



# South Central Regional Library Council

Make Smart Connections.

## Work Plan 2022-2023 Results

### Summary:

This document summarizes work carried out this past year and is therefore similar in scope to the more lengthy online annual report submitted to the State Library. It is more comprehensive than the brief annual report sent to the membership.

Most of the work plan was accomplished with few items carried over into the 2023-2024 fiscal year. Activities that were moved to 2023-2024 are highlighted in green. Specific activities that are listed in addition to objectives are italicized for easier reading.

### Element 1 - RESOURCE SHARING

#### Cooperative Collection Development (CCDA) for Academic Libraries

**Goal:** Facilitate, for eligible academic libraries, a Coordinated Collection Development program that strengthens and makes available diverse, inclusive and free resources to all regional learners and residents. The resources should include authors and publishers from historically oppressed and marginalized groups.

**Objectives:** Ensure that eligible libraries utilize the CCDA program and complete their forms by the Fall 2022 deadline.

#### Activities:

- *Offer informational session(s).* Participants were directed to two webinars held by the State Library. A total of 18 SCRLC librarians attended.
- *Maintain subject and award lists.* Ten new subjects were added; seven were discontinued. The subject chart is located at [https://scrlc.org/data/CCDA\\_Subject\\_2022-2023.pdf](https://scrlc.org/data/CCDA_Subject_2022-2023.pdf).
- *Communicate program information via the CCDA discussion list and encourage librarians to use it as well to ask questions, network, and discuss collaborative opportunities.* Accomplished.
- *Review the CCDA plan with member staff; discuss collaborative opportunities.* The plan review was moved to 2023-2024.
- *Assist in the troubleshooting of any issues that arise.* Accomplished.

## Catalog Services

**Goal:** NYS students, educators, lifelong learners, and residents efficiently discover materials held by SCRLC libraries.

**Objective:** Offer or promote continuing education opportunities.

Accomplished. This was shared in the SCHOAM newsletter; on-demand continuing education resources, which include cataloging skill development, were shared in the SCRLC news.

**Goal:** Encourage members to adopt inclusive cataloging and metadata practices, and antiracist initiatives that eliminate biases and discrimination. (See also Digital Collections Access goal)

**Objective:** Offer workshops or other types of programming on inclusive practices.

**Activities:**

- *Seek presenters that can offer training in this area.* Moved to 2023-2024.
- *Review regional city, county, and town Wikipedia entries for inclusivity; seek help in updating.* Moved to 2023-2024.

SCRLC staff compiled a LibGuide about inclusive metadata best practices, available here: <https://scrlc.libguides.com/deij/metadata/>.

## Delivery

**Goal:** Support the efficient and fast delivery of interlibrary loan materials among SCRLC members and statewide.

**Objective:** Offer information on delivery options, including ELD Delivery Service.

CampusShip was discontinued; the October 2022 Resource Sharing Users Group meeting featured a panel on delivery issues and how libraries are replacing CampusShip.

## Interlibrary Loan (ILL)

**Goal:** Enable library users to efficiently and quickly obtain material not available in their local libraries.

**Objective:** Hold a resource sharing user group meeting in conjunction with Central NY Library Resources Council (CLRC) for **Fall 2022**. Accomplished. 73 people attended and 27 were from the SCRLC region.

**Objective:** Assist new ILL staff with Resource Sharing best practices.

**Activities:**

- *Update the Resource Sharing LibGuide and website; follow up with new staff to ensure that they know about the resources.*
- *Hold training opportunities for new staff, that might also serve as a refresher for others.*

Although the resources were updated, SCRLC was not aware of new ILL staff in the area. We

continually asked our members to let us know when new staff join their libraries.

**Goal:** Investigate regional and statewide opportunities to improve access to materials for all people.

**Objective:** Integrate DEIJ programming in the area of Resource Sharing to provide our members with the opportunity to learn about relevant DEIJ and accessibility initiatives and projects.

**Activity:**

- *Seek speakers on this topic both for the user group meeting and for other programming.* The Resource Sharing Users Group meetings generally include some aspect of DEI (the upcoming one will be on prisons; a former one had included the Talking Book and Braille Library). DEI was discussed at Resource Sharing Advisory Committee meetings, and some members also participated on SCRLC's Diversity, Equity, Inclusion, Justice, and Accessibility (DEIJA) Advisory.
- *Market SCORA (South Central Onsite Regional Access).* This was moved to 2023-2024 primarily due to staffing.

