



**Diversity, Equity & Inclusion Advisory Committee Meeting  
Monday, September 9, 2019 1:00 PM via Zoom  
Notes**

**Present:** Nancy Abashian (Binghamton U), Camille Andrews (Cornell U), Sarah Glogowski (Finger Lakes Library System), Beth Hylan (Corning Museum of Glass), , Mary-Carol Lindbloom;  
**Excused:** Mechele Romanchock (Alfred U), Jessica Philippe

- Welcome & Introductions. Beth Hylan was introduced as the new Corning Museum of Glass representative. Erin (SUNY Corning) has taken a position at SUNY Broome and has resigned from the Committee.
- The [notes from last meeting](#) were reviewed.
- [The Community Code of Conduct](#) was approved by the Board in August, it should be reviewed yearly by the DEI Advisory Committee and updated as necessary.
- Review of [2019-2020 Activities](#). No changes.
- [Plan](#) Mary-Carol asked everyone to review the DEI Plan. She would like to send it to the Board for approval at their December 13 meeting.
- [LibGuide](#) Please continue to add (or suggest additions). Changes discussed:
  - Needs an “About” landing tab.
  - The resources should be broken down into categories (e.g., implicit bias, microaggressions, Gender/pronouns, etc.).
- Educational Events
  - What specific programs should we offer (see June 5 notes)? Ideas for speakers?
    - Hold another summit like the July 2017 one.
    - Website/IT accessibility program/WCAG 2.0 compliance (Cornell is in the middle of this process; Binghamton just finished).
    - Universal design.
  - Mary-Carol mentioned the September 16 VR inclusion event focused on implicit bias, which will be held at Cornell. Camille won't be able to attend but

mentioned that Mann has an implicit bias VR module. Mary-Carol will try to attend.

- Around the Table/Other
  - The Legislative Program will be held on Friday from 10-11; over 40 people are registered but not many legislators.
  - Mary-Carol and Annette Birdsall will present at the September Diversity Consortium of Tompkins County meeting regarding libraries and inclusion and our specific activities.
  - Sarah attended the Association for Rural and Small Libraries conference, which was just held in Burlington, VT. There were around 900 participants. She finds it to be a wonderfully useful conference. The FLLS annual meeting is in October.
  - CMOG's diversity program is in full swing—there are 300 staff participating. They are also trying to include the temporary staff as well as the guards and those who provide services to CMOG. They offer three different time slots for attendees. It is a requirement that all staff members attend the training, which was determined by the Leadership Committee. This round of training is the first of many, which includes the Ambassador Group, i.e., those interested in DEI but who are not on the core team. They are also doing brown bag lunches and readings as well as formal meetings.
  - Camille indicated that the Diversity and Belonging Council is forming for the year and has had a couple of meetings to develop goals and actions and to rethink the structure. They are also doing a reading group. [Tripping over the color line: the invisibility of race in library and information studies](#) by Todd Honma (Mary-Carol's note: this sounds like a good topic to read for an SCRLC DEI SIG). Camille said they will have monthly readings. She is also involved in a larger diversity community at Cornell, which is changing its framework. Instead of each unit setting 3-4 goals for each year the new framework will be Belonging with all units working toward the same goals set at university level, and tracking metrics: Climate and composition; organizational justice; sense of belonging; hiring practices; turnover; and would you recommend Cornell to a friend: Diversity and Belonging Committee is helping to bring in a photographer and asking them what belonging at Cornell means to them and superimposing the remarks over the pictures. There is also digital storytelling around diversity.
  - Nancy indicated that there is not a lot happening at Binghamton right now and would like to explore Cornell's. Binghamton University's Director of DEI position is open right now. She mentioned the 10-week series called Witnessing Whiteness that Dr. Marguerite Wilson had facilitate in Binghamton. It was designed to help a multiracial group build toward anti-racism work.

Next steps:

- Everyone: Review the DEI Plan by the next meeting: Feel free to add changes in alternate colors or via margin notes.
- Everyone: Continue to recommend DEI topics.
- Everyone: Continue to add or recommend resources for the LibGuide.
- Mary-Carol will discuss LibGuide changes with Jessica.
- Mary-Carol will send out a Doodle poll for next meeting (thanks, Jessica for doing this!).

Notes taken by Mary-Carol