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Letter to NLM about MeSH

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Dear MeSH Committee,

We, a group of medical library workers, are reaching out to request changes be made to the process in which medical subject headings (MeSH) terms relating to marginalized groups (based on but not limited to race, dis/ability status, ethnicity, sexual orientation) are decided upon in order to make them reflective of practices that use person-first language, recognize the problematic nature of outdated and offensive terms, and take into account the identifiers used by the communities themselves, while also making them inclusive and respectful of the groups being described in order to not cause harm.

Specifically, we are asking that this process be transparent and open to feedback from information professionals, researchers, scholars, and the communities whose lived experience are most impacted by these terms, as we are all stakeholders who use PubMed and benefit from the research and scholarship made available through this resource.

We request that you address the MeSH vocabulary, which is outdated, discriminatory, and includes offensive terminology making up its controlled vocabulary and scope notes. We and other medical library workers have experienced consistent road blocks and a lack of information in response to concerns brought forth related to the MeSH vocabulary, we now provide you the opportunity to address the following concerns:

MeSH Record: “Blacks”

A more recent incident is the introduction of the [MeSH term “Blacks”](#) that was previously noted as the “African Continental Ancestry Group.” The use of this terminology is not only concerning for information professionals, but creates great harm for our users as well as those in the profession. “Black” as a term used to denote racial identity is a proper adjective; not a noun. Here's [guidance that the Journal of the American Medical Association \(JAMA\)](#) (Flanagin et al., 2021) has published and a [New York Times article](#) that gives further context.

As in the past, when library workers reached out through emails and submission forms to the MeSH Committee to ask that this terminology be changed, they were met with a lack of any thoughtful response or indication that the committee understood the trauma such terminology would inflict. The responses, when they were not just an acknowledgement that the request was received, most times felt scripted and did not answer the concerns being addressed.

In addition, the scope note needs revision as well. Recommending that the outdated term “Negro” be used is not acceptable, especially not in 2022¹, and this was a missed opportunity to write a respectful definition in the scope note as opposed to simply listing discoverable terms lacking necessary context. Utilizing cultural humility in the creation of scope notes would assist in making these both discoverable and respectful. Please take a look at [Cultural Humility as a Framework for Anti-Oppressive Archival Description](#) (Tai 2021) and [Queering the Catalog: Queer Theory and the Politics of Correction](#) (Drabinski 2013) for recommendations on how to accomplish this.

¹ [APA Inclusive Language Guidelines](#)

We are asking that this committee reverses the unnecessary harm that they have already caused and minimizes further unnecessary harm or trauma by taking the following actionable steps: :

1. Immediately updating the MeSH “Blacks” to an appropriate and correct term (e.g. “Black people”) and including a definition in the scoping note that accurately represents the identities of those being attached to the subject heading. It is also important to recognize that selecting terminology to describe a racial group is a very nuanced issue, as there is no one global term for individuals of the African Diaspora. Individuals may identify as Black, African American, or by their country of origin.
2. Update scope notes of race-specific terms to inform PubMed users that race is socially constructed and is not considered a biological concept, but rather as a proxy to investigate social and health disparities. Consider adding this language to the following MeSH records
 - a. [Racial Groups](#) and branch terms

MeSH Review and Decision-making Process

Below are recommendations to make further improvements to the MeSH creation, review, and decision-making process.

Build in more transparency

3. Creating transparency in the process of editing/creating MeSH by:
 - a. Documenting the review process, who is involved in the creation of MeSH and what makes them subject experts able to address such topics, how decisions about MeSH changes are made, and supplying open access to these documents
 - b. Providing transparency and also assessing for bias of any algorithmic-based decision making in adding new terms or indexing them to PubMed records

Bring in experts and pay for their labor

4. Bringing in appropriate experts at early stages of the review process to discuss improvements to identity-based MeSH terms and pay them for their labor and expertise – whether this be through hiring consultants or engaging with information professionals, researchers/scholars, and community leaders who have expertise in addition to lived experience

Create avenues for feedback

5. Creating processes when reviewing and updating MeSH that include the public and information professionals at early stages of the review process. This could include town halls, national calls, public forums, and more.