Note: "Improving access to materials for all people" includes our digital equity efforts and drives our participation in various digital equity initiatives including co-founding the Southern Tier Digital Equity Coalition, our work with the ConnectAll Office, and partnerships with our members to add digital objects to New York Heritage and NYS Historic Newspapers, and collaboratively building traveling and online exhibits.

## Digital Collections Access

**Goal:** Identify new collections that reflect historically oppressed and marginalized peoples and perspectives and unique regional subjects, and investigate new material formats for inclusion, such as data sets and original research.

**Objective:** Add at least one new collection representing historically oppressed and marginalized peoples and perspectives to NYHeritage from the SCRLC region.

We leveraged grant opportunities from the NYS Archives Partnership Trust's Consider the Source IMLS grant project that focused on collections representing historically oppressed and marginalized peoples and perspectives. The result was 58 new collections added by 20 members.

**Goal:** Adopt inclusive descriptive metadata practices for digital collections.

**Objective:** *SCRLC will form a Special Interest Group on inclusive descriptive metadata practices.* (Note: By July 1, 2024, SCRLC will have inclusive metadata guidelines for NY Heritage collections. By July 1, 2025, at least half of SCRLC's member collections will be reviewed for inclusive descriptive metadata)

**Activities:**

- *Create a LibGuide with inclusive metadata resources and guidelines.* The Digitization Advisory Committee developed a LibGuide with helpful resources and recommendations

for metadata. (<https://scrlc.libguides.com/deij/metadata>). The monthly SCHOAM newsletter includes continuing education opportunities and publications about inclusive metadata.

- *Advertise the inclusive metadata practices SIG.* Moved to 2023.
- *Offer learning opportunities for inclusive metadata practices.* Moved to 2023.
- *Begin a review of existing metadata of SCRLC members' NYHeritage collections.* Begun, and statewide, the NYHeritage liaisons formed a committee about inclusive metadata on which our digital services librarian participates.

**Goal:** Investigate regional digital preservation needs and provide regional access to and information about digital preservation solutions, including the Digital Dark Archives project.

**Objective:** Beginning in 2022, all new NYHeritage collections from SCRLC's members will be added to the Digital Dark Archives as a backup solution.

We continued to add New York Heritage materials to the DDA and to advertise to our members.

#### **Other: Medical Library Services Program**

**Goal:** Utilize and distribute MISP program funds to member libraries to improve access to medical and health information.

**Objective:** Promote the availability of MISP to fund medical/health-related interlibrary loan requests by April 30, 2023.

Accomplished. The use of MISP for ILL requests has declined due to several factors including more access to electronic resources, better SERHOLD tables, and possibly turnover.

**Objective:** Fund health-related electronic resources if feasible.

#### **Activities:**

- *Review Consumer Health Complete statistics with the HLSP and ACITS committees; make a recommendation about continuation by April, 2023.* Accomplished; the decision was made to drop CHC.

## **Element 2 - SPECIAL CLIENT GROUPS: HOSPITAL LIBRARY SERVICES PROGRAM**

**Goal:** Serve the information needs of regional health care professionals through the provision of health and medical information, resources, expertise, and circuit librarian services to their hospitals.

**Objective:** Provide continuing education opportunities for HLSP participants.

Our new HLSP coordinator joined our staff in early November. Five SCRLC members (16 altogether) participated in the MLA webinar, Trauma-Informed Medical Librarianship. Basic Health Reference and MedlinePlus (20 SCRLC participants; 33 total) and Effective Health Communication and Health Literacy: Understanding the Connection (12 SCRLC; 25 total attendees) were offered through NNLM Region 7. An HLSP member also hosted a Lunch & Learn session, What is a Medical Librarian? There were 14 participants from SCRLC and one from outside the region. In addition, they had access to MLA continuing education programs that were hosted by other ESLN councils. The HLSP LibGuide was updated and visited 448 times. See <https://scrlc.libguides.com/HLSP>

**Objective:** To better understand the information needs, visit all hospitals in-person or virtually.

The new HLSP coordinator visited 11 of 12 hospitals and shared her findings at meetings.

**Objective:** Revise and implement HLSP marketing plan.

The new HLSP Coordinator began implementing the marketing plan including a quarterly HLSP Newsletter and marketing materials for SCRLC services available. A new lunch and learn series (Health, Wellness, and Hospital Libraries) was also implemented.

