



**Diversity, Equity, Inclusion, Justice & Accessibility (DEIJA)
Advisory Committee Meeting
Tuesday, April 15, 2025 11:00 AM
Minutes**

Present: Rachel Dworkin (Chemung County Historical Society), Allie Shanafelter (Corning Museum Of Glass), Karin Wikoff (Ithaca College), Beth Hylen (Corning Museum of Glass, retired)

ex officio: Christine Brown, Jessica Philippe, Mary-Carol Lindbloom

Excused: Jenny Shonk (Finger Lakes Library System); Virgilio Pinto (Ithaca College)

Notes from Last Meeting ([Minutes 2/18/25](#))

Around the Table (Focusing on impacts of IMLS elimination and other funding cuts)

Karin- Encouraged by Harvard, discouraged by Colombia. No further news on the investigation into Ithaca College.

Rachel- Recently attended the MANY conference and there were a lot of questions about IMLS & NEH funding going away and how to deal with the effects. CCHS doesn't have any IMLS funding, but they hosted a Smithsonian and NEH-funded traveling exhibit called Voices and Votes and that funding is gone. They may continue to share that exhibit regardless. CCLD also does not currently rely on any IMLS grants.

Allie- The CMOG Director is retiring when they find a replacement. The current director has always been committed to DEI so that commitment may depend on the next director. They hired a Chief People & Belonging Officer and he's getting acclimated. The DEI and Accessibility team are being combined.

Beth- Talked with one of the curators who is working on a project with the Seneca-Iroquois Museum in Salamanca.

Mary-Carol- Has been writing tons of letters to legislators, senators, etc. regarding IMLS and library funding. She was part of an ESLN task group that wrote a coordinated letter to advocate for libraries and museums.

DEIJA – Risk Assessment

#5 of Top Ten Risk Management Exercises

Mary-Carol gave some background on the document compiled by Stephanie “Cole” Adams (Ask the Lawyer). We discussed the DEI and DEIJA terminology on our website and on YouTube.

Here were the areas on our website that address DEI/DEIJA:

- [Our Commitment to Diversity section](#), which links to our DEIJA Plan, LibGuide, Code of Conduct, Committee, and BLM statement
- Land Acknowledgment
- YouTube Channel archived webinars
- Board minutes that may have discussed DEIJA

Recommendation: The Committee recommended leaving everything as it is.

Those present were ok with leaving their names and contact information on the DEIJA Advisory Committee page. If anyone is uncomfortable with their name listed under the committee we can remove it. With YouTube, we make it very clear to presenters that it's their choice if they want their work recorded and/or posted to YouTube.

At the moment, we don't have any plans to retroactively remove anything from our website, or change any of our current practices, but we'll continue to check in with members and presenters.

Review of the DEIJA Plan

[DEIJA Plan](#): We will review this in more depth in the June meeting.

DEIJA Learning Opportunities

- African American Subject Funnel Project (March 25)
 - We had 45 attendees. This was not recorded because presenters were not comfortable recording and posting to YouTube.
- ESLN webinar on ICE (March 19)
 - This webinar had 662 total registrants! Jessica will share the recording link for the committee (not to be shared or posted).

DEIJA in the SCRLC News

Review of reports in recent SCRLC News

- Harvard Business Review article on the shifting legal landscape for DEI and how to shift the DEI message (in the 2/21 edition).
- STLS curated a Community Voices Collection that travels from library to library within the system and offers books and media with diverse perspectives (in the 3/7 edition).
- Spotlight on Sustainability shared that SCRLC joined the Sustainable Libraries Initiative (in the 3/21 edition).
- STLS is holding a Virtual Open House for its DEI Committee on April 10 (in the 4/4 edition)
- Broome County Public Library is holding Queer Tea Hour on April 23 (in the 4/4 edition).

Reasons for positivity/hope

We shared a few positive things including: the protests, not giving up on Abrego Garcia, [Robert Reich's 12 small reasons for modest hope](#), and the weekly [What's the Plan call](#) by Indivisible.

Upcoming Meetings 2025

June 17, 2025 @11am

Minutes taken by Jessica.