Provide training opportunities

6. Implementing training for all members of this committee that are conducted by outside entities and pay experts for their labor, time, and knowledge.

When searching within MeSH, users should not have to be confronted with derogatory and trauma-inflicting language in order to find articles that can assist with their needs (see Tai 2021 and Drabinski 2013 articles listed above for more information). As the largest freely available biomedical database, PubMed should hold itself to the highest standards of inclusion and interdisciplinary connections on both a national and a global scale as a leader on these issues. Terms like “Blacks” and others that have been identified should not be allowed in such a space and calls for changes from the information professionals utilizing these resources should not go ignored. In addition, maintaining historical records in order to improve discoverability should not come at the cost of creating a hostile environment for users. As current and former medical library workers, it is difficult for us to continue to explain or support NLM’s MeSH vocabulary and term changes that are harmful to the students and other researchers that we work with.

Organizing and categorizing information has always been a key responsibility of libraries. The NLM can and should take a leading role in updating terminology in a way that increases access to information without harming others. Other government agencies and departments like the OMB and HHS may also benefit from this important work.

For our part, we intend to work with the Medical Library Association, information professionals, our networks, and other organizations to bring awareness to this issue. We want to ensure that our goal is to bring stakeholders together and advocate for a more inclusive controlled vocabulary benefiting the health of communities we support.

As key stakeholders and users of NLM’s information resources, we ask that you will take our requests seriously and we look forward to hearing your response.

For further context behind the asks in this letter, please read the following Twitter threads:

Christian Minter on MeSH terms “Blacks” and “Health Disparity, Minority and Vulnerable Populations”:

<https://twitter.com/LibGirl09/status/1524804803779608576?s=20&t=2hAPREWEqvJ5KBx3yH9cTA>

Aidy Weeks on the history of communicating inclusive MeSH term changes with NLM/NIH, and a call for collective activism and increased communication between MLA and NLM/NIH:

https://twitter.com/wonderbrarian/status/1525134374806511617?s=20&t=1E3W5R_C5v2BqI06ndv3SQ

Alissa McCulloch, a cataloguer based in Australia, on the MeSH term “Native Hawaiian or Other Pacific Islander”:

https://twitter.com/lissertations/status/1495893166243074051?s=20&t=MH_3qRX_j2jtB7DbE-vg8w

To sign this letter please either fill out this form or email your information by May 31, 2022:

- <https://forms.gle/gDbXFyq4ND3s9h4x8>
- If you cannot access Google Forms and would like to sign this letter, please send an email as either “anonymous signer” or your name, title, and affiliation to a library association or group, to mlalatinx@gmail.com

To share this letter with others please use this link:

https://docs.google.com/document/d/1DBXX157InlhLcDTWMSQv0mwA6ZkdWL_0Awt6Qa5_Yfc/edit?usp=sharing

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291. Pauline Goodlad, Librarian, Betsi Cadwaladr University Health Board (Wales, UK)
292. Ms Razia Nazir, Knowledge & Library Service Manager
293. Nicola Tricker (Information Specialist), University of Plymouth, UK
294. Cathryn Peppard, Information Skills Manager

