



**Diversity, Equity & Inclusion Advisory Committee Meeting  
Monday, November 23, 2019 10:00 AM 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; Virgilio Pinto (Ithaca College); Jessica Philippe; **Excused:** Fabina Benites (MRC); Mechele Romanchock (Alfred U).

**Land Acknowledgements.** Mary-Carol shared a land acknowledgement and had questions about it, e.g., how long it should be, asked when we should do them (all meetings including advisory? CE programs? Should we include it on the website?), which indigenous people should we include in the acknowledgement (those local to Ithaca, 14 counties?). She hopes that Lorie's program on the 14th will provide more guidance. Beth suggested that we have our land acknowledgement approved. Camille shared [Cornell's](#).

**Around the Table:**

Beth- Consulting for CMOG on special projects.

Virgilio- Curbside, scanning, ILL.

Camille- Business as usual.

Nancy- Remote as of last week because they hit the threshold a second time; they will continue this way into the break. Students are being tested before they go home to limit spread.

Sarah- Closures and rollbacks especially in Seneca county (due to quarantine time periods).

**Review of minutes and grant update:** The first grant application, which was not funded, was turned into a National Leadership Grant application; we are waiting to hear back from IMLS to see if we will be invited to submit a full application.

**2021 Activities**

- Ensure DEI is incorporated into the 5-year Plan of Service.
- Revise the [DEI Plan](#) to include more specific targets for the elements (programs and services) included.
- Update the [DEI LibGuide](#).
- Review the Code of Conduct policy.
- Develop a land acknowledgement that is approved by the Haudenosaunee Nations, determine for which meetings and events it will be used, and add to the website.
- Support regional DEI efforts and initiatives.

Note: Mary-Carol wondered if SCRLC should hire Laura Branca of TFC ([Training for Change](#)) Associates, who is expert in strategic planning, matters of DEI, and is outside of librarianship, to review the Plan of Service.

### **Organizational DEI Tools**

- Dr. Kawanna Bright's Instruments
  - DEISAA v. 2: [https://ecu.az1.qualtrics.com/jfe/form/SV\\_9pjNQGvbiASafFX](https://ecu.az1.qualtrics.com/jfe/form/SV_9pjNQGvbiASafFX)
  - DEISAA v. 1: [https://ecu.az1.qualtrics.com/jfe/form/SV\\_cx7wU9MsCUa8Oyh](https://ecu.az1.qualtrics.com/jfe/form/SV_cx7wU9MsCUa8Oyh)

The committee will work through the v. 2 instrument for SCRLC in our next meeting, and will be informed by the Puget Sound Cohort's document (shared for the meeting).

### **Next Steps:**

- The Committee will review and approve 2021 activities.
- The Committee should review the DEISSA v. 2 as above, and Camille's [Google Doc](#), which gives more information about the DEISSA scoring, etc.
- Mary-Carol will send out a Doodle poll to schedule a meeting in mid-December.

Notes taken by Jessica