

# MLA Podcast 010—Hispanic/Latinx Inclusive Terminologies Project

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## **SPEAKERS**

Sally Gore, Ruby Nugent, Rebecca Orozco, Aidy Weeks, Stephanie Roth

### **Sally Gore 00:09**

Welcome to this episode of Press, Play, Connect, the official podcast of the Medical Library Association. This is our first episode for 2022, so Happy New Year! Hope it's a good one for you. I'm Sally Gore, your host for today. I'm a member of MLA's Board of Directors and I manage the research and scholarly communication services department at the Lamar Soutter Library, University of Massachusetts Chan Medical School. My guests today are all working on projects out of MLA's Latinx caucus. These are all interesting, relevant, and really important projects out of that group that they're going to talk about during our time here. But before we dive in, let's do a quick round of introductions. Ruby, would you like to go first?

### **Ruby Nugent 00:50**

Sure. Hi, I'm Ruby Nugent. I'm the biomedical research librarian at National Jewish Health in Denver, Colorado. I am one of the cochairs for the MeSH portion of the project that we're going to talk about today, as well as the chair-elect for the MLA Latinx Caucus.

### **Aidy Weeks 01:11**

And I'm Aidy Weeks. I am the interim director for the School of Medicine Library at the University of Nevada, Las Vegas. I am also the GME liaison librarian and collections manager so I wear multiple hats. I'm also the other cochair for the MeSH project team and the project lead for the Hispanic Latinx inclusive terminologies project, and I'm currently the chair of the Latinx caucus.

### **Rebecca Orozco 01:38**

Excellent. Hello, everyone. My name is Rebecca Orozco. I am the sciences librarian at the University of Nevada, Las Vegas. My colleagues were kind enough to ask me to be on this project. So I guess you could say I'm kind of an honorary member of the MLA Latinx Caucus. And I was the cochair of the search hedge project team.

### **Sally Gore 02:03**

Thank you, Becca.

### **Stephanie Roth 02:06**

Hi, I'm Stephanie Roth. I'm also a colead for the search hedge project. And I'm the biomedical and research services librarian at the Ginsberg Health Sciences Library based in Philadelphia, Pennsylvania. I'm also the team lead for a systematic review service. And I'm a chair-elect for the Systematic Reviews Caucus for MLA.

**Sally Gore 02:28**

Fantastic. Well, thank you all so much again for being here today. I know it's a lot to coordinate, all of us to get together, especially December, in academia, the semesters are winding down and just life is happening outside of work. So thank you again for taking the time. So as I mentioned, we're going to talk about some of the projects, and many of the projects that the caucus is working on involve examining and addressing issues that have evolved over a long history in indexing and cataloging mainly, that our practices are woefully inadequate when it comes to diversity, equity, and inclusion. So Aidy I'm going to ask you to start by briefly introducing some of the issues and describe how the Hispanic Latinx inclusive terminologies project began.

**Aidy Weeks 03:14**

Sure, happy to. So I would just say that our story starts all the way back to June of 2020, when the Latinx caucus wrote an official statement against police brutality, and we had a series of calls to action, to encourage members of the caucus to do the work of diversity, equity, and inclusion and making improvements throughout health sciences and medical librarianship. We obviously are not the first ones in the field to kind of take on addressing Medical Subject Headings. Many folks are familiar that that started around the topic of illegal aliens within the Library of Congress Classification System. And that has influenced our desire to make improvements in Medical Subject Headings. But we really thought that it was an opportunity for us to kind of do some positive work in this area. So aside from that police brutality statement, we also attended —and Ruby can help me with this—we did the MLA, was it Experience MLA, or was it the MLA vConference? There was an open science session, where there was a series of workshops that talked about making improvements across an open science kind of framework within diversity, equity, and inclusion, making information more transparent and accessible for others, addressing topics that adversely impacted marginalized communities. And then, not shortly thereafter, there was the conference held by NCNMLG. So the Northern California and Nevada Medical Library Group, where they also continued the conversation around diversity, equity, and inclusion, and making improvements within health sciences librarianship, in which we kind of started having more and more detailed conversations around what can we do to make a difference within the profession. And then Ruby and I have been looking at Medical Subject Headings for some time now. And we decided to hone in on the Hispanic Medical Subject Headings branch, because it was something that we could specifically relate to through our lived experiences and could try to look at it and see what kinds of improvements can take place. So I'll hand it to Ruby, because it was a, both of us, having a conversation and seeing how we can make this happen within the caucus.

