



**Diversity, Equity, Inclusion & Justice Advisory Committee Meeting
Friday, February 17, 2023 2:00 PM**

Notes

Present: Beth Hylen, Corning Museum of Glass; Lucy Yang, Tompkins Cortland Community College; Penny Sweeney, Cayuga Onondaga BOCES SLS; Jenny Shonk, Finger Lakes Library System; Mary-Carol Lindbloom, Christine Brown, SCRLC

Excused: Nancy Abashian, Binghamton University; Virgilio Pinto, Ithaca College

Welcome & Announcements: Everyone was welcomed and there were no announcements.

Notes from Last Meeting: The notes were reviewed and spelling was corrected for Penny's last name ("Sweeney") and "Cortland."
No other changes were made.

DEIJ Plan:

- Bylaws Component: The DEIJ Plan was approved by the Board with an asterisk to allow for changes based on Bylaws changes. The asterisk and message are both removed because it has been determined that the Bylaws do not need to be that granular; this will allow for flexibility with how we define DEIJ over time. (Note: the statement in the draft bylaws from the SCRLC attorney is:
 - SCRLC 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.

BIPOC Library Workers:

- The BIPOC community calls are on hiatus; Lucy and Virgilio will consider next steps. METRO's BIPOC group has just resumed. Mary-Carol has sent a couple of BIPOC-focused event announcements to Lucy and Virgilio to pass along or participate as they are so inclined. One of the events had been posted to the American Indian Library Association.
- How to assess needs with SCRLC members and plan accordingly. Lucy stated that we don't know the number of people who identify as BIPOC in our community. On an anecdotal basis, she participates in a BIPOC group that allows participation for those who identify as BIPOC and there are more people than expected. Should SCRLC survey in order to understand our community (SCRLC has 70+ members and reaches around 400 libraries, library systems, hospitals, historical societies, museums, and other special

libraries). If we did this, Lucy suggested prefacing it with a statement, e.g., “We’d like to get to know you...” Mary Carol said that if a survey/assessment is done, it needs to be done with a purpose. Would we be better off including this as a question in the Educational Services assessment? There was no decision on this issue.

Code of Conduct Review: The Code of Conduct was discussed. It is intended to be followed during programs and meetings, in-person and virtual (i.e., virtual is included in the Code). It isn’t clear who is to address concerns that are raised and there was discussion about the types of concerns, so this should be clarified. Ultimately, concerns would need to be addressed by the program organizer, with Mary-Carol as the Director, or the Board president. The Code should also sync with the harassment policy and the language in the Bylaws and *Employee Handbook*.

DEISA Update:

- The working group met twice.
- Mary-Carol wrote to Dr. Kawanna Bright about the process, to see if she would be interested in hosting it, and to find out if she would be willing to consult with our members if we offered grant funding similar to the program offered by SENYLRC. There will be more information about this at our next meeting.
- Mary-Carol is presenting at the International Coalition of Library Consortia (ICOLC) conference in St. Louis on April 17 on SCRLC’s DEIJ activities with an emphasis on the DEISA (note that it is now the DEI Assessment for Library Systems—DEIALS).

DEIJ Programming: Christine reported on possible programs for the remainder of this fiscal year:

- Trauma Informed Librarianship
- Health Literacy
- Becky Leathersich – Bias in Youth Literature
- Inclusive Metadata
- Kathy MacMillan – American Sign Language
- Cultural Competency with Dr. Bright (two programs)

For next year, the following programming is being developed:

- Anything that we weren’t able to schedule for this year
- Continuation of the work with Dr. Bright
- Recruiting, leading and retaining a diverse staff (Twanna Hodge?)
- Brave/Racial Equity Conversations or a similar program
- BIPOC Internship Program
- Black History Month/Black Women’s History Month

Next Steps

- Christine will send a Doodle Poll for an early April meeting.
- Mary-Carol will update the Code of Conduct
- Lucy and Virgilio discuss the BIPOC Community Calls.
- The DEIALS working group will reconvene.
- Mary-Carol will meet with Gaby Castro Gessner, Director, Cornell U Library Assessment & Planning.

Notes taken by Christine