Homosaurus Collective

Board Descriptions and Structure

Overview

The Homosaurus (www.homosaurus.org) is an international linked data vocabulary of LGBTQ+ terms. Designed to enhance broad subject term vocabularies, it is a robust and cutting-edge thesaurus that advances the discoverability of LGBTQ+ resources and information.

Since 2016, the Homosaurus Editorial Board has worked to expand and revise the Homosaurus in response to evolving language use and community needs. User feedback indicates that the vocabulary significantly enhances the discoverability of LGBTQ+ resources while providing information professionals with a reference for creating respectful and affirming metadata.

Due to ongoing projects to translate the Homosaurus vocabulary into other languages and to keep up with growth, the Homosaurus Editorial Board decided in summer 2024 to restructure Homosaurus using a community ownership model that would be better suited to the project. We see this model as an opportunity to invite more people in, disperse power and responsibility, and ultimately improve the Homosaurus vocabulary. The Homosaurus Collective is the result of this work.

Values

The Homosaurus Collective values:

- **Self-Determination:** We support all individuals in their right to define their gender, sexuality, ethnicity, class, ability, and other identities. By "right to define," we mean the right for a person or marginalized group to name themselves, and for that name to be used.
- **Transparency:** We recognize that openly sharing our practices, policies, and resources is part of our responsibility to the communities we represent.
- **Accessibility:** We believe that vocabularies used to describe communities must be publicly and freely accessible to as many members of those communities as possible.

- **Community:** We affirm that vocabularies must be built by and responsive to the people they describe and the people who use them.
- **Consent:** We uphold a culture of consent and bodily autonomy in our term development and intended use.
- **Authentic collaboration:** We cultivate an interdependent environment where people work together, rely on one another, address disagreements, and demonstrate mutual respect.

Structure

The Homosaurus Collective is made up of three non-hierarchical Boards which contain various committees. Additional committees can be established as needed by each Board.

Each Board may determine their own decision-making process as well as the frequency of their meetings. Additionally, Boards are responsible for creating and updating their documentation, workflows, and criteria for membership. Documentation and workflows that are outward facing (for user communities, for example) or impact other Boards must be shared for review by the full Collective prior to implementation. Public and ongoing documentation is the responsibility of the Organizing Board.

Boards will have 1-2 conveners who will hold additional responsibilities but not additional power compared to other Collective members of the Board. Convener responsibilities will include scheduling meetings; facilitating meetings (or ensuring they are facilitated by others); ensuring meeting notes are recorded (by conveners or others); communicating with other Boards (e.g. forwarding ideas and term requests, member recruitment, working with the Organizing Board on conflict resolution, etc.); and ensuring workflows, processes, and MOUs are followed.
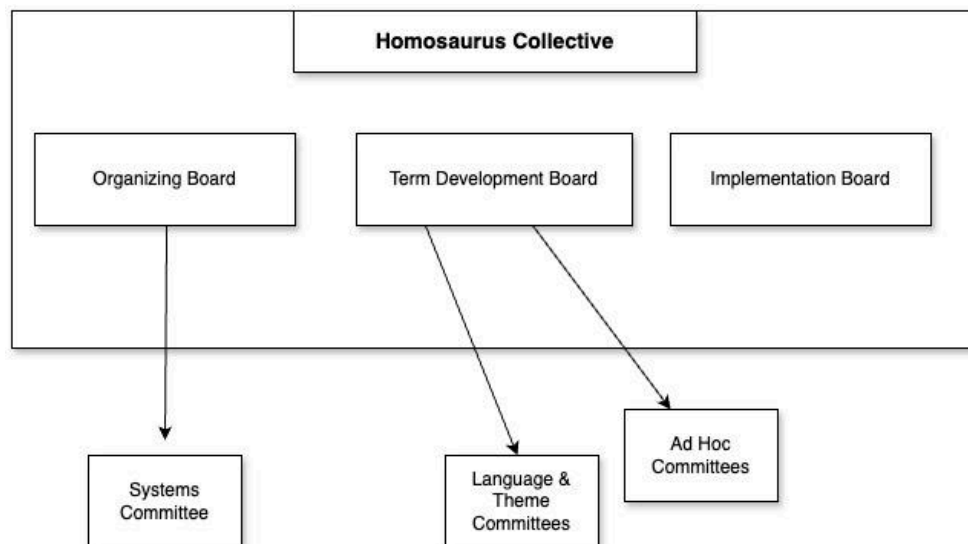
Membership

All members of the Organizing Board, Term Development Board, and Implementation Board are considered members of the Homosaurus Collective. Collective members must agree to the [Homosaurus Collective Memorandum of Understanding](#) that establishes terms for membership prior to their first meeting.