295. Fiona Bourne, Archive Manager
296. Lindsay Snell, Clinical Librarian, University Hospitals of Derby and Burton NHS Foundation Trust, UK
297. Ian Clark, Psychology Librarian, University of East London
298. Alice Cleaver, Assistant Librarian and LIS student
299. Paul Cannon, University of Glasgow Library, Scotland
300. Patricia Rey MA BA MCLIP
301. Gillian Foster
302. Nicola Ager
303. Naila Dracup, Evidence and Knowledge Specialist, Rotherham NHS Foundation Trust
304. Kirsten Buckley MA, NHS Knowledge Specialist
305. Chris Lawton Acting Library & Knowledge Services Manager Northern Lincolnshire & Goole NHS Trust
306. Chris Johns, Senior Information Specialist, Plymouth, UK
307. Tom Kelly, Sussex Health Knowledge & Libraries, UK
308. Kirsty Morrison
309. Caroline Lynch, MCLIP, Information Literacy Specialist
310. Stephen A Bowman, Medical School Librarian and TEL Lead, University Hospitals Sussex NHS Foundation Trust, UK
311. Ms Marina Rossi - Information Professional (NHS)
312. CJ Taylor
313. Nia Wyn Roberts, University of Oxford
314. Eli Harriss, University of Oxford
315. Farhad Shokraneh, BSc MSc MedLIS, PhD Medicine, Information Scientist at Cochrane Heart, University College London
316. Cecilia Bethencourt-Dunning, Librarian, University Hospitals Sussex
317. Jill Boland - Academic Librarian for Health, Psychology, & Social Care, University of Derby

318. Ben Skinner, University Hospitals Sussex NHS Foundation Trust
319. Rachel Playforth
320. Rachel R Walden, MLIS, Associate Dean, Medical Library Director
321. Stephanie Henderson, MLS, MLA Member
322. Arthur Robbins - Library, Information & Knowledge Services Manager - Roche Products Limited
323. Tyler Moses, MLS, Medical Librarian
324. Jessica Sender, Librarian for the College of Nursing, Michigan State University
325. Nina McLaughlin, Library Assistant, University Hospitals Cleveland Medical Center
326. Naz Torabi, MLIS, University of Toronto
327. Damiana Fortenberry, MLIS, Health Sciences Librarian
328. Suzanne Duncan, MSLS Director, Library Services Sentara Healthcare
329. John Carter, MLIS, AHIP, Library Associate, NYIT College of Osteopathic Medicine at Arkansas State University
330. Giada Zanella, Information Specialist at Aston University
331. Amy Dunn, Specialist Librarian
332. Jane Kinkus Yacilla, Associate Professor, Purdue Libraries and School of Information Studies
333. Bradley A. Long, Embedded Health Sciences Librarian, Harrell Health Sciences Library, Pennsylvania State University
334. Elisabeth Wallace, MSIS, Mountain Area Health Education Center
335. Lionel M. Williams, GW/Himmelfarb, Serials Manager
336. Katie Birkwood, Rare Books and Special Collections Librarian, Royal College of Physicians
337. Laura Abate, Director (interim), Himmelfarb Library, The George Washington University
338. Christine Neilson MLIS, University of Manitoba
339. Elizabeth Jenkins, Education and Access Services Management Librarian, Boston University Alumni Medical Library

340. Carrie Grinstead, Providence
341. Shanda Hunt, public health librarian and data curation specialist, University of Minnesota
342. Ingrid Francis, NHS Library and Knowledge Specialist, UK
343. Richard Peacock, BA (Hons), Dip.Lib, Librarian, Whittington Health Library, London, N19 5JG, England
344. Brandi Tuttle, MSLIS, AHIP; Research & Education Librarian, Duke University Medical Center Library & Archives
345. Megan Jaskowiak, Miami University, Health and Social Sciences Librarian
346. Kate Perris, Assistant Librarian, London School of Hygiene and Tropical Medicine
347. Amy Blevins
348. Samantha Loster, MSLIS
349. Paula Sands, University of Southampton, Engagement Librarian
350. Sarah Akhtaruzzaman, Assistant Information Specialist, Aston University
351. Lindsay Roberts
352. Mari Ann Hilliar Subject Librarian Cardiff University
353. Lucy Welch, Healthcare Subject Librarian at Cardiff University
354. Delyth Morris, Cardiff University
355. Mary J. Markland, Director Guin Library, Oregon State University
356. Claire Beecroft, University Teacher and Information Specialist, ScHARR, University of Sheffield
357. Sue Steele, Library and Knowledge Services Manager
358. Heidi Sue Adams, MS Lead Medical Librarian Logan Health Medical Library, Kalispell MT USA
359. Alice Stokes, Research and Education Librarian, Dana Medical Library, University of Vermont
360. Elizabeth Gillen, Cardiff University
361. Ric Paul, Head of Partnerships and Place, University of Southampton Library

