



**Diversity, Equity, Inclusion, Justice & Accessibility (DEIJA)  
Advisory Committee Meeting  
Tuesday, June 27, 2023  
Notes**

**Present:**

Penny Sweeney, Cayuga Onondaga BOCES SLS; Lucy Yang, Tompkins Cortland Community College; Allie Shanafelter, Corning Museum of Glass [Rakow Library](#); Mary-Carol Lindbloom, SCRLC; Christine Brown, SCRLC. **Excused:** Beth Hysten, Corning Museum of Glass; Virgilio Pinto, Ithaca College; Jenny Shonk, Finger Lakes Library System.

**Welcome & Announcements** – There were no new members or announcements

**Notes from Last Meeting** – Approved with no changes

**DEIJA Learning Opportunities—Recent and Upcoming**

Mary-Carol reported that attendance for our Diversity, Equity and Inclusion series by Dr. Kawanna Bright was very good. Attendance for the two-part program on Trauma-Informed Librarianship by Lorin Jackson was also very good; however, we only received a few evaluations for each program.

Mary-Carol shared the information provided in the evaluation forms for each session by Dr. Kawanna Bright and Lorin Jackson. All responses received were positive, ranging from agree to strongly agree on all questions, including applying what they learned in their work.

The Committee discussed the low number of responses. Mary-Carol indicated response has been low for years, and that we've tried different approaches, including shortening the evaluation forms. After our ARPA grant, we have kept using the IMLS questions, which means a few additional ones. Allie mentioned that she recently attended training on Springshare about sending survey emails noted that using a fun and engaging subject line for the email when sending surveys is important. Maybe send survey links separately rather than as part of a follow up message. Gift cards might be another way to encourage people to complete surveys. Mary-Carol noted this is done for the larger surveys, e.g., Educational needs assessment, but it would be expensive to do this for every program. It was also noted that people tend to want to comment when they are unhappy so it might be good that we have low turnout. The Committee suggested sending this discussion back to the Educational Services Advisory Committee to consider.

## **Grants for Consulting with Dr. Bright**

One application has been received. Some evaluation forms for Dr. Bright's programs included comments from those planning to apply, so we're anticipating a few more.

## **BRAVE Dialogues Series**

BRAVE Dialogues begins on July 12 and continues through August 9 on five consecutive Wednesdays from 11:00 to 12:30. Seth Thompson and Rhonda Kowalski of TC3 are the facilitators. This program, which is online, is open to everyone in SCRLC including committee members and to library workers that are part of component libraries within systems. We currently have 5 registrants and can take a maximum of 20 registrants. Mary-Carol has been through this program and highly recommends it. It's moving talk into action. We will send another email notice with a note that CTLE credit for school librarians is available.

## **DEISA (DEIALS) Update**

Mary-Carol reported that she sent the inquiries from our last meeting to Dr. Bright and between vacations (Mary-Carol's and Dr. Bright's) and some research commitments (Dr. Bright's) they are still working on them, e.g., whether results can be emailed; who keeps the data; what happens if she moves to a different institution; and how do we deal with the glossary (maybe a link to a page of definitions on our website). The plan is for a Beta test to be available in Mid-July and all committee members will receive notice about the availability of the Beta test.

## **DEIJA Advisory Committee Activities**

The 2022-2023 activities were reviewed and suggestions were made for 2023-2024. Subsequently, Christine prepared a document that includes the 2022-2023 activities and the proposed 2023-2024 ones; please find attached.

## **New Members**

There was discussion about membership on the DEIJA Advisory Committee. Mary-Carol reached out to Nancy for help finding someone from Binghamton University. We want to consider who is missing and who isn't at the table. Advisory Committees have had up to 15, so, there is room for more. If anyone knows of someone we can approach about joining the DEIJA Advisory Committee, please share with Mary-Carol and Christine.

## **Other**

Mary-Carol was contacted by Cornell's Dr. Jennifer Majka, who teaches AEM 400, Racial Equity in Organizations about partnering with another group of students. She said yes. They might work on the student internship program we are hoping to develop. If we want to increase the number of BIPOC librarians, we can do that across the profession if not for our area. San Jose State University received an IMLS grant to do something similar, which may inform our program.

## **Around the Table**

- Penny has been in touch with Debbie Reese about an in-person for September or October. She will keep us informed; we may hold a program while she is in the area.

- Mary-Carol will be working with AAUW on a Book Banning/Challenges program on September 23 at TCPL. Penny and Mary-Carol will discuss potential school librarian participation (maybe Penny, though she has a conflict).
- Lucy reported that TC3 seeks a library clerk to replace the person who has been there for a number of years. They are canvassing the clerk list with hopes to schedule interviews in early July. Also, she found a folder of old SCRLC stuff and will give it to us for review.
- Allie indicated that CMoG is working on a DEI audit; she hopes to share the results with us. Their new studio is scheduled to be open in November (the first half) and then part of it will be closed for development of a larger studio that is scheduled to be open for full operations in 2026. They will then have permanent residents who will use the studio and the library. Corning had its Pride festival, which was a great success. They don't have a permanent director at Rakow yet though there have been interviews. It has been good to have Carole Ann Fabian as an interim director.

### **Next Steps/Meetings**

- Christine will send a Doodle Poll for the next meeting to take place in August/September.
- Mary-Carol get dates from Kawanna for a meeting to discuss the DEI consulting applications. Committee members who do not have an application in (or a member that submitted one) will be invited to participate in the review process.
- Mary-Carol will contact Penny about the September 23 panel.

Notes taken by Christine.