



**Diversity, Equity, Inclusion & Justice Advisory Committee Meeting
Thursday, January 12, 2023 11:00 AM**

Minutes

Present: Nancy Abashian (Binghamton University), Beth Hylan (Corning Museum of Glass), Virgilio Pinto (Ithaca College), Jenny Shonk (Finger Lakes Library System), Penny Sweeney (Cayuga-Onondaga BOCES School Library System), Lucy Yang (Tompkins Cortland Community College); ex officio: Christine Brown, Mary-Carol Lindbloom.

Welcome & Announcements

- **DEIJ Plan** was accepted by the Board.
- **Bylaws.** Stephanie Cole Adams, who has been working with the Bylaws Committee on the revisions, recommended that the diversity statement not be included in the Bylaws, but rather as a policy. This will allow for more flexibility as there is no need for a membership vote if/when changes are needed/desired to a policy. Instead, DEIJ is covered in the draft Bylaws by the fourth item under the Purpose, Mission, Ethics:
 - South Central acknowledges and honors that to further its Purpose, achieve its Mission, and honor its Ethics, the leadership of the corporation must continually assess its plans, policies, and actions through a lens of equity, diversity, sustainability, and inclusion.

[Note that the Committee suggested the inclusion of “Justice.”]

The DEIJ Plan will need to be revised to omit reference to the Bylaws; the Committee will not have to go back to the Board for additional approval afterwards, as they are already empowered to make the changes.

- Remember to take the DEI survey regarding the State Library’s DEI toolkit.
<https://www.surveymonkey.com/r/NYSOCEtoolkit>

Notes from last meeting. The notes were reviewed and no changes were made.

BIPOC Community Calls Update. Lucy indicated that the last call was held on October 12 and had zero attendance. It has been put on hold for the direction of the calls to be reassessed. The calls were going well for awhile and there were a group of people who regularly attended with others who occasionally participated. The calls were set up as a safe place for BIPOC community members to discuss issues. Virgilio said that he believes a possible reason for no attendance is Zoom fatigue. He’s seen that within the IC community. Jenny also said that the Fall of 2022 was particularly busy for public libraries and that might also be a reason for no

attendance. Staff shortages and taking on more roles/work may be a factor. Ideas to consider: Make the calls more structured; send to the BIPOC library groups (it has been sent to the SCRLC listservs and other Councils); open to allies?

2022-2023 Activities.

- Recommend topics and speakers for programs; include speakers from BIPOC/neuro-diverse/persons with disabilities/LGBT+ communities. *Addressed in the Continuing Education Programming section of this meeting.*
- Collaborate with the Digital Equity Coalition to plan summit/symposium. *Now called the Southern Tier Digital Equity Coalition, this structure will help our region to participate more fully in the digital equity ecosystem, which includes broadband, devices, training, and access to reliable digital resources. There may be future funding available. The DEIJ Advisory Committee will continue to be informed on the status of this coalition and SCRLC will look for opportunities for this Committee to be involved.*
- Send the [DEIJ Plan](#) to the Board. Accomplished, as indicated. *Note: As an organic document, the Plan needs ongoing review.*
- Review the Code of Conduct policy; recommend revisions. *This should be addressed at the next meeting.*
- Provide input into the Bylaws' diversity statement. *Accomplished.*
- If necessary, conduct DEIJ needs assessment among the various SCRLC membership sectors. Virgilio remarked and all agreed that an assessment is *unnecessary for now—last year's CE needs assessment identified many DEIJ needs. The November meeting includes a comprehensive list. Now we need to identify speakers to do programs.*
- Discuss DEIJ topics in SCRLC's newsletter; include guest columnists. *While the newsletter frequently includes a DEIJ component, Mary-Carol encouraged everyone to contribute an article. Nancy said it is on her To Do list.*
- Complete library systems DEIJ Self-Assessment. *This will be discussed further down in the agenda.*
- Update the [DEIJ LibGuide](#). *Needs review.*

Continuing Education Programming.

- Christine is working on programming including a possible "Brave Dialogues" program for the members. Christine has reached out to Seth Thompson at TC3 to coordinate this program.
- Mary Carol has arranged for Herbert Alexander, Chief Diversity Officer at Cayuga Health, to provide a program on trends as seen through a DEI lens. He did an excellent Board retreat and included generational trends.
- Mary-Carol was part of the ESLN panel that presented at the State Library's Digital Equity Roundtable in December Re: ARPA projects. She focused on the Digital Justice 4 Disability Justice digital inclusion one. The office working with library construction subsequently contacted her to do a program on physical space and accessibility. The consultants who worked on DJ4DJ are on board to do this.
- Jenny suggested Kathy McMillan as a speaker on ASL. FLLS has contracted with her to do a webinar on sign language for babies.
- Based on the CE needs assessment, we want to provide programming on leading a diverse staff and DEI as it relates to instruction.
- Penny suggested Becky Leathersich at Asian/Pacific American Libraries Association who did a wonderful program on evaluating youth literature for bias.

DEISAA Update. Mary-Carol shared the background about the DEISAA and the various steps that have been taken to develop and improve it since the inception. Initially we reviewed and adapted Dr. Kawanna Bright's DEISAA V.2. The Board (and committee members) beta tested in July. Dr. Gaby Castro Gessner at Cornell, our official Board liaison and Director of Assessment and Planning for Cornell, provided some excellent feedback. Also in the summer, Mary-Carol was approached by a faculty member teaching Building Racial Equity in Organizations. SCRLC had been recommended due to Mary-Carol's participation in a community antiracist group. SCRLC was assigned a group of students, and out of all the potential SCRLC projects presented to them, they wanted to work to further adapt the DEISAA (now DEISA), based on Gaby's recommendations and their own insights (and their professor's). Christine and Mary-Carol attended their final presentation at Cornell in early December. Mary-Carol has also been invited to present on this process at the International Coalition of Library Consortia (ICOLC) in April in St. Louis. The committee will work on amending the DEISA; a working meeting was scheduled for **January 26th at 11:00 a.m.** Jenny and Nancy volunteered to participate and others who are willing and available are welcome.

Other – Nancy announced that B.U. launched a mini-grant for organizations to support DEIJ in programming, collections and related matters. The proposed project must be measurable, sustainable and meet the needs of the community served. Also, B.U. has developed an accessibility working group and they are working on an accessibility audit. Finally, B.U. has an open Diversity Resident position that has been created recently.

Lucy shared that TC3 has seen many administrative changes recently (including a new president) and they have a new EOP person who started last month. Also, the IT person is leaving and there are plans to fill that position soon. Seth Thompson is the new Interim VP of Student Services/Senior Diversity Officer. As people leave positions, the position is re-evaluated and sometimes the position is changed or may not be replaced.

Next Steps/Meetings.

The DEISA work group will meet on January 26th at 11:00 a.m..

Mary-Carol will send a Doodle poll for the next full committee meeting.

Minutes taken by Christine.