

RAILS Equity, Diversify & Inclusion Committee: *Recruitment, Hiring & Retention Subcommittee*

Membership

Committee Members:

RAILS Board Members

RAILS Member Library Staff

RAILS Board Equity, Diversity & Inclusion Committee Chair (ex officio)

RAILS Executive Director (ex officio member)

RAILS Associate Executive Director (ex officio member)

RAILS Director of Consulting and Continuing Education (ex officio member)

RAILS Staff Liaison (ex officio member)

Quorum and Voting

A quorum consists of the majority of voting members. Ex officio members do not count towards a quorum and do not vote.

Goal

To provide advice and support for RAILS efforts to create and maintain a more equitable, diverse and inclusive library community where all feel welcome, supported and able to thrive.

Charge

The RAILS Board EDI committee has identified three areas for initial work. This subcommittee will focus on recruitment, hiring and retention in libraries, identifying barriers to and solutions for creating a more diverse and inclusive work force that will reflect, represent and understand the voices and needs of the community served.

The subcommittee will use its own expertise and information gleaned from surveys, research member feedback and other resources to establish priorities of work.