



South Central Regional Library Council

Diversity, Equity, Inclusion, Justice & Accessibility (DEIJA) Advisory Committee Meeting Tuesday, December 19, 2023 11:00 AM

Minutes

Present: Allie Shanafelter (Corning Museum Of Glass), Karin Wikoff (Ithaca College), Rachel Dworkin (Chemung County Historical Society), Penny Sweeney (Cayuga-Onondaga BOCES School Library System), Nancy Abashian (Binghamton University)

ex officio: Christine Brown, Jessica Philippe.

Excused: Beth Hysten (Corning Museum of Glass, retired), Jenny Shonk (Finger Lakes Library System), Lucy Yang (Tompkins Cortland Community College), Virgilio Pinto (Ithaca College)

Welcome & Announcements

Nancy has re-joined the committee. Welcome back Nancy!

[Notes from Last Meeting](#). No corrections or changes.

Around the Table

Karin and Dr. Bright haven't been able to connect recently, so they will start up again in January with a review of their collection development policy which doesn't explicitly mention DEI. They updated their departmental mission statement with a DEIJA perspective (and in Haiku verse, below). Karin is also concerned about the [free speech alliance](#) active on the Cornell campus because although they are purportedly for free speech, their main aim is a retroactive backlash against systemic fairness.

Team Tech Services
Organizes info for
Resources access.

We, your providers,
Acquire, process, pay; support
the love of learning.

Neutral we are not.
Listen to unheard voices.
Acknowledge bias.

Small, intentional,
Inclusive acts as we seek

Positive impacts.

Rachel reported that the Chemung County Historical Society served as a polling center and they are located in a predominantly Black district which brought in a demographic of the community that wasn't as familiar with their offerings. As a result, they have gained opportunities for content that wasn't previously represented in their organization. She has been focused on a big project involving data conversion with their cataloging system.

Penny- There are nine districts in her region and among those districts, there is a DEI group that meets regularly. It's a relatively new group so they're still finding their bearings and trying to decide how they want to operate. They are currently engaging in a book study on "Ruthless Equity" by Ken Williams. They have found that some school districts have stated that until the State sets forth DEI curriculum, libraries are not allowed to include DEI books. Librarians have pushed back by pointing out that the SLPA Rubric by New York State includes DEI. However, they are seeing soft censorship in many schools.

Nancy- Binghamton University Library received the 2023 Library Excellence in Access and Diversity Award (LEAD) Award from *INSIGHT Into Diversity* magazine (3rd year in a row!). The fall learning theme was on microaggressions and staff completed training to learn more. The spring focus will shift to learning how to disrupt racism. The library is working with the Black sororities (and fraternities?) on campus to digitize their archives and they will consider applying for an SCRLC grant for this work.

Allie- The Museum of Glass conducted an equity audit. They sent out surveys in the Spring and are now going through the process of pulling together the data. She has been working on a project that highlights the DEI successes in the past 5 years and has found that the policies for collection development have become more DEI friendly though they still have work to do.

Grants for Consulting with Dr. Bright- Updates

Karin's update is above and the other two institutions (Alfred University and Seymour Public Library in Auburn) are moving along on their work.

[DEISA \(DEIALS\) Update](#)

Mary-Carol sent it out to various groups and some results have come in. [Please complete](#) the survey if you haven't already.

Code of Conduct

The committee reviewed and approved the proposed changes to the [code of conduct](#) and the accompanying [Incident Reporting Form](#) (with a couple of suggestions). This Code will go to the Board in February for approval.

Cornell Student Group Project Update

Christine shared that the student group wrapped up their project, which included completing the survey, creating marketing materials, and outlining a program for an undergraduate BIPOC student cohort to explore the field of librarianship. We may work with another group in the spring

semester who could help to plan activities and a full program for the inaugural cohort program. If other organizations would like to work with a [Dyson Grand Challenges](#) group, we recommend it!

DEIJA Newsletter for SCRLC?

The committee had a chance to look at STLS' dedicated DEI newsletter. For now, the committee agreed to rebrand the "Take Action" section of SCRLC News to something more explicitly DEIJA-related. We will also use that section to highlight member news and ideas related to DEIJA, specifically updates shared by this committee.

DEIJA Learning Opportunities

The BRAVE Dialogues SIG met two more times. They might be ready to open this SIG up to a wider audience. It may need to be rebranded so members know what it's about.

DEIJA Advisory Committee Activities

Revisions approved at the last meeting were posted to the website.

Next Steps/Meetings

Christine: Open up the BRAVE Dialogues SIG to new members.

Jessica: Update the Take Action part of SCRLC News to be DEIJA-focused and member-driven.

Mary-Carol: Will share the revised Code of Conduct with the Board for approval.

The meeting schedule for 2023-2024 is bi-monthly, on the third Tuesday of every other month at 11 a.m.

February 20

April 16

June 18

Minutes taken by Jessica.