**Sally Gore 05:52**

Yeah, that's really great. And also just, it kind of highlights just sort of seeing like, what can what can we do at that level, you know, just, we're part of a larger organization, but the caucuses, what, you know, how to help people really get involved and get, you know, this is important work, and you want to jump on it. So that's really terrific. Ruby.

**Ruby Nugent 06:14**

Yeah. So I think the really important part, and all of the things that Aidy was talking about really added to this, shared, you know, belief that there's room for improvement, that there are things that we can do as professionals, to, to aid in this to move us forward in an area, which you stated earlier, is lacking, is very behind the times, and these conversations were started very organically. Aidy and I used to work for the same institution, I did work for UNLV, we were colleagues in the same health sciences library. And both of us identify as Latinx or Hispanic. We're just talking a little bit about, you know, our jobs and the things that we're doing looking at research. As tenure track faculty members and assistant professors, part of our job is producing scholarship, and digging through literature and, you know, contributing to those things. And I think our conversations around that really led us to look closer at what we're finding in the literature when we're doing these searches for students and residents and researchers in the School of Medicine, or in a School of Dental Medicine. What are we finding? Why is it hard to find some things when the terminology is inadequate, or incorrect or not even there. And so I think that's a really important part of this whole process, just when you have a network of individuals who share the same ideals and beliefs and emphasis on pushing the profession forward, things happen, and that's really what happened. We did go to some professional events, so some conferences and things like that. And Aidy and I, we're pretty good about like raising our hand and being like, but hey, you know, what about this? And what about that, and the nature of the world, as it developed over the last couple years really lent to that. So there was a lot of things that were happening that just really made this not only possible, but necessary. So yeah, so I just wanted to preface that as well.

**Sally Gore 09:03**

Yeah, it's interesting how, you know, it's sad that sometimes really awful things have to happen to make this kind of progress go. But as you say, the last couple of years, we have just seen going hand in hand with some of all the social unrest and the pandemic and everything happening, but it does present opportunities for people to make some positive change. And that's exactly what you all are working on both from your own, because of your own personal investment in it and just overall being not identifying the same way but that ethnically but doesn't, you know, it benefits all of us, has benefits society as a whole. So excellent work. So Stephanie and Becca, you've been working on the Latinx Hispanic search hedge. Do you want to talk a little bit about that process and what you found and such?

**Rebecca Orozco 10:07**

Yeah, I'm gonna let Stephanie kick us off because she was actually part of the project before I joined. So she has a little bit more background.

**Stephanie Roth 10:15**

Great, thanks, Becca. I got involved kind of in a strange way, I wasn't really planning on getting involved. And Aidy was great about sending lots of reminders about ways to sign up. And I have to admit that I deleted a lot of them initially, because I was kind of, I had too many requests with our own service to deal with so I was like I can't do another search. But finally, I mean, I think the topic really spoke to me. I personally identify as Latinx Hispanic, but only recently. I don't really appear to be, to look Hispanic or Latinx to other people that I've worked with. So I think this project really spoke to me

