

RAILS BOARD EQUITY, DIVERSITY & INCLUSION COMMITTEE MEETING

February 18, 2021 | 1:30 p.m.

RAILS Burr Ridge and Videoconference Sites
125 Tower Drive, Burr Ridge, IL 60527 | 630.734.5000

MINUTES

1. WELCOME AND CALL TO ORDER

Ms. Hollister, EDI chairperson, greeted members and called the meeting to order at 1:34 p.m.

Ms. Hollister read the following: In accordance with the Government Emergency Administrative Act PA100-0640, the RAILS Board of Directors finds an in-person meeting is not practical or prudent and believes it is in the best interest of RAILS to hold a virtual meeting to perform essential business. This meeting will be recorded as per the statutory requirements. The public chat feature will remain open, please keep comments or questions to the business at hand and note that any comment may be read aloud by RAILS staff.

2. ROLL CALL OF MEMBERS

Ms. Palmisano called the roll of the RAILS Board EDI Committee:

Megan Ballengee, Victoria Blackmer, Cristina Bueno, Rosie Camargo, Michael Campbell, Nate Gass, Amber Hayes, Dianne Hollister, Emily Kiang, Steve Koebel, Shekinah Lawrence, Sarah Mchone-Chase, Michelle Nielsen-Ott, Kristen Rademacher, Andrea Robinson, Leora Siegel, Becky Spratford, Sarah Steiger, Anna Wassenaar

Absent: Edith Craig, Jenna Nemecek, Leah White

3. RECOGNITION OF GUESTS AND ANNOUNCEMENTS

RAILS Burr Ridge: Deirdre Brennan, Monica Harris, Emily Fister, Stacy Palmisano

Via Zoom: Joseph Filapek, Karen Goyer, Biz Lindsay-Ryan, Tom Stagg, Elise Hearn, Lorena (no last name given)

Ms. Brennan announced to the committee that this meeting was set in a Zoom webinar format in order to manage any unwanted guests and still follow the Open Meetings Act requirements.

4. PUBLIC COMMENTS

There were no public comments

5. ADOPTION OF THE AGENDA

Ms. McHone-Chase moved, and Ms. Siegel seconded that

THE RAILS BOARD EQUITY, DIVERSITY & INCLUSION COMMITTEE AGENDA BE ADOPTED

Roll call was taken: Ayes: Megan Ballengee, Victoria Blackmer, Cristina Bueno, Rosie Camargo, Michael Campbell, Nate Gass, Amber Hayes, Dianne Hollister, Emily Kiang, Steve Koebel, Shekinah Lawrence, Sarah Mchone-Chase, Michelle Nielsen-Ott, Kristen Rademacher, Andrea Robinson, Leora Siegel, Becky Spratford, Sarah Steiger, Anna Wassenaar. Nays: none

6. APPROVAL OF THE MINUTES OF THE DECEMBER 2, 2020 RAILS BOARD EQUITY, DIVERSITY & INCLUSION COMMITTEE MEETING

Ms. Spratford moved, and Ms. Blackmer seconded that

THE RAILS BOARD EQUITY, DIVERSITY & INCLUSION COMMITTEE DECEMBER 2, 2020 MINUTES BE APPROVED.

Roll call was taken: Ayes: Megan Ballengee, Victoria Blackmer, Cristina Bueno, Rosie Camargo, Michael Campbell, Nate Gass, Amber Hayes, Dianne Hollister, Emily Kiang, Steve Koebel, Shekinah Lawrence, Sarah Mchone-Chase, Michelle Nielsen-Ott, Kristen Rademacher, Andrea Robinson, Leora Siegel, Becky Spratford, Sarah Steiger, Anna Wassenaar. Nays: none

7. NEW BUSINESS

7.1. Committee training and learning plan – Biz Lindsay-Ryan

Ms. Lindsay-Ryan discussed a training and learning plan with the committee that will focus on baseline learning and terminology, differentiated learning and a timeline for training.

