



**Diversity, Equity, Inclusion, Justice & Accessibility (DEIJA)
Advisory Committee Meeting
Tuesday, May 9th, 2023**

Notes

Attendance – Lucy Yang, Tompkins Cortland Community College; Penny Sweeney, Cayuga Onondaga BOCES SLS; Virgilio Pinto, Ithaca College; Beth Hysten, Corning Museum of Glass.

Excused – Jenny Shonk, Finger Lakes Library System; Allie Shanafelter, Corning Museum of Glass.

Announcements – Nancy Abashian, Binghamton University, has resigned from the committee as she prepares for sabbatical next year.

Notes from Last Meeting – No changes were made to the notes from the April 4th meeting.

Website update – Christine reported that the website has been updated to reflect the decision to change the Diversity, Equity, Inclusion and Justice (DEIJ) Advisory Committee to the Diversity, Equity, Inclusion, Justice and Accessibility (DEIJA) Advisory Committee; the changes were made in all relevant locations throughout the website. It was noted that accessible is not just for the disabled but intersects with race, ethnicity, and other diversity factors. How does “belonging” fit? Should it be added as a letter? Belonging is the goal and what happens when the other elements are done well, so those present felt we should remain with DEIJA for now.

May Workshops and Grants – The two-part DEI Series by Dr. Kawanna Bright (titled “Diversity, Equity, & Inclusion Series, Part 1: DEI Concepts and Cultural Competency: The Integration of DEI Practices into Library Work” and “Diversity, Equity, & Inclusion Series, Part 2: Assessment - Implications and Applications for Library & Information Organizations”) will be held on May 11 and May 22. All SCRLC Members are welcome to apply for the associated grant, including Committee members. If their organization applies, they would be recused from any discussion of the applications, which is what we do for our other grants.

DEIALS Update – Mary-Carol indicated that the ICOLC presentation went well (some systems would like to do or to have a copy of the questions) and that Dr. Bright had made the suggested changes to the form prior to that day. She pulled up the latest version for the Committee.

Discussion points:

- Is the font color (light gray) readable? Mary-Carol noted that it displayed darker with more contrast at the conference though it was still light gray on the computer. The

Committee suggested finding out if there could be more contrast to make it easier to read, especially for those with vision issues.

- One of the final questions asks a respondent to choose their position in the organization (Board member, staff, etc.) and only allows just one selection. The Committee suggested that even if someone has more than one position in the organization, they should only consider one position as they complete the assessment. For example, if they are getting the assessment as a Board member, complete it as such. If they are getting it as a Committee member, choose that option.
- Dr. Bright imported the survey into the free version of Qualtrics, which she uses in her business. It does not have as many of the features of the paid version, such as pop-ups for the glossary or mouseovers or getting results emailed.
- Aggregating results. Even with the paid version of Qualtrics, with multiple people completing the survey, it is not clear how the individual assessments for an organization could be aggregated in a confidential way. Even sending them to scrlc@gmail.com as opposed to an individual would identify the user—unless it was emailed directly from Qualtrics (which may only be available in the paid version).
 - If the forms were hosted on the East Carolina University system, who owns the form and the data?
 - If Dr. Bright moved to another university, would she be able to take the form and data with her?
- The Committee discussed differences between Qualtrics, Survey Monkey and Google Forms. There are some tradeoffs between the three systems. Survey Monkey doesn't total the numbers in the same way as Qualtrics and Survey Monkey keeps forms for many years. Google Forms results are easily transferred into a spreadsheet, though you can do this with Survey Monkey. Should we opt for Survey Monkey or Google Forms if the aggregating features of Qualtrics are difficult to navigate? There are other free survey systems available online, though free platforms will always have more limitations. The issue is that none of us knows any of those platforms well-enough to make a proper decision. One solution would be to pay Dr. Bright to do the aggregation.

DEIJ Initiatives for 2023-2024 – Christine presented the DEIJ Initiatives that were shared as a Google Doc after the April 4th meeting.

- There was discussion about initiatives, and it was strongly suggested not to create a separate newsletter--DEIJA concepts should be incorporated into every facet of SCRLC.
- Virgilio share the concept of “heart to mind” vs “mind to heart” and how those differ in approaching subjects such as our celebrations section. Suggestion: Use both approaches so as to broaden the scope of people we reach. Virgilio said sharing a story has a greater impact than just sharing information, as does engaging in activities rather than a webinar format. Have an activity and share information about it through a LibGuide and/or newsletter and/or listserv. A heart to mind approach is more impactful and also more challenging to plan.
- Incorporate current events while doing field visits (e.g., during a field visit in September, address banned books).

- One specific initiative is a cohort intern program for a group of college sophomores, which the Committee liked.
- Disability SIG—would this be for library workers with a disability or for those serving the disabled? We should look at the interest in and need for either one. The Committee suggested including a survey question(s) in the next Education Services survey.
- Lucy shared the [SUNY PRODiG program](#) (Promoting Recruitment, Opportunity, Diversity, Inclusion and Growth), “aims to increase the representation of historically underrepresented faculty at SUNY including underrepresented minority (“URM”) faculty in general and women faculty of all races in STEM fields (“WSTEM”). Increasing the representation of faculty members who understand, and have overcome, race- and gender-based barriers and biases is important to the success and well-being of our students.” As we design an internship program, we should look at that website.

Around the Table – The meeting ran long and by the time we reached this agenda item, Lucy and Penney had left. Virgilio shared that it the end of the semester. Beth indicated that she went to the Art Library Society virtual conference and that her colleague attended in person in Mexico. The program included DEI features, e.g., the presentations were available in real-time in multiple languages and several sessions focused on diversity. One she liked was a presentation on how former enslaved people traced their genealogy. There was also a good program on the oral history at the Pine Ridge Indian Reservation Society.

Next Steps/Meetings

- Mary-Carol will reach out to Dr. Bright to ask about aggregating and the ownership.
- Christine will send out a Doodle poll for the next meeting to determine 2023-2024 activities.

Minutes taken by Christine.