because there was a way to get involved, but kind of in a behind the scenes way with working on a search. But it was a good like entry way into getting involved in a project of this nature. I basically started working on this search when Aidy, when I told her I was interested and she sent information, she had a whole document prepared, where we can start inputting the search terms, and I saw no one had entered anything yet. And I thought I can't be the only one that signed up for this. I'm just going to start searching. So that's kind of where I started with it. I didn't have any big plans for it. I just wanted to get involved. And I just started searching. So it started as simple as that. At that point, I didn't think I would be a project colead. I had no interest in leadership. But it was something I had always wanted to do, was to lead but I didn't quite feel ready at that time. But when Aidy sent the call for leaders, I was like, well, I already did the search or I started the search, and I knew a lot about it. I just figured maybe this is my chance to step up and lead. And luckily, Becca volunteered to colead so I wasn't on my own.

**Sally Gore 12:15**

Totally on your own.

**Stephanie Roth 12:17**

I think that part was really helpful for me having someone to colead. And I think that she was also fairly new to leading a project of this nature and with MLA. So that part really worked out where we were able to figure things out together and work through issues together and coordinate plans for sending out agendas and sending out emails and leading meetings and taking turns being able to do that.

**Sally Gore 12:46**

Yeah, kudos to you, Aidy, for sometimes we just have to keep keep shaking. Keep sending calls just a little bit. Until people say, Well, wait a minute, that is interesting. I might want to do that. And that's what happens. Good. Becca, what about you?

**Rebecca Orozco 13:07**

Yeah, so as Ruby mentioned, I work with Aidy and I worked with Ruby when she was at UNLV. And we would have monthly meetings with like a cohort of about 10 of us that all kind of started around the same time. And Aidy and Ruby, were talking about this project. And so I was really interested in it, I think because I've always kind of been interested in trying to figure out a way to give back to my community. So I too identify as Latinx or Mexican American, and I felt like this was a good way to do that kind of like Stephanie said, to get your feet wet and like a low kind of stakes behind the scenes project. Also, I'm interested in building searching skills. So as a science librarian, obviously, I know how to search. But I think that the way you search within medical librarianship can be different and a little more intense. And I think that would be very useful for me to take into my instruction and my research consultation. So that was also a motivator for me, was to be able to learn from people that do search in a different way than I do. And that was really great because Stephanie has that background in systematic reviews. And so it was really nice to be able to not only colead with her, but also learn from her.

**Sally Gore 14:40**

So where's the—how's the process going on it? Is the hedge ready? Can people find it somewhere? Where could they go to?

**Rebecca Orozco 14:51**

Yes, it is ready, it's finished. And we can talk a little bit about how we develop the search too if you're interested in that, sure. So, Stephanie, please step in whenever you want to. Actually, I already had like a really good draft of the search when we started formally meeting as a search edge team. And then there were a couple other people that we brought in that had some expertise. And I'll let Stephanie talk about that.

**Stephanie Roth 15:26**

Yeah, we already had a search that I started. We had several iterations of searches, or we weren't really sure what our focus was the beginning. It took us until we started doing more term testing, can analyze seeing different articles, that we really wanted to focus on the broader Latinx, Hispanic US population. And our team, we had a really strong team. I think that was one of the things that really carried this project forward, in that we used the input from team members, team members that had more subject matter expertise than I, had been brought to the team. And I would just like to mention those team members. So we had Mayra Corn who was a project contributor, Rosie Henecke. We also had some subject matter experts and residents. We had Melanie Lackey, Cynthia Locher, Tamara Navarro, those were our search validation experts. And also project contributors were Marian Ramirez and Laurel Scheinfeld. It worked really, we all worked really well together. And we were able to complete the search hedges for all 13 databases within a year. [Fantastic!] Thank you. We also know we moved pretty fast, wow, to kind of figure out what direction we were going in. But once we were able to focus that down, we were able to get the PubMed search finalized once that probably was the longest part. But those that do systematic reviews will know that usually your first preliminary search, right, there's a lot of information that goes into building that search strategy, that usually is the search that takes the longest to develop. Then once we had the PubMed search, everything kind of rolled quickly towards completion after that, where our team had to translate the search strategies for all of the other databases, to translating PubMed search to 12 other databases, and we're trying to follow a lot of the systematic review practices for translation. So that way, they're similar to their original search hedge. All of our searches, we tried to make sure they were reproducible. So that way, someone can just copy the searches right into the databases that they were searching. So we also checked for that, too. And we checked them very carefully for that. And for any errors. And we did a peer review of the search strategies, which follows best practices for systematic reviews. Even though this wasn't a systematic review, we thought we could still incorporate some of those methods for searching. And we thought if they're using these search hedges for systematic reviews, it's helpful that we already followed some of these best practices in building the search hedge.

