



**Diversity, Equity, Inclusion & Justice Advisory Committee Meeting
Tuesday, November 1, 2022 10:00 AM**

Notes

Present: Nancy Abashian (Binghamton U), Virgilio Pinto (Ithaca College), Beth Hylen (Corning Museum of Glass), Mary-Carol Lindbloom.

Excused: Lucy Yang (TC3). Jenny Shonk (Finger Lakes Library System).

Welcome & Announcements.

Virgilio has been attending an antiracism institute at Ithaca College. Their first session was yesterday and it includes affinity groups. The institute was picked up nationally by Fox News.

Beth indicated that CMOG has some exhibits featuring diverse artists and that pieces in the collection are being seen through many eyes.

Nancy is piloting, with the School of Management, a search committee advocate program. They are training folks to disrupt systemic practices. The advocates are anyone willing to commit to the role. Nancy, Curtis, CUNY, and Rutgers are working on an antiracism immersion institute directed at white librarians, to be held in 2024. They are developing a curriculum and supportive instruments. Hopefully it will be supported by IMLS.

BIPOC Community Calls Update. Attendance was low, and Virgilio wondered if it was advertised beyond SCRLC. Mary-Carol will ensure that future calls are more widely advertised.

Bylaws Status. The Bylaws, including the diversity statement section and affinity groups, are currently under review with SCRLC's attorney, Stephanie Cole Adams. So far, she advises: "lay the foundation for this lightly in the bylaws, but use **policy** to keep the use of identity-based affinity groups focused on experiences. This will enable SCLRC to adjust and develop groups as the need arises." She will be developing language.

2022-2023 Activities.

- Recommend topics and speakers for programs; include speakers from BIPOC/neuro-diverse/persons with disabilities/LGBT+ communities.
- Collaborate with the Digital Equity Coalition to plan summit/symposium.
- Send the [DEIJ Plan](#) to the Board.
- Review the Code of Conduct policy; recommend revisions.
- Provide input into the Bylaws' diversity statement.

- If necessary, conduct DEIJ needs assessment among the various SCRLC membership sectors.
- Discuss DEIJ topics in SCRLC's newsletter; include guest columnists.
- Complete library systems DEIJ Self-Assessment.
- Update the [DEIJ LibGuide](#).

DEIJ Plan. This is ready to go to the Board. Mary-Carol will move one item out of MISP that isn't fundable (CE) to HLSP. She will add a note regarding the Bylaws' diversity statement.

Continuing Education Ideas. Virgilio asked what the educational needs assessment revealed about CE needs. Mary-Carol will look at survey and include pertinent information.

Diversity, Equity, Inclusion was mentioned by 26 of the respondents (41.94%)—the most responses of any category. Here are specific responses:

- Leading a diverse staff, recruiting/retaining a diverse staff
- Diversity/Equity/Inclusion/Social Justice - a way to assess how we are doing in these directions and how we may improve. Even if we're doing well, we can always improve, and possibly lead.
- Training staff to work with certain groups (houseless patrons, LGBTQA+ community members, refugees/immigrants, etc.)
- Intersection of digital outreach and equity/diversity/inclusion
- Accessibility: Furniture & technological accommodations DEI from BIPOC library staff perspective.
- I would welcome DEI as it relates to instruction, but I think areas like collection development and supporting underserved students are also a priority.
- Accessibility
- I would like to learn about how to add diversity, equity, inclusion, and social justice into programming in a small community that lacks diversity.
- Diversity and Inclusion: "You don't know what you don't know". I would love to learn what I can do to make sure all patrons feel welcomed and represented in our small village library.
- Leading a diverse staff
- Disability & Access
- For DEI&SJ: how can Library leaders bring relevant and useful training to staff?
- Accessibility of library programs and services - both in-person and online - what support is available for library staff to learn how to do this - for instance, how do we make recordings closed captioned, how do we ensure our spaces are accessible. And how do we make sure our staff feel their workplace is accessible - especially for those who need accommodations to ease barriers in the workplace. And how to identify vulnerable populations in our service areas and how to reach them - in a sort of intersection of public health, social work, and library service.
- Can we talk about race rather than diversity?
- Under "Other" category: Antiracism

Other topics that have come up since then: implicit bias, bystander intervention, and trauma-informed librarianship (maybe expand to LAM).

Virgilio suggested, based on the Fox News issue and also, as an organizer of the BIPOC Community Calls and the incident that happened, how do you respond when something

happens? Can we educate people on how to respond as organizers, participants when there is potential backlash? How do we protect people—especially those from marginalized communities who may be more impacted? How do we empower others to be prepared? Could there also be a toolkit to help? There are two aspects of response: one involves the power of the organization to protect and respond, and the other is as an individual. There are several layers of an individual and interpersonal response. How can we be prepared?

DEISAA Status

- Cornell Students. Their work will be completed by December 5. It will still need to be beta-tested by each system type.

Other

Committee membership. We need more members, including a school librarian or school library system coordinator.

Next Steps/Meetings.

Mary-Carol will send a Doodle poll for December, trying to stay away from Tuesdays.