

**RAILS BOARD EQUITY, DIVERSITY & INCLUSION COMMITTEE:
STAFF TRAINING, LEADERSHIP & ADVOCACY SUBCOMMITTEE MEETING**

May 4, 2021 | 3:00 p.m.

MINUTES

1. WELCOME

Ms. White greeted members and called the meeting to order at 3:01 p.m.

2. ROLL CALL OF MEMBERS

Ms. Palmisano called the roll of the RAILS Board Staff Training, Leadership & Advocacy Subcommittee: Present: Victoria Blackmer, Nate Gass, Amber Hayes, Steve Koebel, Sarah McHone-Chase, Anna Wassenaar, Leah White
Absent: Jenna Nemecek-Loise

3. RECOGNITION OF GUESTS AND ANNOUNCEMENTS

Ms. White 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.

Guests in attendance in Burr Ridge: Monica Harris, Stacy Palmisano

Guests in attendance via Zoom: Diana Rusch, Anna Duff, Dianne Hollister, Robin Helenthal

4. PUBLIC COMMENTS

There were no public comments.

5. ADOPTION OF THE AGENDA

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

THE RAILS BOARD STAFF TRAINING, LEADERSHIP & ADVOCACY SUBCOMMITTEE AGENDA BE ADOPTED

Roll call was taken: Ayes: Victoria Blackmer, Nate Gass, Amber Hayes, Steve Koebel, Sarah McHone-Chase, Anna Wassenaar, and Leah White Nays: none

6. APPROVAL OF THE MINUTES OF THE APRIL 6, 2021 RAILS BOARD EDI STAFF TRAINING, LEADERSHIP & ADVOCACY SUBCOMMITTEE MEETING

Ms. Blackmer moved, and Mr. Koebel seconded that

THE RAILS BOARD STAFF TRAINING, LEADERSHIP & ADVOCACY SUBCOMMITTEE APRIL 6, 2021 MINUTES BE APPROVED.

Roll call was taken: Ayes: Victoria Blackmer, Nate Gass, Amber Hayes, Steve Koebel, Sarah McHone-Chase, Anna Wassenaar, and Leah White Nays: none

7. MEETING SCHEDULE CHANGE

Ms. White moved, and Ms. Blackmer seconded that

THE RAILS BOARD STAFF TRAINING, LEADERSHIP & ADVOCACY SUBCOMMITTEE APPROVED THE UPDATED MEETING SCHEDULE

Roll call was taken: Ayes: Victoria Blackmer, Nate Gass, Amber Hayes, Steve Koebel, Sarah McHone-Chase, Anna Wassenaar, and Leah White Nays: none

8. NEW BUSINESS

8.1. Review Google Data Studio Report of Subcommittee's Resources

Ms. White reviewed the Google Data Studio Report and thanked the subcommittee for uploading resources. Ms. White, Ms. Blackmer and Mr. Koebel discussed their submissions. It was determined that several resources can be used in more than one of the four working priorities.

8.2. Discuss Top Four Priorities and Determine Next Steps

Ms. White reviewed the four priorities: Finding and using an equity lens, bystander intervention training, EDI board and administration training and EDI in marketing and messaging. Ms. Wassenaar suggested compiling a list of facilitators that focus on EDI training. Ms. Harris mentioned that the EDI Programs, Services & Outlook Subcommittee has chosen to gather a list of EDI presenters for library programs as one of their projects. Both subcommittees can collaborate on creating a list. Research projects were determined for each member of the subcommittee to complete by the July 6 meeting. Ms. Wassenaar will research ILA's Directors University and the possibility of adding EDI training. Ms. McHone-Chase and Ms. White will research information on facilitators for bystander training and look into the RAILS EDI Training Grant. Mr. Koebel and Ms. Blackmer will work together on a toolkit on the topic of an equity lens. Mr. Gass and Ms. Blackmer will focus on getting resources on the topic of EDI in marketing and messaging. There was a question regarding a budget for any trainings the subcommittee develops; Ms. Harrison said that RAILS is in the process of discussing a budget for the EDI committee. It was agreed to invite EDI consultant Biz Lindsay-Ryan to join the July 6 meeting to get her feedback on the direction of the work so far. Ms. Palmisano will forward the email list of the subcommittee members so that they can collaborate in teams of two. No more than two members can discuss subcommittee work at one time to adhere to OMA requirements. The subcommittee agreed to commit to reviewing the resources in the Google Data Studio report prior to the July meeting.

9. AGENDA BUILDING FOR THE NEXT STAFF TRAINING, LEADERSHIP & ADVOCACY SUBCOMMITTEE MEETING

The next meeting is scheduled for July 6, 2021 at 3:00 p.m. Included on the agenda will be the continued discussion of the top four priorities and review of progress. No other suggestions were given to add to the agenda.

10. ADJOURNMENT

The meeting adjourned at 3:41 p.m.

Staff Training, Leadership & Advocacy Subcommittee Members

RAILS Board: Sarah McHone-Chase, Jenna Nemecek-Loise

- Member Representatives:
 - Victoria Blackmer, Robert R. Jones Public Library
 - Nate Gass, Cook Memorial Public Library District
 - Stephan Koebel, Wilmette Public Library
 - Anna Wassenaar, Blue Island Public Library

- Leah White, Skokie Public Library
- Ex Officio:
 - RAILS - Deirdre Brennan, Monica Harris, Joseph Filapek, Diana Rusch
 - RAILS Board – Dianne Hollister (EDI Chair), Michael Campbell (Board President)