**Sally Gore 18:24**

Yeah, yeah. So if, as some of our listeners are out there, like okay, I want to do a PubMed search and I need to find this hedge, where do they go?

**Stephanie Roth 18:34**

These searches all live in TUScholarshare, which is Temple University's fairly new institutional repository. [Excellent.] And that was a likely fit, because we were already depositing our systematic review searches since last November of 2020. So we already had a system in place with the IR team

for doing that. And if anyone's interested, we just, a colleague and I, Will Dean, our data services librarian at the Health Sciences Library, we presented at the mural conference in November, which was the inaugural medical institutional repository's conference.

**Sally Gore 19:16**

Yes, it was.

**Stephanie Roth 19:20**

And our searches are also listed in the ISSG filters resource for search filters.

**Sally Gore 19:28**

Great. So we'll get some links for that. And we'll be sure to put that in in the description for the podcast to make it easy for folks to find, and I just can't help but think how, you know, how one caucus does this work, but it's so relevant to so many others, not just the identity caucuses, but the the systematic review caucus, or our folks who are really involved in expert searching—all of these things like this work is so valuable, you know, to so many different groups. So thank you all for doing that. How about Aidy? Ruby? Who wanted to talk on? What's next? What's your next project?

**Aidy Weeks 20:11**

Well, I mean, I will say that, so the, just to kind of bring things back a little bit, the inclusive Hispanic Latinx terminologies project is the giant project that houses the search validation project and the MeSH project. So, Stephanie and Becca were leaders for the search hedge validation project, Ruby and I tackled the MeSH project. So we were doing this all at the same time. So just to kind of give a little bit of background, we started our efforts in the fall of 2020. And we broke into individual project teams at the beginning of 2021 and ran concurrently through the whole year of executing our individual deliverables. And then we just wrapped up our projects this fall, actually. So for MeSH, we also had a really phenomenal group of folks that were from institutions across North America. So, first Stephanie and Becca, they had subject matter experts from Canada. We had individuals who were subject matter experts in other types of cataloging, as well as other institutions. And then for us, the folks that were on our team, aside from myself and Ruby was Katie Hoskins, Stephanie Fell, who's a colleague of ours at UNLV, Jessie V. Dallas, who was one of our student workers, Tracy Shields, and Dr. Erica Abad, who was our subject matter expert, who actually is an assistant professor at UNLV, under the Gender and Sexuality Studies program, who herself identifies as Latinx, and was really helpful in helping us kind of understand a little bit more around terminologies. But we started out by doing a scoping assessment, and just looking out in the literature of the different ways that the words Hispanic and Latinx kind of came up either in the federal definition in some of the style guides, and some of the health information resources, and agency resources as well. And we used that information to kind of map out possible terminologies that could be incorporated into the existing medical subject headings branch. And that was a really, really awesome experience, because we've never done a scoping assessment before, we really didn't know how to start. And that process was recommended by our subject matter expert Tracy Shields. So just to kind of sidetrack a little bit. One of the things that helped our teams worked out really well. And I think it's important to point out when you're talking about projects that are around diversity, equity, and inclusion is that we tried to be really mindful of centering individuals who identify with the topic. And what that meant was being mindful of individuals, librarians of color, Hispanic Latinx,



