



**Diversity, Equity, Inclusion, Justice & Accessibility (DEIJA)  
Advisory Committee Meeting  
Tuesday, October 17, 2023 11:00 AM**

**Minutes**

**Present:** Beth Hylan (Corning Museum of Glass, retired), Virgilio Pinto (Ithaca College), Karin Wikoff (Ithaca College), Rachel Dworkin (Chemung County Historical Society), Penny Sweeney (Cayuga-Onondaga BOCES School Library System)

ex officio: Christine Brown, Mary-Carol Lindbloom, Jessica Philippe.

**Excused:** Jenny Shonk (Finger Lakes Library System), Lucy Yang (Tompkins Cortland Community College), Allie Shanafelter (Corning Museum Of Glass)

**Welcome & Announcements**

Karin and Rachel are new to the committee and introduced themselves. They were both part of the BRAVE Dialogues. The rest of the committee introduced themselves.

**[Notes from Last Meeting](#)**. No corrections or changes.

**Around the Table**

Mary-Carol met with Curtis Kendrick about the Institute for Racial Equity in Librarianship. Information about the Institute has been shared with Lauren Moore. They want to start a cohort group of library workers every summer to prepare and help libraries to be good places to work. Mary-Carol attended the ischool reception and discussed these issues with Jill Hurst-Wahl as well.

Jessica: [Join our annual meeting](#) if you can. Mary-Carol, Jessica and Claire attended Dr. Debbie Reese's workshop at Ganondagan, hosted by CO BOCES (Penny's event). Mary-Carol has invited Dr. Reese to do a webinar for us in the new year.

Penny shared more about Dr. Reese's event and how it went beyond evaluating American Indians in children's literature. Penny is also dealing with issues in school libraries in terms of book banning and censorship. Penny was invited to do a presentation to administrators about these issues. Blaine Harding is coming to one of her districts to present.

Beth just returned from Ecuador. She visited museums that are also engaged in DEI issues. Her local public library had a right-wing individual who filmed at the library, trying to challenge library staff.

Virgilio is facilitating a BIPOC group at the [Center for Faculty Excellence](#) (CFE) Antiracism Institute. The Institute is offering this to all Ithaca College employees, recognizing that both staff

and faculty work with students – an equity centered approach – centering on providing skills to all who work with students.

The CFE has paid for Virgilio to do the equity literacy facilitator training offered by the Equity Literacy Institute. He reported that this is an excellent program and highly recommends it to all those interested in working on combatting any of the -isms.

Karin is working on projects with Dr. Kawanna Bright for their consulting grant. She developed a [LibGuide](#) to share the work they are doing, including collection development (i.e. purchasing materials by and about historically underrepresented groups, medical textbooks with more racial diversity); improving cataloging and placement of LGBTQ library materials, and updating policies.

Rachel and the CCHS are new to incorporating DEIJA issues into their work. They are starting with trying to make their collections more inclusive through outreach to collect materials, oral histories, etc. They started a series of exhibits that focus on specific ethnic groups that share oral histories, among other materials. They are training groups to record documentaries.

### **[Grants for Consulting with Dr. Bright Updates](#)**

Karin's update is above and the other two institutions (Alfred University and Seymour Public Library in Auburn) are moving along on their work.

### **[DEISA \(DEIALS\) Update](#)**

Take some time to complete it if you can. Mary-Carol will share it though an email and remind people of what hat they are wearing as they complete (i.e. Board member, committee member, member of their own institution). Dr. Bright and SCRLC will receive the results so Mary-Carol will make people aware of who will see it once they press submit.

### **[Code of Conduct](#)**

- [NNYLN decision](#)
- **Review/reconsider our code?**

It's time to review our code of conduct and make some updates. We discussed the difference between codes of conduct and principles of collaboration. Karin suggested separating what behaviors we are encouraging from consequences for negative behavior. Virgilio likes the idea of centering the positive versus focusing on the negative. Jessica will put the code into a Google Doc for the committee to review.

### **Cornell Student Group Project Update**

We shared what we are looking for from the group and they have created some surveys (for undergrad and LIS graduate students) to find out more about when students decide to pursue library science.

### **DEIJA Learning Opportunities—Recent**

- BRAVE Dialogues SIG- the group has met once and plan to continue to meet

## **DEIJA Advisory Committee Activities**

- [Proposed 2023-2024 Activities](#)

Some edits were made and Christine will post to the website

**New DEIJA Committee Members?** We have 7, we could have up to 15. We have good representation of library types right now, so that's helpful. We will put out a call for committee membership twice a year at least.

### **Next Steps/Meetings**

Mary-Carol: Send out DEIALS beta test.

Christine: Add committee activities to the webpage.

Jessica: Put the Code of Conduct into a Google Doc and send to the committee for comment.

The meeting schedule for 2023-2024 is bi-monthly, on the third Tuesday of every other month at 11 a.m.

December 19

February 20

April 16

June 18

Minutes taken by Jessica.