



Diversity, Equity, Inclusion, and Justice Plan

Purpose

This Plan sets measurable goals to ensure that South Central Regional Library Council's (SCRLC's) plan of service/strategic plan, programs, and services advance diversity, equity, inclusion & justice and that its leadership and staff are held accountable for their commitment to advancing these core values.

This Plan provides a framework to:

- Foster DEIJ in planning, policies, practices, programming, and services;
- Promote, support, sponsor and celebrate DEIJ within and among libraries/cultural organizations and their communities;
- Develop and promote a diverse workforce within SCRLC member libraries and cultural organizations.

Diversity Statement

SCRLC is committed to diversity, equity, inclusion, and justice in all aspects of our operation. The DEIJ Advisory Committee and all SCRLC leadership acknowledge that DEIJ work can at times be challenging and strongly encourages all members to continue learning and commit to helping one another and our colleagues in that process. We are committed to the creation and maintenance of a safe, inclusive, and respectful space for a diverse and multicultural community. Having representation and engagement from library workers from diverse and historically oppressed and marginalized groups can effectively position us to address the changing needs of our members and their communities.

We are committed to recognizing that neutrality has been seen as a core value of librarianship and because neutrality enforces the dominant culture and perpetuates structural inequality, we must continue to be vigilant in dismantling this perspective.

Definitions for Understanding this Work

Diversity, equity, inclusion, and justice may mean different things to various libraries and cultural organizations, depending on the communities served and how “community” is defined. The American Library Association’s Office for Diversity, Literacy and Outreach Services provides [these definitions](#), which SCRLC supports.

DEIJ Goals for SCRLC Programs & Services.

The DEIJ Advisory Committee will guide the Council to ensure that the core values of diversity, equity, inclusion, and justice are built into the fabric of all plans, programs, and services. Each of these areas must commit to designing a method to measure the goals and report to the Council who will review and share progress with the constituency and provide feedback.

RESOURCE SHARING

- Coordinated Collection Development Aid for Academics (CCDA):
 - Recommend sources for increasing diversity or accessibility in collection development through the CCDA SIG at least once per year;
 - Offer a continuing education program on inclusive collection development practices at least once per Plan of Service.
- Medical Information Services Program (MISP):
 - Monitor Consumer Health Complete use for Spanish, Chinese, and Vietnamese languages;
 - Investigate the provision of consumer health resources in additional languages;
 - Promote existing resources in various languages, as possible.
- Interlibrary Loan:
 - Ensure that all community members have access to interlibrary loan, digital collections, shared electronic resources and materials, and delivery (i.e. offer in multiple languages, make the process easy, etc.);
 - Suggest and promote standards for ILL materials (for example, all documents should be supplied as OCR);
 - Make issues of inclusion a regular focus at Resource Sharing meetings;
 - Explore inclusive Reciprocal Borrowing arrangements.
- Cataloging Services:
 - Offer a program or create resources on cataloging and metadata practices to support inclusion and to eliminate biases and discrimination.

EDUCATIONAL SERVICES

- Include speakers from BIPOC, neuro-diverse, persons with disabilities, and LGBTIA+ communities;

- Ensure that panel discussions and conferences are inclusive, i.e., not only white speakers;
- State these objectives clearly on our website and in communication with speakers, so they understand our goals and can self-identify as a member of an underrepresented group if they choose. This is optional--we cannot and will not make assumptions regarding anyone's identity;
- Compensate speakers fairly for their services;
- Offer learning opportunities on justice, diversity, equity, and inclusion. Plan at least two programs per year that address some facet of diversity, equity, and inclusion. Include periodic "safe zone" training or train-the-trainer opportunities for library workers. Other learning opportunities may be in the form of article discussions, movie screenings, or member meetups;
- Support the educational work contained in other areas of the plan.

CONSULTING & DEVELOPMENT

- Share ideas for diversity, equity, inclusion, and justice (i.e. job ads, marketing materials, etc.), at least once per Plan of Service;
- Investigate electronic resources that support the Council's DEIJ effort, including cost-sharing and collaborative models;
- Evaluate current electronic resource offerings through the lens of DEIJ;
- Create a regional Digital Equity Coalition to unite area leaders to advance digital equity.