362. Hannah F. Norton, MS, AHIP, Chair, Health Science Center Library - Gainesville, University of Florida
363. Sandra McKeown, Health Sciences Librarian, Queen's University, Kingston ON
364. Isla Kuhn, Head of Medical Library Services, University of Cambridge, United Kingdom
365. Melis Lydston, MLS, Librarian Informationist, Treadwell Library, Massachusetts General Hospital
366. Alissa V. Fial, MA, MLIS
367. Madelena Romansic
368. Amy Six-Means, MLIS, Medical Librarian Children's Health
369. Ruth Bueter: Serials Librarian, Himmelfarb Health Sciences Library (George Washington University)
370. Ian Roberts, Acquisitions and Resource Sharing Librarian, Himmelfarb Health Sciences Library, The George Washington University
371. Gina Levitan, First Year Outreach Services Librarian
372. Gregg A. Stevens, MSLS, MST, AHIP
373. kalan Knudson Davis, Rare and Special Collections Metadata Librarian, University of Minnesota Twin Cities
374. Brett Nafziger, Operations Manager Centennial Science & Engineering Library, UNM
375. Deborah Goss, MLS, Boston, MA
376. Jessica Callaway
377. Emily Capellari, MLIS, University of Michigan
378. Pamela Pierce, OHSU
379. Mark MacEachern, Librarian, University of Michigan
380. Andrea Miller-Nesbitt, McGill University Library
381. Edith Scarletto, MLIS, Bowling Green State University, Bowling Green, OH
382. Pamela C. Sieving, MA, MS, AHIP (Dist.); Retired Medical Librarian
383. Gurpreet K. Rana, MLIS, Global Health Coordinator, Taubman Health Sciences Library, University of Michigan

384. Debbie Jan, Emeritus Librarian, UC Berkeley
385. Genevieve Gore, Associate Librarian, McGill University
386. Christiane E. Voisin
387. Tyler Nix, Taubman Health Sciences Library, University of Michigan
388. Leigh Billings, Metadata Management Librarian, University of Michigan
389. Graeme Tierney, Library Assistant, Whittington Health NHS Trust, London UK
390. Roman Block, MLS, Oregon Health & Science University
391. Diana Nelson Loudon, Life Sciences Librarian, University of Washington
392. Patricia F. Anderson, Emerging Technologies Informationist at University of Michigan-Ann Arbor, Taubman Health Sciences Library
393. Gabriele Hayden, Librarian for Research Data Management and Reproducibility, University of Oregon
394. Corinne Petro, Reference Specialist, Himmelfarb Health Sciences Library, George Washington University
395. Karina Kletscher, MLIS, Reference and Instruction Librarian, Creighton University
396. Amy Addison, OHSU Library-Access Services
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398. Electra Enslow Director, Clinical Research and Data Services, University of Washington
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402. Penny Presta, Monash University Library
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404. Lucy Collins - Cardiff University
405. Samantha Johnson, Academic Support Librarian (Medicine), University of Warwick
406. Lucy Sinclair

407. Rosalind Francis, Anglia Ruskin University
408. Rachel Sully, NHS Wales e-Library and Knowledge Service Manager
409. Ioannis Vatis
410. Tom Rowland (member of public)
411. Kate Walker, Engagement Librarian, University of Southampton
412. Jo Wilson, Library Liaison Manager, Middlesex University
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414. Dr Jude Roberts, Academic Librarian, University of Northampton, UK
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419. Julia Hendricks, Academic Engagement Librarian (Life Sciences), University of Westminster
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425. Cheryl Francis, Librarian for the School of Medicine, University of Sunderland, UK
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428. Catherine Sluder, Himmelfarb Library, The George Washington University
429. Juliana Magro
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431. Michelle Bowers, Upstate Medical University
432. Rachel Becker, Branch Librarian, Eastman Institute for Oral Health

