



Diversity, Equity & Inclusion Advisory Committee Meeting
Tuesday, October 19, 2021 10:00 AM via Zoom
Notes

Present: Nancy Abashian (Binghamton U); Sarah Glogowski (Finger Lakes Library System); Beth Hysten (Corning Museum of Glass); Mary-Carol Lindbloom; Jessica Philippe
Excused: Virgilio Pinto (Ithaca College); Mechele Romanchock (Alfred U); Lucy Yang (TC3)

[Notes from last meeting](#) were quickly reviewed.

Committee Name Change?

Should we add a “J” to the committee name for social justice? This update had been proposed by Virgilio to make sure that the committee work includes action. We noted that this includes social justice, racial justice, environmental justice, and disability justice. Justice frames DEI. Those present thought it would be good to do. We will update the committee’s purpose statement and make sure that diversity, equity, inclusion, and justice are all defined in our diversity plan. What form does the acronym/initialism take? JEDI? DEIJ? Other?

BIPOC Community Call Update

The organizers indicate attendance has waned, so before we advertise the November meeting, we can ask if they have a theme or would like to advertise more widely. Do they want to send out a survey to determine what is needed? Jessica will follow up with Lucy and Virgilio.

[BLM Statement with Board Feedback](#)

The Committee recommended removing the statement on the website (though it is still linked under “[Our Commitment to Diversity](#).”). Rethinking the BLM statement was a good activity, and one action item taken this past year not initially included was adding African American focused collections to New York Heritage (e.g, the History Center’s Southside Community collection, the Black Oral History Collection of Chemung County (though the work was begun prior to the murder of George Floyd, more were added). The Committee suggested that Mary-Carol provide yearly updates in the newsletter on what the council is doing in support of BLM.

[Land Acknowledgment with Board Feedback](#)

“We” is from the colonizer perspective. Can we include something that addresses the indigenous communities? What next steps can SCRLC take? The group, recognizing that the LA is always going to be a work in progress, recommended that it include a brief paragraph and then a “for those wanting to read more....”

DEISAA v. 2 – Next Steps https://ecu.az1.qualtrics.com/jfe/form/SV_9pjNQGvbiASafFX

Dr. Bright is not going to be available to help create a systems version as she had hoped, but gave us permission to carry on. She will provide input if possible.

LibGuide Update

Jessica added resources to the land acknowledgment box in the DEI (now JEDI) LibGuide.

American Rescue Plan Act (ARPA)

There are three categories: digital inclusion (public library systems), museum-library partnership grants (\$12K), and school library systems. The digital inclusion grant money could include a disability justice/digital justice component and programming--if the programming addresses digital inclusion. Same with a series on DEI--it would have to address digital inclusion. So far, SCRLC hasn't received any applications for museum-library partnership projects.

2021-2022 Objectives and Activities. We did not have time to address at the meeting, but can do this via email (and the next meeting).

Here are the relevant Work Plan items:

Under Element 9: Leadership and Administration

Goal: Foster a culture of diversity, equity, inclusion, sustainability, and antiracism within SCRLC and across the region's member organizations.

Objective: Develop a diversity audit instrument specific to library systems.

Activities:

- Seek Dr. Kawanna Bright's approval and assistance in modified the Diversity, Equity, and Inclusion Self-Assessment Audit V. 2 for library systems.
- Conduct self-assessment.
- Examine and develop an action plan based around the findings of the audit.

Objective: Incorporate DEI and antiracism into all aspects of SCRLC's programs, services, and operations.

Activities:

- Work with the DEI Advisory Committee to update the DEI Plan.
- Discuss DEI and antiracism in SCRLC's newsletter.
- Maintain the DEI LibGuide to assist members in such areas of recruiting, retention, local organizations engaging in this work, land acknowledgments, etc.
- Ensure DEI is infused throughout the annual work plans.

Goal: Facilitate and promote a diverse regional library workforce; as a component of this goal, improve SCRLC's recruitment of diverse candidates for available positions.

Objective:

- Offer internships through ARPA funding.

Under Element 2: Educational Services

Goal: Ensure that diversity, equity, and inclusion (DEI) are at the forefront of SCRLC's educational services.

Objective: Enlist a diverse group of speakers to present programs for FY 2021-2022.

Activities:

- Include speakers from BIPOC/neuro-diverse/persons with disabilities/LGBT+ communities.

Next Steps:

- Nancy proposed meeting monthly to work through our committee goals more expeditiously, e.g., the third Tuesday of each month?
- Mary-Carol will set up a Doodle poll for meetings until we can agree on a standard time.
- Jessica will follow up with Lucy and Virgilio Re: the BIPOC calls.
- Mary-Carol will send out the 2021-2022 objectives and activities for comment.
- Because it is dated, remove the BLM statement from the website while keeping it linked from the "Our Commitment" section.

Notes taken by Jessica/Mary-Carol