

RAILS Board Equity Diversity and Inclusion Committee – DRAFT CHARGE

Goal: to provide advice and support for RAILS efforts to create and maintain a more equitable, 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.

Members: Board members, RAILS staff, member library staff

Climate team? Liaison from the climate team?

How many board members?

Chair?

How many members and how to select?