COLLABORATIVE EFFORTS

- Partner with other organizations, e.g., ESLN, NYLA, to offer diversity, equity, inclusion, and justice learning events, including implicit bias and bystander intervention training for staff and conference attendees;
- Provide code of conduct template and information to assist other organizations; review SCRLC's annually and recommend any changes to the Board;
- Participate in statewide DEIJ efforts.

HOSPITAL LIBRARY SERVICES PROGRAM

- Provide at least one Network of the National Library of Medicine (NNLM) or Medical Library Association (MLA) class focused on DEIJ at least twice per Plan of Service;
- Promote NNLM and MLA programs and services that focus on DEIJ;
- Promote (or offer) continuing education on cultural competency in medical reference and related areas;

- Provide access to information and webinars for member librarians and liaisons to understand the role diversity plays in access to health care and health information.
- Participate in relevant digital equity projects, if available and as they relate to telehealth and other aspects of health and medicine.

LEADERSHIP & ADMINISTRATION

- Complete and present DEIJ Plan to the Board for approval; the DEIJ Advisory Committee should review the Plan annually;
- Ensure that all SCRLC events are held at accessible and inclusive spaces;
- Include Diversity Statement in Bylaws, Employee Handbook, job ads, etc.;
- In addition to seeking representation reflective of SCRLC's multitype membership, recruit individuals from communities that have been historically and systematically oppressed for open positions on the board, committees, staff, etc.:
 - Follow best practices for language in job ads;
 - Advertise job openings to sites or listservs to attract diverse candidates.

DIGITIZATION SERVICES

- Ensure that all community members have access to electronic resources, New York Heritage and New York Historic Newspapers;
- Require grant applicants to include elements of diversity in their proposals (e.g., in the materials being digitized; with the group doing the digitization work);
- Encourage grant submissions for representation gaps in New York Heritage, both in the SCRLC region and among other ESLN Councils offering grant opportunities;
- Investigate alternative, under-collected formats, e.g. blogs, email threads, and other born-digital materials that may be the only representation of communities that have been historically and systematically oppressed;
- Encourage members to collect and curate these materials;
- Ensure that SCRLC/ESLN exhibits are fully representative of communities that have been historically and systematically oppressed;
 - Ensure that items in NYH use inclusive metadata framework: https://wiki.diglib.org/Assessment:Cultural_Assessment;

AWARENESS & ADVOCACY

- Build relationships and partnerships with communities that have been historically and systematically oppressed; involve them with advocacy efforts as feasible and possible;

- Ensure that regional library organizations have access to lists that reach historically and systematically oppressed communities for purposes of advertising jobs, events, resources, and other opportunities.

COMMUNICATIONS AMONG MEMBERS

- Maintain and disseminate DEIJ information, including this Plan via:
 - [Diversity, Equity, Inclusion, & Justice LibGuide](#);
 - [Diversity, Equity & Inclusion Special Interest Google Group](#);
 - *SCRLC News*;
 - Workshops, webinars, and programs/conference exhibits;
- Investigate interest in utilizing a DEIJ Special Interest Group to encourage members to share favorite sites for DEIJ information;
- Provide members with resources to support their DEIJ efforts (e.g., collection development; resources for LibGuides; inclusive hiring, e.g. before & after examples for a job ad or description);
- Ensure that SCRLC’s website and associated ones follow current Web Content Accessibility Guidelines.

Advisory Committee Members:

Nancy Abashian, Binghamton University
 Virgilio Pinto, Ithaca College
 Lucy Yang, Tompkins Cortland Community College
 Jenny Shonk, Finger Lakes Library System
 Mechele Romanchock, Scholes Library, Alfred University
 Beth Hysten, Rakow Library, Corning Museum of Glass (retired)
 Jessica Philippe, SCRLC
 Mary-Carol Lindbloom, SCRLC

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