



Diversity, Equity & Inclusion Advisory Committee Meeting
Tuesday, December 8, 2021 10:00 AM via Zoom
Notes

Present: Nancy Abashian (Binghamton U); Beth Hylen (Corning Museum of Glass); Virgilio Pinto (Ithaca College); Lucy Yang (TC3); Mary-Carol Lindblom; Jessica Philippe

Excused: Mechele Romanchock (Alfred U); Jenny Shonk (Finger Lakes Library System)

Notes from last meeting No changes.

Welcome & Introductions

Jenny Shonk has joined the committee, representing FLLS instead of Sarah.

Committee Name (What's in a name?)

DEIJ will be our acronym going forward since JEDI has problematic connotations with Star Wars per [this article](#).

BIPOC Community Call Update

The next call is today. Jessica sent it out to the other councils to share with their listservs and Virgilio also shared the information with past attendees.

Continuing Education?

- Summer Summit? Nancy checked with Curtis and they are still trying to find out what the guidelines are for in-person meetings at Binghamton University due to Covid.
- ESLN is planning an online Academic Libraries conference for April (focus on Mental Health of students and library workers) and a HS to College online Conference called PILLARS will be held in July (with a focus on accessibility issues for students).
- The Educational Services Advisory Committee is planning a needs assessment survey; the DEIJAC task group working on SCRLC's DEI plan will develop a few specific questions to include on the ES one so people are not overwhelmed with surveys.

LibGuide Review

What direction do we want to go in with this? It makes sense to keep the information within our LibGuide regional and specific to librarianship otherwise there is far too much information to share and we would be re-creating work that is readily available.

A needs assessment would also be helpful. The DEIJ Plan group will meet Friday and we can also discuss a few targeted questions that would be incorporated into the bi-annual education needs assessment so we don't overwhelm our members with multiple surveys.

Field Visits: incorporate questions about regional DEIJ community resources. Mary-Carol and Jessica can add this to the Field Visit form.

For Cortland County resources: Lucy shared information about a group called [Cortland County Community of Color \(C4\)](#) which will be added to the LibGuide.

Virgilio suggested adding a tab with information on affinity groups and why they are needed to have resources to share with any future people who may object.

Resources included:

[Affinity Groups FAQ](#)

[Why People of Color Need Spaces Without White People](#) (Arrow Journal)

Let Jessica or Mary-Carol know if you come across anything to include.

DEISAA v. 2 – ESLN/SCRLC Task Group

Mary-Carol and Jessica will be involved with this and will report back to the DEIJ committee.

Updates

Non-academic programming was canceled at IC due to increase in Covid spread. The provost moved a colloquium online to Zoom. IC is making more inclusive signs for their library restrooms and working on getting approval.

TC3 is holding an in-person stress event including a luncheon with comfort foods and therapy dogs. They are hoping to get more people into the library because there hasn't been a lot of activity recently. Now Lucy is concerned with other colleges and counties moving from green to yellow with the increase in Covid cases. But on the other hand it's been difficult to adjust to the constantly changing policies and protocols and people's reduction in immunity is causing people to have super colds so perhaps there have been unforeseen consequences to our lack of interactions.

BU is actively recruiting for 9 positions due to retirements and positions that were put on hold due to covid. They are introducing strategies that allow their job search process to be more inclusive and that's been interesting to explore.

Beth is back to volunteering at the library, but is not involved with the DEI initiatives. Mikki has moved to a new position.

Mary-Carol mentioned an excellent NLM webinar she attended this past year on the digital divide and people with disabilities/older adults:

[Addressing Health Literacy with Older Adults and Persons with Disabilities](#)

Next Steps

- DEIJ Plan group will meet Friday to review the plan and the POS and develop a few questions to add to the Education Needs Assessment.

- Jessica will add suggested items to the DEIJ LibGuide. The committee will continue to mention items to add.
- Mary-Carol and Jessica will update the committee on the diversity audit being developed for library systems/councils.
- Nancy will let us know if there are any updates regarding an in-person social justice events at BU this summer.

Next Meeting: January 10, 2022 @ 10:00 a.m.

Notes taken by Jessica