



Diversity, Equity & Inclusion Advisory Committee Meeting
Friday, March 15, 2019 2:00 PM, Zoom Room
Notes

Present: Camille Andrews (Cornell University); Sarah Glogowski (Finger Lakes Library System); Erin Wilburn (Corning Community College); Mary-Carol Lindbloom; Jessica Philippe (SCRLC). **Excused:** Nancy Abashian (Binghamton University); Mechele Romanchock (Alfred University-NYS College of Ceramics); Mikki Smith (Corning Museum of Glass).

Welcome & Introductions Annette had to leave the committee.

Committee

- Purpose: Those present liked the 1st one, so we'll go with that one:
 - **Purpose:** To develop and promote a diverse workforce within libraries, foster DEI in library policies, practices, programming, and services, and promote, support, sponsor and celebrate DEI within and between libraries and their communities. A central mission of the Task Group is to educate and support library staff and community partners in understanding that DEI work is everyone's responsibility in creating a welcoming and supportive environment. The Task Group acknowledges that DEI work can at times be uncomfortable, and trusts that all SCRLC members are here to learn, and commit to help one another and our colleagues in that learning process. The creation and maintenance of a safe space for a diverse and multicultural community of respectful persons is essential to the educational mission of libraries.
- Role: Looks good:
 - Assist with assessing Library policies and practices through a DEI lens to identify systems and structures that may impede DEI efforts, and to identify potential DEI needs and projects.
 - Provide leadership through sharing information on DEI Task Force initiatives and programs with SCRLC members.
 - Help create an inclusive and equitable work environment in which all personnel are able to develop to their full potential.
 - Address proactively the fair and equal treatment of Library personnel.
- 2019- June 2020 Activities: Mary-Carol and Jessica will develop and send them out for review. Activities will include: Develop plan; LibGuide; plan CE activities

Plan: Share with other SCRLC committees to look at suggestions and ensure that DEI principles are reflected in their work.

LibGuide Excel Spreadsheet: Jessica will migrate content to LibGuide by April 1st. People can continue to add resources to the Excel Sheet or directly to the LibGuide.

SCRLC's Draft Code of Conduct: Mary-Carol shared the Code of Conduct that she developed. The committee will review this further by the next meeting and the Bylaws committee and the Board will review as well.

Educational Events

- Diversity Consortium of Tompkins County Round Table, May 29- Advertise to SCRLC community.
- Other events to plan? When? We may want to build off of some of the DCTC workshops. Late August or September for a one-day workshop? The committee needs a tentative list of what is coming up when.

Around the Table

Jessica: No update.

Camille: Cornell libraries are working with MRC on workshops on microaggressions and bystander intervention. They are also doing an initiative on Universal Design.

Erin: Focused on the Alma/Primo transition.

Sarah: All FLLS members are moving towards becoming fine-free.

Mary-Carol: Now on the Board of DCTC.

Next meeting: Early June.

Next Steps:

- Mary-Carol and Jessica will develop 2019-2020 activities to share with the group.
- Jessica will migrate spreadsheet to LibGuide by April 1st. Feel free to keep adding to the spreadsheet.
- Mary-Carol (and Jessica) will prepare a list of upcoming education events related to DEI, etc. so the committee can plan CE at the next meeting.
- Committee will review the [draft Code of Conduct](#) and make comments in the Google Doc.
- Mary-Carol will send out a Doodle poll for the June meeting.

Notes by Jessica