**Objective:** Review and recommend medical/health-related electronic resources for HLSP group purchases by December 2022. Accomplished.

### **Element 3 - PROFESSIONAL DEVELOPMENT AND TRAINING (Educational Services)**

**Goal:** Ensure that diversity, equity, and inclusion (DEIJ) are at the forefront of SCRLC's educational services.

**Objective:** Enlist a diverse group of speakers to present programs.

We enlisted speakers from the BIPOC community speaking on a wide range of topics, and will continue to be prioritized by the Educational Services Advisory Committee and anyone planning events—it is in our Plan of Service.

**Objective:** Offer learning opportunities on justice, diversity, equity, and inclusion.

**Activities:**

- *Plan at least two programs this year that address some facet of diversity, equity, and inclusion. Learning opportunities may include article discussions, movie screenings, and member meetups, as well as resources shared through LibGuides and the newsletter.* SCRLC hosted five webinars that addressed various aspects of diversity, equity, and inclusion as listed above. SCRLC also hosted a webinar using ARPA funds entitled, Digital Accessibility: Why It - and You - Make a Difference. Altogether, 139 SCRLC library workers attended at least one of these programs; altogether, attendance totaled 370. Our members also benefited from access to excellent programming on diversity, equity, inclusion, and accessibility from ESLN and the other councils. Resources were continually added to the DEIJA LibGuide which saw 2,169 views over the past fiscal year. DEIJA actions were included in the bi-weekly newsletter under "Take Action" and we ask members about their own DEIJA initiatives in our "Member Spotlight."

**Goal:** Plan responsive programs to meet membership needs as they arise in a rapidly changing environment.

**Objective:** Offer a wide variety of programming and training to meet members' needs.

**Activities:**

- *Gather input from members often and through multiple channels: post-event surveys; committee meetings and meetups; newsletter polls.* Altogether, there were 55 professional development opportunities offered, attended by 1,438. The number of opportunities decreased from 89, but the overall attendance figure increased from 1,247 in 2022. There has always been fluctuation between years and the Educational Services Advisory Committee will be reviewing these statistics in October 2023. Although we obtained input via evaluation forms, committee meetings, meetups, and field visits, we have yet to implement a newsletter poll.

**Objective:** Continue to offer career coaching services.

The career coaching service was advertised on our website, in our bi-weekly newsletter, and shared through Constant Contact. We assisted one intern with coaching services that included resume and cover letter review.

#### **Element 4 - CONSULTING AND DEVELOPMENT SERVICES**

**Goal:** To facilitate the provision of expertise, advice, training, or referrals in specific areas of library leadership and operation, or customized teaching and services to members.

**Objective:** Offer customized training, consulting, focus groups, etc. to members throughout the fiscal year.

Accomplished. SCRLC staff performed 27 consultations to members about a variety of topics in addition to 14 custom training sessions specifically about digital services. Board orientation sessions were provided for new Board members.

**Goal:** To facilitate knowledge-sharing and member collaboration.

**Objective:** Continue the work of the American Rescue Plan Act (ARPA), which centers on digital equity and inclusion through partnerships and collaboration.

The ARPA plan was carried out, and the final report was submitted on time in April 2023. In March 2023, we offered an additional webinar on Digital Accessibility as part of Digital Justice 4 Disability Justice. The Hurricane Agnes Flood of 1972 exhibit continued to circulate.

**Objective:** Create a regional Digital Equity Coalition to unite regional leaders to advance DE.

Accomplished with our regional partners. The executive director also participated in the NY Digital Equity Network.

**Objective:** Share innovations that are happening among SCRLC member organizations.

**Activities:**

- *Invite members to present their projects at the annual meeting or a roundtable.* Moved.
- Include information about the projects in the newsletter to inspire others. Accomplished.

**Goal:** Support regional digitization and innovative projects and services through SCRLC-sponsored initiatives and grant opportunities that impact members and adhere to SCRLC's values.

**Objective:** Share news monthly with members about digitization projects and services.

Accomplished. SCRLC staff proactively collected member news and projects throughout the year and shared this through the monthly SCHOAM email newsletter along with information about grant opportunities of all sizes, trends in digital libraries, and professional development opportunities. These newsletters are freely available on <https://scrlc.org/Community/SCHOAM>.

**Objective:** SCRLC will offer grant opportunities to member organizations for digitization and other innovative projects.

