliens in literature				
3. Illegal immigration	LC Subject Headings (LCSH)	Topic SimpleType Authority		sh2016000739
Children of illegal aliens ; Illegal alien children ; Illegal aliens ; Irregular migration ; Unauthorized immigration ; Undocumented immigration ; Women illegal aliens ; Children of illegal aliens ; Illegal alien children ; Illegal aliens				

Search and Information Discovery

“You can’t be what you can’t see.” – Sally Ride

Non-inclusive language has a large impact on the diverse community of users, that goes far beyond limiting search, retrieval, and information discovery.

- **National Aeronautic and Space Administration (NASA)**
 - “Manned/Unmanned Spaceflight”
 - “Airmen”
- **Federal Aviation Administration (FAA) – Virtual Summit on Inclusive Language**
 - NOTAM “Notice to Air Missions” *instead of* “Notice to Airmen”

APA PsycInfo Research Notification Platform Information Discovery

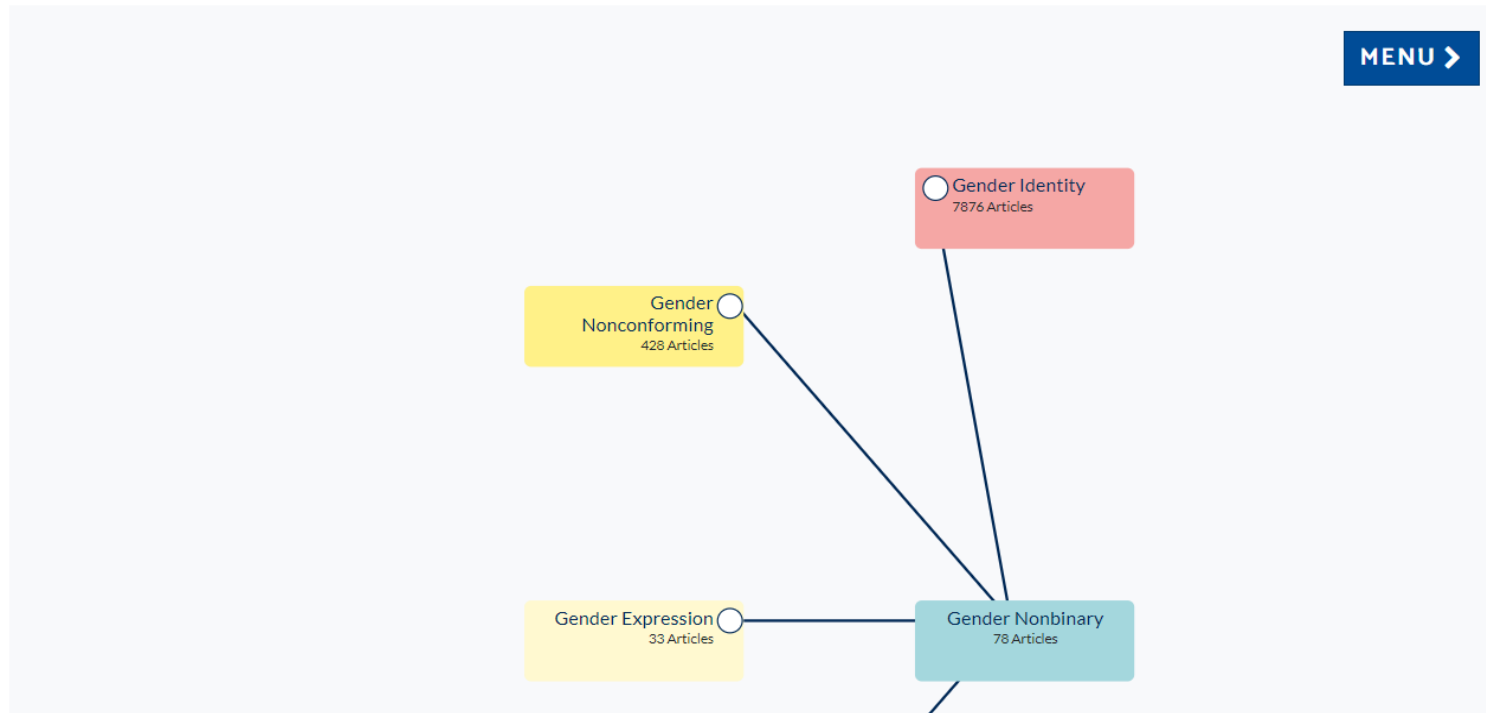


APA PsycInfo®

ENGLISH ▾



[The relationship between trauma and distress in transgender and nonbinary communities: A meta-analysis.](#)
Dissertation Abstracts International: Section B: The Sciences and Engineering, Vol 83(3-B), 2022, No Pagination Specified



TOP CITED

GENDER
NONBINARY

JOURNAL ARTICLE

Engaged or excluded: LGBTQ youth's participation in school sports and their relationship to psychological well-being.

Clark, Caitlin M.; Kosciw, Joseph G.
Psychology in the Schools, Vol 59(1), Jan 2022, 95-114

Cited by 2

[+ SHOW ABSTRACT](#)

JOURNAL ARTICLE

General Guidelines for Moving Forward with Inclusive Language

- **Change with intention** – decide what you are changing and why, your goal, and your plan
- **Incorporate general language guidelines**
 - Clear word usage rather than colloquial or biased expressions
 - Avoid terms that perpetuate stereotypes or unequal power relationships
 - Avoid gender-exclusive language, especially when it isn't necessary for comprehension
 - Avoid language that perpetuates ageism, ableism, racism, classism, or sexism
- **If you feel you are done, you are wrong** – continually assess how you are doing

Language is Always Evolving

“Language is a living thing. We can feel it changing. Parts of it become old: they drop off and are forgotten. New pieces bud out, spread into leaves, and become big branches, proliferating.”

-- Gilbert Highet



Inclusive Language Resources

- **Inclusive Language Guides**

- [UN Gender Inclusive Language](#)
- [WHO Inclusive Language](#)
- [CDC Health Equity Guiding Principles for Inclusive Language](#)
- [APA Inclusive Language Guidelines](#)
- [APA Style Bias-Free Language](#)
- [UCI Inclusive IT Language Guide](#)

- **Glossaries**

- [GLAAD Media Reference Guide](#)
- [Racial Equity Tools Glossary](#)
- [UCED Person-First Language: A Partial Glossary of Disability Terms](#)

- **Other Resources**

- [Change the Subject Documentary](#)
- [Google Podcast *Off the Record – Inclusive Language in Search*](#)
- [National Institute of Standards and Technology \(NIST\) -- *Guidance for NIST Staff on Using Inclusive Language in Documentary Standards*](#)
- [FAA – Inclusive Language Summit](#)
- [Conscious Style Guide](#)
- [The Atlantic – *The Outdated Language of Space Travel*](#)



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