While there will be term lengths established for conveners and co-conveners of Boards, there are no term lengths for general membership of the Collective. A member leaves the Collective when they decide to no longer serve on Homosaurus Collective Boards or they are asked to leave (e.g. for violating the MOU). Leaving the Collective on good terms does not affect the ability to rejoin the Collective again later.

Organizing Board

Project Host: K.J. Rawson; Co-conveners: Marika Cifor and Bri Watson

Membership	6-10 overall members (includes 2 Co-conveners, 1 Host, and 1 Software Developer)
Meeting frequency	Monthly or quarterly (TBD by Board)

The Organizing Board will provide vision, coordination, and guidance across boards and groups to help develop and grow the Collective. The Organizing Board also contains a Systems Committee.

Board responsibilities include:
- Hosting summits (annually or semi-annually, as needed) to facilitate decision-making by the entire Collective on issues that impact the project as a whole
- Facilitating email responses and public communications
- Identifying and supporting collaborations
- Identifying and supporting grants (note: PIs may be anyone in the collective, but Organizing Board will be involved in deciding which grants to pursue and how they impact the project as a whole)
- Developing conflict resolution process and helping to address any issues that surface within other groups or the project as a whole
- Developing documentation, ensuring maintenance and preservation of ongoing documentation,

Systems Committee

Systems Committee Membership: 2-3 members of the Organizing Board, including Host and Software Developer.

Meeting frequency: As needed, TBD by Systems Committee

Committee responsibilities include:
- Ensures software functionality meets project needs
- Coordinates with developers
- Sets timelines for versions in collaboration with the Term Development group.

Term Development Board

Co-conveners: Keahi Adolpho and Chloe Noland

Membership	Consists of 1-2 conveners as well as conveners of Ongoing Language Term Development Committees
Meeting frequency	Monthly or quarterly (TBD by Board)

The Term Development Board supports cross-language work, coordination among Term Development Committees, and thematic term development for the Homosaurus Collective. The Term Development Board oversees Language-Specific Committees, which are sustained long-term, as well as Ad-Hoc Thematic Committees, which are temporary in nature.

Board responsibilities include:
- Convening Language-Specific Committees
- Convening or liaising with Ad-Hoc Term Development Committees
    - Liaisons serve as a source of institutional knowledge with Ad-hoc committees, attend meetings as needed/requested, and bring developed terms back to the larger Term Development Board
- Establishing and implementing workflows for handling term additions
- Working with the Organizing Board to handle outside term requests and recruit new members
- Working with the Implementation Board to identify growth areas
- Attending annual/semi-annual summits

Language or Theme-based Term Development Committees

Membership	Ideally 3+ members (including conveners), but may be smaller
Meeting frequency	(TBD by each Committee)

Committee responsibilities include:
- Proposing, discussing, and approving new terms (Note: Ad-Hoc Committee terms must be approved and finalized by the larger Term Development Board)
- Discussing new terms from Language Term Development Committees to determine if a translation should exist for their version of the vocabulary (applies to Term Development Committee only)

Ongoing Language Term Development Committees

- Dutch, Convened by Jack van der Wel
- English, Co-convened by Keahi Adolpho and Chloe Noland
- French, Convened by Philippe Cadieux
- Spanish,
- Hindi/Bengali, Convened by Partha Mukhepadhyay
- Japanese, Convened by Kazuyuki Sunaga
- Swedish, Convened by Siska Humlesjö
- German, Convened by Gerrit Wessel

Examples of Ad Hoc Committees (for collaborations or specific theme development)

- Pasifika/Oceania Committee (current)
- Leather Archives BDSM Term Development (former)
- COLAGE Family Term Development (former)

Note: Ad Hoc Committees can be formed by Boards at any time and disband when the work is completed or is no longer possible to complete. Participants on Ad Hoc Committees are not enfranchised members of the Homosaurus Collective and do not need to sign an MOU.

Implementation Board

Co-conveners: Jay Colbert and Adrian Williams

Membership	Consists of 8-12 members (including co-conveners)
Meeting frequency	Monthly or quarterly (TBD by Board)

The Implementation Board will consist of experts in a variety of cultural heritage sectors and will work with outside organizations on the implementation of Homosaurus.

Board responsibilities include:
- Training outside organizations on implementation of the Homosaurus
- Creating training for trainers on the implementation group
  - Both for outside institutions and how to do a training at one's own institution

- Providing learning and implementation resources for the public
  - Creates implementation best practices
  - Regularly updates implementation documentation
- Tracking the use of the Homosaurus
- Tracking scholarly work on the Homosaurus
- Analyzing use of the Homosaurus
- Making recommendations to the Organizing and Term Development Boards
  - Works with the Term Development Board to make implementation documentation and trainings multilingual