433. Amy R. Slutzky, MSLIS, PhD, Associate Librarian, Upstate Medical University, Syracuse, NY
434. Carolyn Ziegler, Information Specialist, Unity Health Toronto
435. David Lightfoot, Information Specialist, Unity Health Toronto
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437. Sarah Wade, Medical Librarian, Campbell University School of Osteopathic Medicine
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439. Victoria Cole, Research Librarian University of Ottawa, MScN, MIS
440. Lori Tschirhart, University of Michigan Library, Assistant Director, STEM/Science
441. Lea Briggs, EdD, MLS, University of New Mexico
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452. Moses Moya, MLIS Metadata Specialist at University of New Mexico Health Sciences Library
453. River Freemont, Student Archives Assistant, Oregon Health & Science University
454. Tonya Mahar
455. Janice Hermer

456. Erin Langman, MLIS, MA
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476. Ann Liang Business Librarian at the University of Saskatchewan
477. Nicole Contaxis, Data Librarian and Lead of Data Discovery, NYU Health Sciences Library
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479. Jasmine Graham
480. Sarah C. McGill, Research Information Specialist, BSc MLIS

481. Samantha Wilairat, MAT, MLIS
482. Caitlin Plovnick
483. Sandi L. Bates MLIS
484. Heather Stevens, MLIS, SAGE Medical Library at Cottage Health, Santa Barbara California
485. Marissa Testerman, MSLS
486. Eve Melton, MLIS, MIS
487. Lorraine Porcello, MSLIS, MSIM, Evidence-Based Practice & Instruction Librarian, University of Rochester Medical Center, Rochester, NY
488. Richard McGowan - Associate Curator, NYU Medical Library
489. Valentina Ly, Research Librarian, University of Ottawa
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491. Daniel Grossman, MD, Professor, Dept. of Obstetrics, Gynecology & Reproductive Sciences, UCSF
492. Margy Hutchison, CNM
493. Mya Ballin, MAS, MLIS
494. Dorice Vieira, Curator, NYU Health Science Library
495. Mary-Doug Wright, Consulting Information Specialist
496. Morgan Truax, Director, Knowledge Resource Service, Alberta Health Services
497. Andrew Tran, PT, DPT, NCS, CSCS
498. Patricia Stott, Librarian, Eastern Health Library Service, Melbourne, Australia
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501. Micquel Little, Associate University Librarian, University of California, San Francisco
502. Amanda Chalkley Library Technician, Australia
503. Steven Bedrick
504. Colleen Pawliuk
505. Rosalind McNally

506. Christine Gallagher, Public Health Librarian
507. Gaynor Thomas (Health Librarian)
508. Nigel J. Morgan
509. Jonathan Jones, Subject Librarian, Cardiff University
510. Karen Pierce, Cataloguing Librarian (Medicine & Healthcare), Cardiff University, Wales, UK
511. Jennie Roe, Clinical Librarian, Swansea Bay University Health Board
512. Alison Westmaas (Cataloguing Librarian, Cardiff University)
513. Katie Wise, Royal Berkshire NHS Foundation Trust Library and Knowledge Services
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520. Jessica McEwan, Librarian, University of Ottawa
521. Camila Garces, Information Specialist (Surgery) MA LIS
522. Igor Brbre, Information Scientist, Healthcare Improvement Scotland
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524. Maha Kumaran
525. Raegan Villeneuve, MLIS student at University of Alberta
526. Cristina A. Pope, MS, MSM, Director, Health Sciences Library, SUNY Upstate Medical University
527. Jennifer Sullivan, MLIS, Academic & Research Librarian, Health Sciences Library, SUNY Upstate Medical University
528. Elizabeth Ten Have MLIS, Director of Operations, Scott Memorial Library, Thomas Jefferson University

