



**Diversity, Equity & Inclusion Advisory Committee Meeting  
Thursday, January 21, 2021 11:00 AM via Zoom  
Notes**

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

Welcome to Lucy Yang from Tompkins Cortland Community College.

**Around the Table:**

Nancy- Finally moving out of crisis mode and able to get back to focusing on more innovative projects.

Lucy- Faculty just returned to TC3 today. Not in person until Feb 8, like most SUNYs. Classes begin next week. Waiting for the vaccine- has an appointment in Binghamton, but unclear if she is eligible. TC3 Director Gregg Kiehl still recovering from a bad case of Covid and pneumonia.

Sarah- The library system directors met yesterday and the State Library has no role in the advocacy for library workers getting the vaccine. NYLA is advocating for library workers that work with the public. Some of the local library directors are considering pursuing this at the local level.

Beth- Recently retired, but still working as a consultant at CMoG. Continuing to blow glass. Involved with the Art Library Society- decorative arts group and leadership group which are focusing on DEI. CMoG also dedicated to DEI.

Virgilio- Getting new Toshiba printers, which has changed his work flow.

**Regional BIPOC Group:** Virgilio and Lucy have volunteered to start a BIPOC regional meetup via Zoom to create a safe, social space for BIPOC-identifying folks in our region. Virgilio talked with the head of the METRO BIPOC group to get an idea of setup.

Virgilio developed some marketing language to use:

“Join us on February \_\_\_\_ Valentine theme/black history month? From 2-3pm for a BIPOC Community. This call is meant only for those who identify as BIPOC members.

Our intention is to create a nonjudgmental welcoming space offering community and conversation. Come as you are to share.

This call will be facilitated by Virgilio Pinto (Interlibrary Loan Coordinator at Ithaca College) and Lucy Yang (Coordinator of Information Delivery Services at Tompkins Cortland)

Virgilio will set up a Zoom meeting. The first meeting is scheduled for February 10, Noon-1pm. Jessica will create a description of the event in Constant Contact and send to Virgilio and Lucy for editing, prior to sending out to the membership.

### **Plan Of Service**

- Mary-Carol shared the [working POS document](#), pointing out that anything in purple (like the land acknowledgement) was still being worked on, while text in green is from the last PoS that hasn't yet been addressed. Sections/lines in black text have been addressed and will be included in the final draft.
- How should DEI be incorporated? Should it have its own goal, maybe under Leadership and Administration? Include language under each of the Element goals?
- Beth shared: Land acknowledgement: online, interactive map created in 2015 by Victor Temprano. You can enter your zip code on the map and it will tell you whose ancestral lands are in that zip code. <https://native-land.ca/>
- It is helpful to look at the [DEI Plan](#) in conjunction with the Elements. What pieces from the DEI plan should be incorporated? Mary-Carol will add some suggestions to the Elements in purple by the end of Friday. She asked the Committee to review the Elements and to make additional comments by Feb 9th.

### **Organizational DEI Tools**

DEISSA v. 2: [https://ecu.az1.qualtrics.com/jfe/form/SV\\_9pjNQGvbiASafFX](https://ecu.az1.qualtrics.com/jfe/form/SV_9pjNQGvbiASafFX)

We didn't have time for the DEISSA review again since the POS is time sensitive, so we will try to do the audit next time. Jessica shared [21 Signs](#) You or Your Organization May be the White Moderate Dr. King Warned About.

### **Next Steps:**

- The Committee will review the DEISSA v. 2 as above at our next meeting (this [Google Doc](#) gives more information about the DEISSA scoring, etc.).
- Mary-Carol will send out a Doodle poll to schedule a meeting in February.
- The committee will look at which pieces from the [DEI Plan](#) can be incorporated into the [POS](#); make comments by February 9. Note: The Elements section starts around p. 9).
- The BIPOC meetup group will be advertised after Virgilio and Lucy finalize details.

Notes taken by Jessica