

RAILS BOARD COMMITTEE REPORTS

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Committee/Subcommittee Name: RAILS Board EDI Committee

Meeting Date: April 21, 2021 & April 26, 2021

Summarize the meeting discussion:

At the April 21st meeting, EDI Consultant, Biz Lindsay-Ryan gave a terminology training on the topic of equity, diversity & inclusion. At the April 26th meeting, the three subcommittees gave a report. The Programs, Services & Outreach Subcommittee met on April 13. Three priorities were determined; space design, programming and partnerships, and welcoming and communicating. The Recruitment, Hiring & Retention Subcommittee met on April 14. They discussed library unions, building toolkits and succession planning. The Staff Training, Leadership & Advocacy Subcommittee met on April 6. Four priorities were determined; finding and using an equity lens, bystander intervention training, EDI board and administration training, and EDI in marketing and messaging. The FY2022 EDI Committee meeting schedule was approved. Mr. Halter reviewed the features on the Google Data Studio report created for the EDI Committee. The report will be used to manage learning resources and working documents. At this time, it was decided that any ongoing EDI training will be done individually using the shared learning resources from the shared Google Data Studio report.

Note any next steps, activities, or follow up as a result of the meeting discussion:

*Programs, Services & Outreach subcommittee: The subcommittee's next step is to create a sharable list of programs/speakers.

*Recruitment, Hiring & Retention subcommittee: The subcommittee's next step is to create a survey to determine what libraries are part of a union and which have human resources departments.

*Staff Training, Leadership & Advocacy subcommittee: The subcommittee's next step is to upload resources on the top four priorities to the Google Data Studio report to review at the next meeting.

Ms. Lindsay-Ryan and Ms. Brennan will create an organizing and planning tool for the subcommittees to document their progress and to prioritize goals and tasks.

The next meeting of the RAILS BOARD EDI Committee Committee will be June 15, 2021

Submitted by: Dianne Hollister