

18 September 2020

TO: RAILS Board of Directors

FROM: Deirdre Brennan

SUBJECT: Equity, diversity and inclusion initiative

Board members, below is a slightly revised charge for our EDI committee.

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

We plan to send out a call to members once the charge is finalized. We will be looking for a diverse – racially, geographically, type and size of library, position in the organization – group of people.

We also have several board members who have volunteered: Dianne Hollister, Becky Spratford, Jenna Nemec-Loise, Sarah McHone-Chase, and Michael Campbell. RAILS staff who will serve as ex officio members will be Monica, Joe and me, at least.