



Diversity, Equity & Inclusion Advisory Committee Meeting
Thursday, June 10, 2021 1:00 PM via Zoom
Notes

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

Around the Table

Camille- had big news to share and we wish her all the best!!
Nancy- is now Senior Director of Public Services and has moved offices.
Beth- broke her ankle and is laid up at home; recovery is going well.
Mechele- is working on lots of summer projects; the building is leaking sewer water.
Jessica- working on SCRLC office move.
Mary-Carol- also working on the move.
Sarah- mentioned a NYLA initiative that will involve the 23 public library systems.

Board/Advisory Committee Retreat on July 16 (10-12), will be facilitated by Jill Hurst-Wahl and will focus on turning the Plan Of Service into actionable steps. All DEI Committee members are encouraged to attend.

BIPOC Community Call Update

Via email Virgilio shared that a group from BU joined the last call, but only because Nancy had shared the information (thanks, Nancy). In order to reach more folks, Mary-Carol will ask the directors to share information about the next call with their staff. The SCRLC listserv is not reaching the full BIPOC library community.

IMLS- Ideas for a future grant?

The IMLS grant application structure is changing for both Laura Bush and National Leadership Grants, and IMLS suggested waiting until the grant information is released (expected this month) before talking to them about strengthening our grant.

DEISAA v. 2 Update: https://ecu.az1.qualtrics.com/jfe/form/SV_9pjNQGvbiASafFX

Kawanna indicated she would have time in the fall to adapt the audit for systems. The committee was in favor of waiting and also hopefully working directly with Kawanna to create an audit for systems.

2020-2021 Activities- Review

- **Code of Conduct:** Review of the Code of Conduct should be ongoing
- **LibGuides:** Reviewing and updating the LibGuide will be ongoing
- **Land Acknowledgement:** Due to the divisions within the Cayuga community and not having a contact for a traditional leader, Mary-Carol reached out to the Onondaga Nation (Central Fire of the Haudenosaunee) for assistance (for pay) with land acknowledgements but didn't hear back. She sought help with actually three types of land acknowledgements: 1) for events, both virtual and in-person; 2) for the website; 3) a template to help our members (this component was the identified 2020-2021 activity). Rather than trying to reach out again to tribal communities for approval of a static land acknowledgement, we will create something actionable that encourages members to research, reflect, and create an actionable component within their own context. Can this be a statement on our website? We would, however, like to work with local tribal communities in some capacity. None of the ESLN councils have contacts or projects with the tribal nations in their regions.

2021-2022 Activities- Ideas

- Refer to the [Plan of Service, Element 9 especially](#) (note: this is the version that was copied and pasted into the NYS Library online template—this is more readable)
- **Update the Black Lives Matter Statement (or add a new one).** We will write a piece for the website that shares what we have done over the past year as well as our continued commitments going forward to make sure that our statement goes beyond PR and holds us accountable to continue this work. Camille stressed that it should include action items and Mechele shared that Alfred has also looked into the statement they put out in response to the murder of George Floyd to ensure continued actions steps.
- **Look at grant funding.**

Next Steps:

- [Register](#) for the Board/Advisory Committee retreat on July 16 if you can.
- Mary-Carol will reach out to library directors to share information about the next BIPOC call.
- Review the [Code of Conduct](#) and the [LibGuide](#) before the end of the month. Send suggestions for the Code to Mary-Carol and LibGuide to Jessica.
- Review a [land acknowledgement](#) for our website.
- Mary-Carol will address actions SCRLC has taken in the year since the Black Lives Matter statement was developed. [Please review](#).
- For our next meeting: Virgilio suggested (via email) that the committee consider including a J for “Social Justice” along with DEI.

Notes taken by Jessica