Differentiated learning will be categorized into beginning, intermediate and advanced training.

The committee agreed that a Google Doc be created for committee members to add articles, book lists, Ted Talks, YouTube videos, and Podcasts. A list of structured learning ideas was created that included, one- hour Lunch & Learn trainings, multiple shorter training sessions, and role-play scenarios. A list of short articles and short Ted Talk videos is a way that the committee can quickly come to a learning foundation and be done on their own time. A toolkit for passive learning was suggested for those who are unable to attend training sessions.

Learning content ideas discussed were an understanding of systemic racism and discrimination, an understanding of how we perceive identity, sharing of personal stories and what does it mean to have privilege. The last topic discussed was the timeline for training. A session focusing on terminology was agreed as the place to start, followed by Lunch & Learn trainings in March and April.

7.2. Review the ILA EDI survey results

Ms. Brennan mentioned the ILA EDI survey was a great resource for the committee to review.

7.3. Discussion of potential subcommittees and activities

Ms. Brennan reported that six potential subcommittees were compiled from the discussion at the December meeting as important topics the committee members wanted to focus on. The potential subcommittees are:

Staff Training, Leadership and Advocacy

Recruitment, Hiring and Retention

Collections and Cataloging

Programs and Outreach

Building and Web Design and Accessibility

Patron Focused Policies

RAILS can support up to four subcommittees at this time. Committee members are welcome to participate in more than one subcommittee if they choose. Ms. Lindsay-Ryan reviewed each of the potential subcommittees and the possible scope of work. To determine the subcommittees in which to focus on first, members answered a virtual poll to select their top four subcommittees. The results of the poll showed the top three as; (1) Staff Training, Leadership and Advocacy, (2) Recruitment, Hiring and Retention, and (3) Programs and Outreach. The results of the subcommittees in fourth and fifth place tied. In reviewing that result, having only three subcommittees was decided. To determine who will participate on each subcommittee a survey will be emailed to each member to select his or her first choice, second choice, and third choice. Each subcommittee will draft a charge, determine a leader or multiple leaders, and decide on tasks and projects. Each subcommittee will report on their progress.

8. UNFINISHED BUSINESS

8.1. Committee terms

Ms. Brennan reviewed the committee terms document.

9. FY2021 MEETING SCHEDULE (APRIL AND JUNE)

The next EDI Committee meetings will be in April and in June. A Doodle poll link was given to the committee members to determine the dates and times of those meetings. Once the poll is finalized, an email will be sent with the selected dates.

10. AGENDA BUILDING FOR THE NEXT RAILS BOARD EDI COMMITTEE MEETING

Ms. Hollister asked the committee to email her agenda suggestions.

11. ADJOURNMENT

The meeting adjourned at 2:52 p.m.

Equity, Diversity & Inclusion Committee Members

- RAILS Board: Dianne Hollister (Chair), Michael Campbell, Sarah McHone – Chase, Jenna Nemec-Loise, Becky Spratford
- Member Representatives:
 - Megan Ballengee, Heartland Community College
 - Victoria Blackmer, Robert R. Jones Public Library
 - Cristina Bueno, Deerfield Public Library
 - Rosie Camargo, Evanston Public Library
 - Edith Craig, St. Charles Public Library
 - Nate Gass, Cook Memorial Public Library District
 - Amber Hayes, ALA's Office of Diversity, Literacy and Outreach
 - Emily Kiang, Downers Grove Public Library
 - Stephan Koebel, Wilmette Public Library
 - Shekinah Lawrence, Elmwood Park Public Library
 - Michelle Nielsen Ott, Methodist College
 - Kristen Rademacher, Marist High School
 - Andrea Robinson, Library of Rush University
 - Leora Siegel, Lenhardt Library, Chicago Botanic Garden
 - Sarah Steiger, Chicago Public Schools
 - Anna Wassenaar, Blue Island Public Library
 - Leah White, Skokie Public Library
- Ex Officio:
 - RAILS - Deirdre Brennan, Monica Harris, Joseph Filapek