Accomplished. SCRLC distributed thirteen digitization and technology grants (formerly RBDB grants) for the 2022-2023 grant cycle, totalling \$55,208.50. With these grants, digital objects were added to New York Heritage digital collections. <https://scrlc.org/Grant-Information>

**Goal:** Seek new members, including those representing historically oppressed and marginalized peoples, whose collections increase the diversity of resources available to all people. In addition to membership, encourage members to partner with individuals and organizations that represent underrepresented communities.

**Objective:** At least one potential member will be contacted per year with the explicit encouragement to add their collections to NYHeritage Digital Collections.

**Activities:**

- *Identify potential new members and reach out to them.* Accomplished. We received \$16,445 from the NYS Archives Partnership Trust to do digitization work on behalf of 19 organizations, most of whom are new SCRLC members thanks to this grant.

### **Element 5a - COORDINATED SERVICES FOR MEMBERS: VIRTUAL REFERENCE**

**Goal:** Facilitate participation in collaborative virtual reference service to enable member libraries to provide quality, relevant, and timely information services to their communities.

**Objective:** Market AskUs 24/7 to SCRLC members by December 2022 to elicit new participants.

AskUs 24/7 was advertised and one new member, Ithaca College, joined. AskUs 24/7 statewide virtual reference participants offered their users point-of-need reference service, while saving money by collaborating. SCRLC participants were: **Broome Community College, Cayuga Community College, Cornell University, Houghton University, Ithaca College, SUNY Cortland, SUNY Delhi, and Wells College.** Their users asked 6,186 questions; SCRLC librarians answered 5,532, both from regional users and from beyond.

### **Element 5b - COORDINATED SERVICES FOR MEMBERS: DIGITIZATION SERVICES**

**Goal:** Facilitate collaboration and encourage participation within the region to provide a comprehensive digital history of South Central New York State.

**Objective:** By July 2023, every county will have representation in New York Heritage Digital Collections or New York Historic Newspapers with at least two contributors.

SCRLC staff surveyed the geographic extent covered by existing NYHeritage collections and identified our underrepresented counties: Steuben, Allegany, Chenango, Tioga, and Schuyler. Organizations in those counties were identified, contacted and encouraged to participate in NYHeritage with help from grants to get them started on digitization. There are now 160 newspaper titles on New York State Historic Newspapers from the SCRLC region, totalling 1,115,359 pages. All fourteen counties are represented.

**Goal:** Provide information and training in the process of digitization, standards, metadata, access, and digital preservation, especially with a critical eye for inclusive description practices.

**Objective:** Provide custom training for at least three members each year and distribute at least twelve newsletters on the topic of digitization, metadata, access, and digital preservation.

SCRLC performed 14 custom training sessions for members on digitization, e-resources, cataloging systems, and metadata. The monthly SCHOAM newsletter gained 14% more subscribers, with a respectable 50% open rate and 21% average click rate.

**Goal:** Act as regional liaison and advocate for SCRLC members to NYHeritage and other statewide digital initiatives.

**Objective:** Communicate with all SCRLC region contributing members every year about their collections in NYHeritage.

Accomplished. SCRLC staff checked in with all members throughout the year, encouraging them to add new collections and participate in projects like the Digital Dark Archives. All collections on NYHeritage were checked and updated for metadata consistency. New statewide opportunities and initiatives were shared via SCRLC's communications channels. Thirty-eight SCRLC members added material on NYHeritage, which totaled an increase of 6,813 objects made of tens of thousands of scanned images (e.g. a new collection of 96 yearbooks was made of 12,500 pages). New collections were promoted in the bi-weekly SCRLC newsletter and the monthly SCHOAM newsletter.

**Goal:** Promote the rich digital content generated by SCRLC members through NYHeritage or other content gateways, especially as it relates to school curricula.

**Objective:** SCRLC member digital collections will have a 5% increase in pageviews from the year before.

Accomplished and continues to be exceeded. Between July 1, 2022 and June 30, 2023, the number of items on NYHeritage from SCRLC contributors increased from 15,946 to 22,759 (up 43%), and the total pageviews across the region's collections increased from 155,664 to 322,018 (up 107%). Fourteen posts about SCRLC members were shared from the New York Heritage Digital Collections Facebook page, which reached users 9,427 times all together. The HistoryUnbound LibGuide was updated with links to NYHeritage content and promoted to teachers and librarians at professional development events and meetings, so that the LibGuide was viewed 5,145 times (up from 1,530 the previous year). A new online and accompanying physical exhibit about Hurricane Agnes and the flood of 1972 in the Southern Tier was created and circulated among SCRLC members.