librarians that are very closely aligned to understanding what it's like to try to figure out how to identify as Latinx or Hispanic. Because even though we use those terms, it's not a homogenous group; we have different identities, different backgrounds, different belief systems, and so on. And so the way that we try to work around centering the appropriate folks was we also incorporated subject matter experts/mentors and residents who oftentimes were not of color, they were oftentimes White, who wanted to be mindful of not influencing too much in the projects themselves. So a lot of our subject matter experts kind of played a peripheral role where they incorporated their expertise and knowledge, but allowed the folks that were closest to the topic to actually work and do the work and bring up the ways in which the work needed to be done. So, which is really a phenomenal, a phenomenal thing to do, because I know that sometimes when we have allies working with us with librarians of color and trying to figure out how do you work in tandem without stepping on people's toes or decentering the folks that need to be at the center. This was one of the ways that we went about it now. There's no perfect way I think sometimes tackle these kinds of projects, but this is one of the things that if other caucuses are thinking about doing this kind of work. This may be one approach that they should consider.

**Sally Gore 25:05**

Yeah. Super. And the fact that, you know, it's that the language is different across people, that people are different across with, that that's really such an important thing to keep, as you say, right at the forefront and right to be just be mindful of it that no one, no one person speaks for every body or no one, you know, and also incorporating those folks just myself being involved with LGBTQ things for many, many, many years. And you need allies, of course, but yeah, it's also the emotional part of your own lived experience. And you don't want to not have other people, but you also need one to be able to really own what's going on. So that's, that's a great advice that can be shared by other groups for sure doing this work. Thanks. Ruby, what would you like to add to that?

**Ruby Nugent 26:07**

So yeah, so I think I mean, Aidy is very eloquent in, she has been a rock star, heading this project, organizing everybody. There's a lot of people, there were a lot of meetings, there was a lot of conversations. And I, you know, it's just really speaks to her leadership. And I just wanted to give her that shout-out that it is acknowledged that she is wonderful. And we were very lucky to have her to help us get through this. So and get through it. And in a, you know, in a year is just, I think phenomenal.

**Sally Gore 26:45**

It really is, it really is. And we hadn't planned this to be like the kickoff to 2022. But now I feel like, look at this folks, new year, new year upon us, what big project can you do? Yeah, and feel inspired.

**Ruby Nugent 27:04**

And I think it's really important to also point out that and something that, that Becca, and both Becca and Stephanie mentioned, like low stakes, this is a way to get in, this is a way to make a difference. And I really like to argue that it turned into something really huge and important. And by stepping in and saying, Oh, I'm going to do this, and maybe it will go on my CV and maybe you know, this is something I can talk about turning into something that was very meaningful and very impactful. And it just speaks towards, you know, if there's something important to you, that no matter how involved you get, if it's a

little or a lot, it's important to everybody, there's a reason why these things need to happen, right. And so I think the other thing to remember during this whole process is, and some of the others have talked about it like, we were not experts at all, we some of us, I was a brand new librarian, some of us were not even medical librarians, and to lead and to hold each other's hand through this whole process through with the librarians with the subject matter experts, with the mentors and residents, it was just a really awesome experience and effort by everybody involved. And we all learned and we all grew together during this whole process. And also, it should be mentioned during a difficult time, there's a lot of things that were happening outside our libraries, inside our libraries, in our homes, that were making this a heavy lift more than we maybe we thought it would be right. So when we had the opportunity to talk about it, we would mention it in a very, I think sometimes in a humble way. And when people started hearing about the project, people started perking up, their ears started perking, they were really interested in what we were doing. They were excited and wanted to know more. And we're like, well, we don't know, we're just doing it, you know, by the seat of our pants, we're just, we're just flying, you know, and we'll let you know how, how it ends up. Right. So. And finally we have this end project. In the end prop, you know, product, we have this thing that we can deliver to others. And we just really hope that, we have been approached by other affinity groups wanting to know how we did this or how they could do this and things like that. So early in the conversation we thought about maybe, oh, maybe we should do this for you know, Asian Pacific Islanders or, you know, African American, you know, Black identified individuals and then we said no, no, that's just that a lot, right? It's really not maybe our place, right? [Oh, right.] And so we hope that this helps with like a blueprint. We hope this, the things that we've done, will help others, our colleagues and peers be able to do something similar for themselves.

