

# RAILS Equity, Diversity & Inclusion Committee

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## Membership

### Committee Members:

RAILS Board Members

RAILS Executive Director (ex officio member)

RAILS Associate Executive Director (ex officio member)

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

RAILS Member Library Staff

## 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.

## Goal

To provide advice and support for RAILS efforts to create and maintain a more equitable, diverse and inclusive library community where all feel welcome, supported and able to thrive.

## Charge

Develop a shared understanding of the nature 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 and recommend ways to assess progress toward achieving those goals. As part of this charge, the committee will also help to:

- Identify barriers in libraries and the library field and solutions to eliminate them
- Develop ideas and programs to increase awareness about systemic racism and bias among member libraries, staff and boards
- Facilitate system wide discussion about equity, diversity and inclusion.