



Diversity, Equity, Inclusion & Justice Advisory Committee Meeting
Monday, May 23, 2022 10:00 AM
Notes

Present: Nancy Abashian (Binghamton U), Virgilio Pinto (Ithaca College), Jenny Shonk (Finger Lakes Library System), Mary-Carol Lindbloom. **Excused:** Beth Hylan (Rakow-Corning Museum of Glass), Mechele Romanchock (Alfred U), Lucy Yang (TC3), Jessica Philippe.

BIPOC Community Calls: Virgilio indicated that attendance had been down, so they took a bit of a hiatus. The next meeting is June 8.

DEIJ Plan. Mary-Carol indicated that the Bylaws Committee would be meeting in June and would take another look at the statement.

Continuing Education. Observations and suggestions:

- The challenge with DEI programming is that the participants already agree with, are working on, and support the topics. How do we turn training outward? How can we interrupt instances of racism? Training needs to be less about facilitating and more about learning to call people in (rather than out), e.g., if someone says a remark. How do we have difficult conversations?
- Inclusion/belonging: How do we work toward this culture?
- Implicit bias—SCRLC did a program on this several years ago; may be time to redo.
- Collection audits.
- Recruitment and retention. Recruiting is a process that involves developing relationships with candidates, whereby even if they do not get hired that time, they know they can reapply the next time. Nancy mentioned that Binghamton hired 9 new staff last year and 9 this year, as well. Often the greatest diversity in staff is at the library assistant level but not upper levels. How do you create value if there isn't a promotion? How do you create pathways within an institution for advancement and promotion?

[Diversity, Equity, and Inclusion Scorecard for Library Systems](#) (adapted from ALA). The ESLN diversity audit group prefers the ALA scorecard (except for Jessica and Mary-Carol). They believe it is easier (but when was DEI easy?). The scorecard does seem easier for individual libraries, especially smaller ones. Mary-Carol also had an issue with expanding the scorecard beyond its intent (it looked specifically at People of Color; the group changed it to marginalized people). One issue that Jenny pointed out is that there are no minimum standards. It could be possible to partner with another library in this process. To learn more about the scorecard, Mary-Carol is going to attend the 2-day (4 hours) Amigos workshop specifically on it.

[DEISSA Audit for Library Systems and Consortia](#). Our Committee prefers to work with the DEISAA. We need to start somewhere and do a deeper dive. At the ESLN Task Group meeting, it was felt that the system Board should be the ones taking part in the audit. For areas identified that need a lot of improvement, it will be helpful to find another system/organization who is doing well in that area to learn. Doing the audit may help to build community and partnerships. Please provide comments by Monday, June 6.

[LibGuide Review](#). Ongoing.

Updates.

- Virgilio. He is leading an effort to do something similar to SCRLC's BIPOC calls for Ithaca College staff. They are also doing Restorative Fridays, which means that they have Fridays off with pay until August 5. Their new director, [Michelle Millet](#), begins on July 1.
- Nancy. Their newly minted strategic plan is infused with DEI. How do you prepare staff to disrupt bias? Nancy is working on a roadmap—a spectrum of understanding—that will look into the lived experience—it will use badging or credentialing (still in early stages of development) to measure staff members' progress in becoming/being antiracist. Congratulations to Nancy, who has just earned a PhD in Community Research and Action from BU's College of Community and Public Affairs.
- Jenny. She has been clearing out the DVD collection to pack up and give to the TCPL book sale. She has also been working with their 33 members' annual reports—all have been accepted. She is planning some DEI workshops for their members with her IDEA Committee (the "A" is accessibility).

Next Steps

- Next Meeting: June 6 at 10 a.m.
- Review/add to DEISAA for June 6 meeting