**Sally Gore 30:16**

Exactly. You're a tremendous resource now, for any other group wanting to tackle this.

**Ruby Nugent 30:22**

Yeah. And we're really excited about that. Because those are the things that we really love. And I think Aidy wants to say something.

**Aidy Weeks 30:28**

I was just gonna plug in and then let Ruby take this away. But you know, some of that, yes, about projects. So we decided to try to do this for a year. And then after that, for folks who stayed on, they could help with disseminating it through scholarship opportunities, which our goal is to be able to share this out to the world. So others can adopt, adapt, and make it their own and continue the conversations. Because we found out, we can't lift this up for everyone, just from one group. It's not sustainable. But our efforts have, I think, paid off really well, because we've had the opportunity to present at the Reforma conference, which Ruby led those efforts, we had an opportunity to have an audience with NIH, which we didn't think that would happen. And had an opportunity to meet with some of the folks that are trying to make improvements with Medical Subject Heading indexing on different identity groups. I know that we're going to be doing some work around building up our project through a technical report that we want to share with everyone. So if somebody wanted to see exactly how we did it, they can look at that and use it. And we try to put everything out on the Open Science Framework OSF site so people can see all the work we've done.



**Sally Gore 31:50**

Excellent. So we'll put that link in as well in the description so people can, anything that you think can help people. And you can share that with this. Absolutely. Yeah. So Ruby. Yeah, Aidy already mentioned the Reforma conference. So you want to talk a little bit about that?

**Ruby Nugent 32:07**

Sure. So yeah, so as things have been, I guess, revealed over the last year with the work we're doing and things like that, other people have been interested in the work, and how that might apply to them in different environments, and different libraries and different services. So I come from a public librarian background, and I do believe that at least Aidy does as well. And I was thinking a lot about how this relates to, you know, consumer health and health literacy. And for those in these populations, Hispanic Latinx populations. And thinking about the librarians who are on the frontlines in these public libraries, in these communities, working with these communities, part of these communities, and how they may not have the resources they need to be able to properly you know, pass off this information to their users. And so, as someone who worked in public libraries for a very long time, I realized that we didn't have those resources, we didn't have, when I was in that space, have access to them, or even know how to get them, or why we couldn't find the information that we wanted for these communities that were so desperately needing to know more about that information, and how to understand it and digest it. And so that was a big reason why I actually became a medical librarian; I really felt there was a gap in the profession, where there were not those who were advocates and representative of these Hispanic and Latinx communities, being able to provide them with the health information and health literacy that they needed. So I have been a Reforma member for, I dare say, close to 20 years, and done a lot of work and leadership and things like that, within certain chapters, and nationally, and I just thought, this is a really important concept for Reforma members to know what's happening first of all, and understand and take it and use it to their advantage in their library. So, the Reforma national conference was coming up during this time it happened in November of, just last November. And it was, our projects were wrapping up. We were finishing up with our projects, and I thought it was a good time to be able to formally present it in a conference that might reach people that it wouldn't normally reach, professionals that, you know, Reforma is largely, not exclusively, but largely public librarians. And so I think being able to talk about the work and then showing them how that affects the work that they do, and also providing an opportunity for collaboration, and working together with peers, and just, you know, filling gaps, I think that's the biggest thing is just to fill those gaps. And hopefully, it will, you know, perk up some ears. The other thing is, it's not just a professional conference, there are staff members and library techs, and, you know, other people working in libraries that might be considering librarianship. And it's also a great pitch for medical librarianship by people of color. Right. So that's, I think that's a really important aspect of that as well. So that was my, that was my motivation. But I'm really happy that my colleagues agreed to do it. And I think it went really well, we had really great conversation. Yeah, and so I also am a member of the newly formed Research Committee for Reforma National. So I have that representation on the committee. And so I believe that's contributing to the narrative. And I think that's other thing, that, you know, the overarching thing that we are contributing to the narrative, we are making differences, we are making changes. And it's just all really great work. And I'm just so happy that we were able to do this. So yeah, so that was, that was the Reforma conference, but we are going to be doing more in MLA. So some of us are going to be doing posters, some other scholarship, you know, associated, so look for that

