

# RAILS Report

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## Find More Illinois

Interlibrary loan activity and active member recruitment has resumed after a break due to the pandemic. Our current recruitment initiative includes a particular focus on standalone libraries. We have one library in the process of joining, and are in active discussions with several others.

## Library Directory and Learning Calendar (L2)

The newly redeveloped L2 launched on September 2. Member libraries have been busy learning the new site and updating their information, and we've produced documentation to support those efforts. Currently in progress are event documentation, preparation to transition networking and continuing education groups to entering and managing their own events, and preparations to conduct the 2021 annual library certification process on L2.

## Consortia Staff In-Service Event

Working with survey data as well as informal feedback from consortia staff, we will not have an in-person event in 2020. We are currently planning for a virtual event in the second half of January or in February. More details will be forthcoming.

## RAILS Equity, Diversity, and Inclusion (EDI) Initiatives

The RAILS Workplace Climate Team was formed in August, and. Working with consultant Elizabeth Lindsay-Ryan, a Workplace Climate Team of staff members representing different RAILS departments has received foundational training on EDI concepts, and done preliminary work with a toolkit outlining the various relationships within and across RAILS and describing the various dynamics the team will explore. This is a whole-staff initiative, beginning with an initial half-day training session which will provide an introduction to navigating equity, diversity and inclusion in RAILS and will include interactive discussion and exercises for participants to explore their own lens and build awareness.

The RAILS Board has also approved a charge for its own EDI committee, and put out a call for member library staff participation. The charge is to:

- 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
- Recommend ways to assess progress toward achieving those goals

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; and facilitate systemwide discussion about EDI.