529. Jane Orbell-Smith, JP (Qld) Qual, AFALIA, AALIA (DCP) Health, CHIA, Libraries' Manager, Industry Fellow USC & UQRedcliffe and Caboolture Hospital Libraries, Metro North Health, Queensland, Australia
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531. Wendy Hess, MLS, Medical Librarian, Summa Health. Member of OHSLA
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533. Marshall Dozier, University of Edinburgh, United Kingdom
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540. Sallie Willcox
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546. Molly Belinski, CTSI Program Manager, UCSF
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565. Frances MacDonald
566. Vicky Fenerty - University of Southampton - Engagement Librarian
567. Kate Kelly, RCSI, Dublin
568. Ontario Public Health Libraries Association
569. Colleen MacKinnon

570. Colleen MacKinnon, User Experience Librarian
571. Susan Baer, Manager, Saskatchewan Health Authority Library
572. Emily Hopkins (MLIS), University of Saskatchewan Library, Repository Coordinator
573. Lukas Miller, Clinical Librarian, Saskatchewan Health Authority
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575. Mary Chipanshi, Librarian, University of Regina, SK
576. Sabine Calleja, Information Specialist, Unity Health Toronto
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585. Alison Henry, Librarian, University of Alberta
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587. Lindsay Davis, Faculty Librarian, Merced College
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591. Laura Haines, Library Associate Professor, University of Vermont

592. Zahra Premji, Health Research Librarian, University of Victoria
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595. Diane McCourt
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628. Emilia De Marchis, MD, MAS, Assistant Professor
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630. Rosalyn Schroeder, MPH, MSc
631. Yuri Cartier, MPH
632. Jack Chase MD, Associate Professor of Family and Community Medicine, UCSF

633. Melissa Saphir
634. Tania Basu Serna MD MPH
635. rebecca jackson professor ucsf
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640. Rana Barar, MPH
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663. April J. Bell, PhD, MPH; UCSF, Postdoctoral Fellow
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665. Karen Lopez-Acero, RN, MSN, CNM at UCSF/ZSFG
666. Cindy J. Saenz Leiva, MD
667. Ayaba Logan
668. Kristina Palmer MLS, MS
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670. Ludovica Price, Librarian (China & Inner Asia), SOAS
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672. Daisy De La Rosa, Reference and Instruction Librarian, Martin and Gail Press Health Professions Division Library, Nova Southeastern University
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676. Talitha Matlin, STEM Librarian, CSU San Marcos
677. Lalitha Nataraj, Social Sciences Librarian, California State University, San Marcos
678. Director of Health & Biomedical Library Services, Brown University
679. Marika Dy, Research Data Analyst, UCSF
680. Ashley smith
681. Sarah Lisker, Program Manager, University of California, San Francisco
682. Pamela Olsen, MA; UCSF
683. Kathryn Kemper
684. Gina Sakoda (Research Data Analyst)
685. Adithya Cattamanchi
686. Tianna Jacques
687. Katherine Wei, MD - University of California, San Francisco
688. Dominika Seidman
689. Alissa McCulloch. Metadata and Database Quality Coordinator, Deakin University
690. Amanda Pippitt- Director, Staley Library
691. Jennifer Young, Metadata Coordinator, Northwestern University Libraries
692. Dr. Sophie Huddart, UCSF
693. Whitney Wilson
694. Madison Rodriguez, University of California, San Francisco, Research Data Analyst

695. Arianna Cassidy, MD
696. Stephanie Fell, Specialized Collections Catalog Librarian, University of Nevada, Las Vegas
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722. Orvie Dingwall, MLIS, University of Manitoba
723. Tyler Ostapyk
724. Christian West, Manager Library Services, University of Canberra, Australia
725. Charlie Macquarie, Digital Archivist, UCSF Archives & Special Collections
726. Lonnie A. Nelson, PhD, Associate Professor, College of Nursing, Washington State University, Assistant Director for Special Projects, Center for Native American Health Science