



**Diversity, Equity, Inclusion, Justice and Accessibility
Advisory Committee Meeting
Tuesday, April 4th, 2023 12:00 PM
Notes**

Present: Beth Hylen, Corning Museum of Glass; Lucy Yang, Tompkins Cortland Community College; Jenny Shonk, Finger Lakes Library System; Nancy Abashian, Binghamton University; Virgilio Pinto, Ithaca College; Allie Shanafelter, Corning Museum of Glass; Mary-Carol Lindbloom, SCRLC; Christine Brown, SCRLC

Excused: Penny Sweeney, Cayuga Onondaga BOCES SLS;

Introductions: Allie joined the committee since the last meeting and there were introductions all around the group.

Notes from Last Meeting: No changes were made

BIPOC Library Workers: It was noted that the Educational Services (ES) survey will be sent out next year and should include DEIJA questions. Adding a question to our workshop surveys was also suggested so that information collecting can begin sooner than the biennial ES survey. A suggested approach for the ES survey to the DEIJA questions might be "If you identify as BIPOC we would like to get to know you." For the workshop surveys, we could add a question such as "If you identify as BIPOC, are there any programs you would like to see?"

DEISA (DEIALS) Update: Dr. Kawanna Bright built the DEIALS into her Qualtrics program and sent the draft to Mary-Carol, who showed it to the Committee. There are some changes and questions:

- the glossary is missing and should be available as the DEIALS is completed;
- the Y/N questions should also include "N/A" and "I don't know" as response options;
- can results be saved once completed or emailed to the participant?
- would it be possible to return to the survey after starting to complete?

Mary-Carol will send the beta to the committee for testing once it is available. She also reported that the Board of Trustees voted to send an honorarium to Dr. Bright for the work she has done with the DEIALS. Mary-Carol will work with Dr. Bright to adjust.

DEIJ Programs: Christine reported on two upcoming programs in June. One is on Trauma Informed Librarianship, which is scheduled for June 5th and June 12th; both will be presented by Lorin Jackson. The other is Health Literacy, which is an NNLM program to be held on June 7th and June 14.

Mary Carol indicated that the Board approved a new program offering members an opportunity to apply for DEI consulting hours with Dr. Bright. An application will be available for members interested in the consulting opportunity. To apply for the DEI consulting opportunity, the individual must have attended a two-session program on cultural competency to be held on May 11th and May 22nd that Dr. Bright is presenting. This program is similar to one implemented by SENYLRC earlier in the year. Mary-Carol explained that usually such an opportunity would be vetted with the DEIJ AC first, but the timing was off. All present at the meeting are interested in reviewing the applications, understanding that they will be recused if their institution applies.

Mary-Carol reported on recent programs starting with Herbert Alexander's "Emerging trends of Justice, Equity, and inclusion: Trends and Strategic Approaches," which had 40 attendees (plus more registered for the recording). The post attendee surveys were generally positive and the comments included ideas to consider with future programming. One comment mentioned a lack of actionable items (and a note about "Where is the how?") and another observed that generational categories can be problematic.

The program by Rebecca Albrecht Oling titled "Digital Accessibility and Why it matters" had over 30 attendees in real time and was also positively received. Rebecca requested that we properly caption the recording, which will be done. The captioning that is provided in Zoom can be problematic. Mary-Carol indicated that we should be doing this for all our webinar recordings.

Committee Name Change: After the report on Rebecca Albrecht Oling's presentation, there was discussion about how accessibility is an important part of DEIJ, resulting in a motion made to amend the DEIJ Advisory Committee to be the DEIJA Advisory Committee. The change was unanimously approved.

DEIJ Initiatives for 2023-2024: Christine shared the Initiatives mapped to the DEIJ Plan with the Committee and let members know that she will add it—and the budget information—to the Google Drive for people to edit. The document will be shared in the upcoming week so that adjustments can be incorporated before the next DEIJA Committee Meeting. Mary-Carol will need the budget information ahead of the Finance Committee meeting on May 8.

Other: Mary-Carol mentioned that the DEIJ Statement needs to be revised to include the A (so that it's now the Diversity, Equity, Inclusion, Justice and Accessibility statement). She also mentioned that the statement includes multicultural but not multiracial. Was that intentional? Should it include race? There was discussion about that and it was agreed that multiracial and multicultural are different and both should be included. The Committee will need to discuss further. If the DEIJ Statement is changed, it will need to go to the Board for approval.

Around the Table: Lucy and Nancy left the meeting before this agenda item was addressed. Virgilio started the discussion with a difficult situation that occurred at I.C. this semester. BIPOC students had put up posters that shared their experiences at IC and lack of response to addressing issues and Public Safety making their regular rounds removed them. The BIPOC students received communication that the posters were removed as they didn't follow the rules. "[First, if Public Safety and their higher ups took the time to read and listen to what the voices were expressing in print perhaps they wouldn't have been taken down. More importantly, change happens when rules are not followed because toeing the line does not work. For example, the Women's Suffrage and Civil Rights movements.]" After a few days BIPOC student posters under the name ICRISE were no longer being taken down. Following that there have been walkouts etc. happening as the students work on being heard to their

satisfaction. Virgilio shared what was happening on the library Teams channel and the current situation is that there is a committee of non-BIPOC folx who will be working on figuring out what actions the library can take so BIPOC students feel supported. ["That the BIPOC folx are not being asked to take on the additional burden of fixing the issues caused by a white supremacy system is the right thing to do."] To hear the BIPOC student voices in their own words, their demands etc. check out their Instagram: <https://www.instagram.com/icrisemirrored/>

Jenny shared the book that she's reading for the FLLS book club titled *Heal Your Way Forward* and recommended that everyone read it.

Allie shared that she is happy to join the committee and she's looking forward to working with everyone. CMOG is still looking for a Library Director.

Beth shared that they are staying busy and the Art Library Society meeting will be held soon. It will include a virtual DEIJ component which she plans to attend.

Next Steps/Meetings: Our next meeting should be in early May so we can review the initiatives and make the recommendation to the Board. Christine will send out a Doodle Poll.