### **Element 5c - COORDINATED SERVICES FOR MEMBERS: RESOURCES ACQUISITION AND ACCESS**

**Goal:** Facilitate and enhance regional learners' and residents' access to information.

**Objective:** Assess participation in the Bibliographic & Referral Center (BARC), our back-up interlibrary loan clearinghouse.

Accomplished. This had been accessed, and we continued to contract with Tompkins Cortland Community College to provide this last resort service. BARC use returned to pre-pandemic levels. In 2021-2022 BARC had handled 1,009 requests; this past year, use increased to 1,936. This places volume at nearly the highest year, which had been in 2017-2018 when BARC received 1,938 requests.



**Objective:** Fund regional electronic subscriptions as feasible.

Accomplished. Regional learners and residents had access to EBSCO Consumer Health Complete and EBSCO Literary Reference Center through SCRLC's regional subscriptions, available to all governing members. Use continued to be low between 2022 and 2023, with only 1,991 sessions of EBSCO's Consumer Health Complete, 2,605 sessions of EBSCO's Literary Reference Center, and 49,986 searches on FirstSearch. SCRLC staff worked with our library systems members and libraries to promote these electronic resources. The Board approved the cancellation of CHC for the new fiscal year due to low use. SCRLC also funded LibGuides and Tech-Talk, which are available to all regional library workers to better serve their users. The *New England Journal of Medicine* was funded via the HLSP for all hospital members. SCRLC continued to coordinate the OVID subscription/cost share (60/40 library/SCRLC) on behalf of Bassett Healthcare, Cayuga Medical, Lourdes Hospital, and UHS.

## **Element 6 - AWARENESS AND ADVOCACY**

**Goal:** Increase awareness of the role of the regional network of libraries and library systems in providing relevant cost-effective resources, materials, and programs to students, educators, lifelong learners, and NYS residents.

**Objective:** Leverage the ARPA program to demonstrate to the region's library and cultural workers the effectiveness of working together to mitigate the digital divide and increase digital inclusion.

The ARPA grant was extended to March 31, 2023. Using ARPA funding, SCRLC's three public library systems undertook digital inclusion projects tailored to the specific needs of their communities: Finger Lakes Library System (FLLS) upgraded routers for 24 of their 33 member libraries; Four County Library System purchased external wifi access points to increase the speed and capacity of their libraries' wireless service and purchased 50 new public access computers; Southern Tier Library System (STLS) upgraded and expanded access to internet-enabled devices (public computing infrastructure) for 32 member libraries, totalling 349 devices. With ARPA funding, SCRLC also led a region-wide digital justice pilot project focused on community members with disabilities, who often encounter barriers to access, such as inaccessible computers or desks that are the wrong height for wheelchairs. Digital inclusion training available through the National Digital Inclusion Alliance, the New York State Library, and SCRLC were promoted via our listserv and biweekly news. This extensive work using ARPA funding prepared SCRLC to help form the new Southern Tier Digital Equity Coalition in September, 2022. ARPA activities and digital equity principles were discussed when SCRLC participated in advocacy efforts with the New York Library Association and the New York Alliance of Library Systems. SCRLC's executive director met with legislators in person in Albany during Library Advocacy Day; other staff attended virtual meetings with regional representatives or their staff. The Governor's office was also contacted regarding library aid. Advocacy emails were sent or forwarded to the SCRLC membership and discussed in SCRLC's newsletter.

**Objective:** Design an information campaign to bring people into libraries.

**Activity:**

- *Include information literacy programming to address misinformation/disinformation.*  
Moved to 2023-2024 and changed to include digital literacy/fluency.

**Objective:** *Update the Advocacy Plan by January 2023.* Moved to 2023-2024.

## Element 7 - COMMUNICATIONS AMONG MEMBER LIBRARIES AND LIBRARY SYSTEMS

**Goal:** Through effective communication, SCRLC members utilize and engage with the benefits, programs, and services that their membership offers.

**Objective:** Revise internal Communications Plan. Moved to 2023-2024.

The Communications Plan is slated for further review and revision following a member survey that will address communications. Frequent updates about Council benefits, programs, and services that SCRLC offers were provided through the 26 electronic newsletters, listserv posts, the website, visits, and social media. Individualized membership benefits summaries for 2021-2022 were distributed, which continued to demonstrate to members and to their stakeholders SCRLC membership's solid return on investment to their organization and community.

