

# RAILS Equity, Diversity & Inclusion Committee

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## Membership

### Committee Members:

RAILS Board Members

RAILS Member Library Representatives

RAILS Board President (ex officio member)

RAILS Executive Director (ex officio member)

RAILS Associate Executive Director (ex officio member)

RAILS Director of Consulting and Continuing Education (ex officio member)

Selected Networking Group and Partner Entities (ex officio members)

The RAILS Board President shall annually appoint at least two members from the RAILS board. Representatives from member libraries serve for three years and may serve for two consecutive terms. Terms shall be staggered so that one-third of member library representatives are appointed each year.

New representatives are seated at the first meeting after the beginning of the RAILS fiscal year in July. Interim appointments may be made when necessary to fill vacant seats.

## Quorum and Voting

A quorum consists of the majority of voting members. Ex officio members do not count towards a quorum and do not vote.

## Charge

The EDI Board Committee provides feedback and makes recommendations to assist RAILS in modeling best practices in equity, diversity, accessibility, and inclusion for our membership.

Activities may include:

- Provide guidance on member resources that will support libraries' efforts to provide equitable, diverse and inclusive services.
- Explore ways to diversify library governing bodies and staff to increase representation and better reflect the communities they serve.
- Examining the impact of systemic racism and bias in libraries and library-related organizations and how to combat it
- Advise the RAILS board and staff about appropriate equity and accountability goals to which RAILS and libraries should aspire
- Facilitate system-wide discussion about equity, diversity, inclusion and accessibility

RAILS Equity, Diversity & Inclusion Committee Charge | Revisions approved by RAILS Board on March 22, 2024. Originally approved by the RAILS Board on September 20, 2020

- Identify barriers in libraries and the library field and solutions to eliminate them
- Engage with other regional and statewide committees also focused on the advancement of EDI work in libraries and library-related organizations.

### Annual Review

The charge will be reviewed annually at the first meeting of the fiscal year by the RAILS Equity, Diversity & Inclusion committee.