

February 12, 2021

Hello RAILS EDI Committee members,

I am looking forward to our meeting on February 18. Our first meeting in December was so energizing and filled with enthusiasm and great ideas! We have tried to capture all of your input in the minutes, and we have also distilled it into some possible subcommittee categories. By no means is this list final, it is just our best effort to provide some guidance and direction as we start this important work.

This initiative is critically important to RAILS, our member libraries and to the communities we serve. It is also a huge undertaking because there are so many issues and complexities; it's about library policies and procedures, about services to patrons including collections and programs; but it's also about cultural understanding and recognition of one's own privilege and unrealized participation in systemic racism.

I know that we are all eager to get started, to DO things and to have an impact and help libraries. Our consultant, Elisabeth (Biz) Lindsay-Ryan will be leading a discussion at the meeting about how to ensure that we have the appropriate grounding in EDI principles, concept and definitions.

We have also shared the ILA survey of members that they conducted last fall, as it provides additional insight into the needs of libraries.

See you on the 18th!

Sincerely,

Deirdre Brennan, Executive Director, RAILS