**Goal:** Facilitate relationship-building and partnerships among members through networking opportunities and participation in regional and statewide programs and services.

**Objective:** Evaluate whether or not to continue holding monthly virtual networking meetings.

This is an on-going process. There was one BIPOC Call; 5 Academic Library Directors' meetings; and 1 article discussion. These meetings provided networking opportunities among members on a number of topics.

**Goal:** Align communication channels and media with members' needs.

Accomplished in 2018-2019; will revisit in FY 2023-2024.

## Element 8 - COLLABORATIVE EFFORTS WITH OTHER LIBRARY SYSTEMS

**Goal:** Provide members with effective and expert information services and programs to enable them to better serve their communities, through collaboration with the region's public and school library systems, the Empire State Library Network (ESLN), and the New York Alliance of Library Systems (NYALS).

**Objective:** Collaborate with library systems and organizations to offer ESLN-sponsored conferences and learning opportunities throughout the fiscal year.

**LEARNING OPPORTUNITIES:** There were 6 ESLN-sponsored webinars on various topics including 2 on CCDA and a continuation of a series of ESLN information sessions on ESLN programs and services with 3 offered (Academic Overdrive, Empire Library Delivery, and Ask the Archivist). One particularly successful ESLN webinar was Ready, Set, Policy!: Using the 2022 Collection Management Guide, which had 34 SCRLC attendees. Other ESLN-sponsored events included the PILLARS conference in July 2022 on the High School to college transition, which focused on issues of accessibility (13 SCRLC participants). SCRLC's member engagement librarian and digital services librarian organized the two ESLN NYLA programs at the annual conference on behalf of ESLN. The programs were: Transformative Conversations in Hiring for Diversity, and a Panel Discussion on Book Challenges. SCRLC also worked with CLRC on the annual Resource Sharing Users Group meeting/workshop, What Have You Been Dealt?

**ADVOCACY:** SCRLC collaborated once again with the public library systems, ESLN, and NYALS for Library Advocacy Day. SCRLC continued to maintain the ESLN Library Assessment Tools LibGuide, which had 1,963 views. The nine archived YouTube assessment videos were

also viewed a total of 3,228 times to date-353 times in the last year. DIGITIZATION: We continued to participate in New York Heritage, which combines eight of nine Council's digitization programs.

SCRLC continued to work with metadata, training, marketing aspects, and creating exhibits.

ASKUS SERVICES: SCRLC paid for members and their members to use such services as Ask the Lawyer and Ask the Archivist, and promoted AskUs 24/7 virtual reference.

**Goal:** Form partnerships with other library systems and organizations to advance common goals and provide support for shared services.

**Objective:** Partner with regional public library systems and school library systems in digital equity pursuits.

Accomplished (discussed earlier). A bit more about Digital Justice for Disability Justice, however. Much of the Digital Justice 4 Disability Justice equipment was delivered to the 5 pilot public libraries over the Summer of 2022 (Oneonta, Watkins Glen, Odessa, Groton, and Ithaca). The executive director presented a session on our findings at Southern Tier Library System's continuing education day in June 2023. The final webinar, Digital Accessibility, was offered in March 2023 and is archived on our YouTube channel. The digital inclusion work advanced through the ARPA award informed the formation of the Southern Tier Digital Equity Coalition, which worked with the ConnectAll Office on digital equity. The coalition brings together the regional public library systems, academic libraries, and others to do this work.

**Goal:** Promote SCRLC activities outside the region, as appropriate.

**Objective:** Advertise SCRLC's opportunities and knowledge-sharing communications with NYLINE and other groups as appropriate, e.g. the hospital community or SCHOAM (special collections, historical organizations, archives, and museums).

SCRLC promoted all learning opportunities via SCRLC's distribution list, NYLINE, among the other Council's listservs, on shared calendars hosted by ESLN and NYLA, and through other discussion/distribution lists as appropriate. In total, 574 library workers from outside the SCRLC region participated in our learning opportunities.

## **Element 9 - OTHER (Optional) Leadership and Administration**

**Goal:** Foster a culture of diversity, equity, inclusion, sustainability, and antiracism within SCRLC and across the region's member organizations.