**Sally Gore 37:07**

Okay, all right, everyone, that's your plug for the annual meeting that will come up in May for MLA, at least, and, and certainly reaching out beyond just our own association. So as EFS, we've heard here, and all these other collaborative spaces, so you can pop up, you may see this work every, any kinds of meetings that you might be in, and it's so important, and I love, Ruby, that you brought the public aspect of it. And then I've, so much of my work is research support, and I just, you know, think of COVID and the pandemic, just one more giant spotlight on the inequities that we have in health care and health research. And, and this piece of it is just like something people don't even realize, if you can't find the literature to start, though, you know, to do the research or build on what's there. So this is just so crucial, and such an important aspect of our profession and what we do, and, golly, I'm just so, I'm so glad you all took the time to do the project, of course, projects, multiple projects, and continue to do them. And then to share some of that work with us today, I think is just really great. Any last parting things you don't want anybody to leave this podcast not knowing? Get involved?

**Aidy Weeks 38:33**

Yeah, I was just gonna say that. I was gonna say that, and this is Aidy sorry. That yeah, if there is a desire to do this kind of work, that you should definitely feel encouraged to do it. That you wouldn't be alone, because there's resources and tools out there. And you can always reach out to us if you have questions, and we'd be happy to impart our thoughts, and maybe our best, you know, our tips, best practices, things that work, didn't work. And go from there. But I think the one thing I would encourage anybody listening is to please, you know, really consider taking on these projects, because I think it goes back to what we're probably gonna say at the end of this podcast is that we are all MLA, and we all have the ability to enact change. It doesn't have to be, you know, limited to us writing out calls to action and statements, because I know that's a big issue that has come up, we can actually take it one step further and see what's possible. And nothing is possible until we try it, even if people keep saying no, or it's not gonna work. I mean, that's what happened in our conversation within NIH was, you know, there are different barriers in place as to why certain Medical Subject Headings has to stay the way they are. But until you start putting forward these kinds of initiatives and getting folks to think well, maybe we can do this differently, or maybe there is another way, it's going to be the status quo and And I think the one thing we want to do is disrupt the status quo because it benefits everyone.

**Sally Gore 40:04**

Absolutely. What is that? Alice Walker says we're the ones we've been waiting for, or we're the change. We are the change we've been waiting for. And that couldn't say it better. You're doing that you are, you're doing it all. Super, thank you all so very much. So we'll wrap it up for today. You've been listening to Press, Play, Connect the official podcast of the Medical Library Association. Thanks so much for tuning in. Join us again next month for another episode where we'll hear everything from this great kind of work to how plants make us happy, which was an earlier episode that we did. Until then I'm Sally Gore and I am in MLA.

**Aidy Weeks 40:47**

I'm Aidy Weeks and I am MLA.

**Ruby Nugent** 40:50

I'm Ruby Nugent and I am MLA.

**Stephanie Roth** 40:53

I am Stephanie Roth and I am MLA.

**Rebecca Orozco** 40:57

I am Rebecca Orozco and I am MLA.

**Sally Gore** 41:01

Thanks, everyone. Thanks for tuning in.