



South Central Regional Library Council

Diversity, Equity, Inclusion & Justice Advisory Committee Meeting Thursday, September 15, 2022 1:00 PM; Zoom Notes

Present: Nancy Abashian (Binghamton U), Jenny Shonk (Finger Lakes Library System), Virgilio Pinto (Ithaca College), Mary-Carol Lindbloom.

Excused: Beth Hysten (Corning Museum of Glass), Mechele Romanchock (Alfred U), Lucy Yang (TC3).

BIPOC Community Calls Update. They were on hiatus for the summer and will resume on October 12. Virgilio will send Mary-Carol details to post to the listserv and newsletter.

2022-2023 Activities. With so many members not able to attend, everyone was asked to review and send suggestions to Mary-Carol by October 1.

DEIJ Plan. Mary-Carol asked the committee to double-check what was recommended for inclusion in [SCRLC's Bylaws](#) ASAP (the Bylaws changes will be discussed at the Board meeting on September 23 and presented to the membership for the October 28 annual meeting)..

Continuing Education Ideas.

- Suggestions included implicit bias, cultural intelligence, microaggressions, and ways to improve recruitment and retention of diverse library workers.
- Virgilio suggested [Dr. Michael Benitez, Jr.](#) as “an amazing speaker.”

DEISAA Status.

- One of the Board members who directs assessment, offered some excellent suggestions. The committee members present reviewed and agreed with them.
 - Perhaps the instrument could be called the Diversity, Equity, and Inclusion Organizational Self-Assessment (DEIOSA) in that “audit” can be intimidating.
 - Would Dr. Bright object? She knows about the many changes already made (and was part of them), so as long as she remains attributed, there wouldn't be an issue.
 - The situation with the hand-tallying should have a different solution.
 - Create a glossary of terms, e.g., administration/leadership, internal/external.
 - Some of the questions require clarification, e.g., “The system includes staff from historically underrepresented or oppressed groups in DEI efforts.....” should probably be split into two questions.

- Cornell Students. The AEM 3015 (Developing Racial Equity in Organizations) students would like to take on the DEISAA as their project. They already have some ideas about it (e.g., for some questions, the star ratings do not make sense—they should be yes/no). They have the PDF with the comments.

[LibGuide Review](#). A tab for the material from the Digital Justice 4 Disability Justice was added to the DEIJ LibGuide.

Next Steps

- Mary-Carol will send out a Doodle poll for the next meeting.
- Confirm which part of the Plan was recommended for the Bylaws (especially the subcommittee that had been working on the Plan).
- Virgilio will send the BIPOC calls information to Mary-Carol
- Post your ideas for 2022-2023 activities to the group email by October 1.

Notes taken by Mary-Carol