**Objective:** Develop a diversity audit instrument specific to library systems.

The DEIALS—The Diversity, Equity, Inclusion Assessment for Library Systems—was reworked in conjunction with a small group of students from Cornell's AEM 3015 Developing Racial Equity in Organizations class, based on the feedback from the beta testing. It is due for release in early FY 2023-2024. The executive director presented about it and the process at April's International Coalition of Library Consortia meeting.

**Objective:** Incorporate DEI and antiracism into all aspects of SCRLC's programs, services, and operations.

In 2021-2022, the Advisory Committee had recommended some updates for the Council's diversity statement. In that the diversity statement was included in the bylaws, the membership

would need to vote on any changes. Initially we thought this would be in Fall 2022 at the annual business meeting; however, the Bylaw Committee wanted to do a legal review because one had not been done in a number of years. Therefore, they will be voted on in 2023. The lawyer recommended not including a specific diversity statement so that the Bylaws do not have to be updated every time the statement is revised. The DEI Plan, which looks at all aspects of our services, was reviewed. Resources were continually added to the DEIJA LibGuide, which received 2,169 views over the past fiscal year. DEIJA actions were included in the bi-weekly newsletter under "Take Action." All staff were and are encouraged to engage with DEIJA through learning opportunities and within our programs and services; the re-imagined outreach services librarian job description included specific DEIJA responsibilities. We developed a set of initiatives to make our DEIJA Plan more actionable.

**Goal:** Utilize resources effectively and efficiently, ensuring that expenditures reflect strategic directions and priorities are based on continuous evaluation and funding levels.

**Objective:** Visit member organizations, virtually and in-person, including Board members and other members.

SCRLC staff made 27 field visits and consultations this past year, both virtually and in-person. We expect to continue to scale this up for 2023-2024.

Additionally, a salary survey was conducted the previous year, though SCRLC will continue to review data to ensure equity. Other elements of "utilizing resources effectively and efficiently" include the Board's continued due diligence, positive audits, and ensuring that our services are meeting the needs of the membership. This is accomplished through periodic assessments, field visits, and networking. Each year, a work plan is developed from the five-year Plan of Service to ensure all goals in the Plan are addressed.

**Goal:** Demonstrate best practices in sustainable resource management, staff development, and workplace wellness.

**Objective:** Promote best practices for green and sustainability programs; develop initiatives as feasible.

The "Climate-Conscious Library" webinar addressed sustainability in libraries. A number of webinars addressed workplace wellness, including the ones on trauma-informed librarianship, boundary setting, "Beautiful, Revolutionary Future", and the article discussion "The Librarians Are Not Okay." Publications for the membership continue to be made available via online PDF format to save printing large amounts of paper. We continued to look for potential initiatives.

**Objective:** Develop a Board matrix and target recruitment for identity groups that may be missing. This was begun in 2022-2023 but was taken up at the July 2023 Board retreat.

**Goal:** Facilitate recruitment into the profession.

**Objective:** Offer internships as possible.

**Activities:**

- We financed one LIS student in the digitization area. We also began planning a cohort program for BIPOC undergraduate students to explore the field of librarianship.
- *Develop inclusive job description and email messages to send to library schools.* Our job description and advertisement for the new position was developed and vetted with several Colleagues of Color.

- *Offer career consulting services to area LIS students.* We offered consulting to one LIS student this past year.

**Objective:** Participate in high school and college career fairs as possible. Moved to 2023-2024.

**Goal:** Facilitate and promote a diverse regional library workforce; as a component of this goal, improve SCRLC's recruitment of diverse candidates for available positions.

**Objective:** Update the recruitment and retention section of the LibGuide.

See immediately above. The "recruitment and retention" DEIJA LibGuide tab was updated to include contact information for the only HBCU library science school.

**Goal:** Ensure, promote, and facilitate cultural competency among regional library workers; increase awareness of diversity within the organization and membership.

**Objective:** Offer training opportunities and other programs on topics of cultural competency.

SCRLC availed learning opportunities both developed by SCRLC and other ESLN Councils including DEI Concepts and Cultural Competency: The Integration of DEI practices into Library Work (SCRLC event featuring Dr. Kawanna Bright). Our DEIJA LibGuides was updated to include additional resources. The SCRLC Board of Trustees also approved a round of DEI consulting grants to enable selected members to work with Dr. Bright to address issues within their own settings. Three members applied (two academic libraries and one public) and received funding. The work will happen FY 2023-2024.