

## RAILS BOARD EQUITY, DIVERSITY & INCLUSION COMMITTEE MEETING

June 15, 2021 | 1:30 p.m.

### MINUTES

#### 1. WELCOME

Dianne Hollister, EDI chairperson greeted the members and called the meeting to order at 1:34 p.m. on Tuesday, June 15, 2021 and welcomed all attendees.

#### 2. ROLL CALL OF MEMBERS

Stacy Palmisano called the roll of the RAILS Board EDI Committee:

Telephone/Zoom: Megan Ballengee, Victoria Blackmer, Cristina Bueno, Edith Craig, Nate Gass, Amber Hayes, Dianne Hollister, Emily Kiang, Jenna Nemece-Loise, Michelle Nielsen Ott, Kristen Rademacher (arrived @1:48), Leora Siegel, Sarah Steiger, Anna Wassenaar, Leah White

Absent: Michael Campbell, Rosie Camargo, Stephen Koebel, Sarah McHone-Chase, Andrea Robinson, Becky Spratford

#### 3. RECOGNITION OF GUESTS AND ANNOUNCEMENTS

Dianne 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.

Guests in Burr Ridge: Deirdre Brennan, Stacy Palmisano (designated note taker)

Guests via Telephone/ Zoom: Biz Lindsay-Ryan, Karen Goyer, Jody Rubel, Diana Rusch, Samantha Daly, Joe Filapek, Joyce Arellano, Jillian Chapman

Deirdre Brennan announced that at the end of June the governor's executive order will expire regarding virtual meetings under the Open Meetings Act. Starting in July, an in person quorum will be required. Members must attend the meeting at a public location that has been posted 48 hours in advance.

#### 4. PUBLIC COMMENTS

Sophie Kenney, Glen Ellyn Public Library, submitted a public comment via email. Stacy Palmisano read the comment aloud. Kenney is the founder and co-lead of the RAILS BIPOC (Black Indigenous People of Color) Library Workers networking group. The group requests that the RAILS EDI Committee create a formal liaison position between the two groups. The liaison would be a member from the BIPOC networking group and would attend the EDI Committee meetings and report on EDI work by RAILS.

Further discussion and an action was taken regarding the RAILS BIPOC Library Workers networking group liaison on agenda item number 7.1.

#### 5. CONSENT AGENDA – Dianne Hollister

5.1. Adoption of the Agenda

5.2. Approval of the RAILS Board EDI Committee Minutes of April 21, 2021

5.3. Approval of the RAILS Board EDI Committee Minutes of April 26, 2021

Victoria Blackmer moved, and Leah White seconded that

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

APPROVED

Roll call was taken: Ayes: Megan Ballengee, Victoria Blackmer, Cristina Bueno, Edith Craig, Nate Gass, Amber Hayes, Dianne Hollister, Emily Kiang, Jenna Nemec-Loise, Michelle Nielsen Ott, Kristen Rademacher, Leora Siegel, Sarah Steiger, Anna Wassenaar, Leah White Nays: none

6. REPORTS – Biz Lindsay-Ryan

6.1. RAILS Board EDI Subcommittee Reports- Subcommittee Co-convenor

6.1.1. Programs, Services & Outreach Subcommittee – Cristina Bueno

Cristina Bueno reported that the subcommittee met on May 11, 2021. The first project will be to create a list of performers or showcases that present on topics that reflect the EDI community. Submissions for the list will come from library staff and be managed by the subcommittee. The FY22 meeting schedule was approved. The next meeting is on July 13, 2021.

6.1.2. Recruitment, Hiring & Retention Subcommittee

Dianne Hollister reported that the subcommittee met on May 12, 2021. The subcommittee's short-term goals are a hiring and recruitment toolkit, review job ads, job descriptions and interview questions, and places to post job ads. The long-term goal is to offer EDI resources for recruitment, hiring and retention practices and to encourage opportunities for BIPOC library staff and trustees. Tasks were divided among subcommittee members. The next meeting is on July 1, 2021.

6.1.3. Staff Training, Leadership & Advocacy Subcommittee

Victoria Blackmer reported that subcommittee met on May 4, 2021. The committee reviewed the four priorities: finding and using an equity lens, bystander intervention training, EDI board and administration training, and EDI in marketing and messaging. Among the four priorities, research projects were assigned to subcommittee members. The subcommittee would like to collaborate with the Programs, Services & Outreach Subcommittee to compile a list of facilitators that focus on EDI training. The next meeting is on July 6, 2021.

7. NEW BUSINESS

7.1. RAILS BIPOC Library Workers networking group

Deirdre Brennan discussed the opportunity of adding a liaison committee member from the RAILS BIPOC Library Workers networking group to the EDI Committee. Emily Kiang and Cristina Bueno are current members of the BIPOC networking group. The committee agreed and a motion and a roll call was taken.

Jenna Nemec-Loise motioned, and Cristina Bueno seconded that

THE RAILS BOARD EQUITY, DIVERSITY & INCLUSION COMMITTEE APPROVE ADDING A MEMBER OF THE RAILS BIPOC LIBRARY WORKERS NETWORKING GROUP TO THE COMMITTEE

Roll call was taken: Ayes: Megan Ballengee, Victoria Blackmer, Cristina Bueno, Edith Craig, Nate Gass, Amber Hayes, Dianne Hollister, Emily Kiang, Jenna Nemec-Loise, Michelle Nielsen Ott, Kristen Rademacher, Leora Siegel, Sarah Steiger, Anna Wassenaar, Leah White Nays: none

7.2. Committee training needs

Deirdre Brennan and Biz Lindsay-Ryan discussed additional EDI training needs for the committee, such as OMA training, more comprehensive foundational training, bias training and

EDI scenario work. Lindsay-Ryan discussed strategic planning as a way to be consistent and to integrate the subcommittee's work. Lindsay-Ryan will prepare an EDI training curriculum for the committee and will be discussed at the September meeting.

7.3. Looking ahead, short and long term

Deirdre Brennan discussed the importance of having short term and long term goals in our EDI work. At the RAILS Board meeting in July, Brennan will discuss the EDI Committee's charge and the subcommittees work. A balance is needed with the practical work by the subcommittees and the long-term goals of the EDI Committee.

8. UNFINISHED BUSINESS

8.1. Reporting and organizing tool for subcommittees

Biz Lindsay-Ryan reviewed the revised subcommittee report form. The revision will allow a list of priorities and parking lot items for future work. Lindsay-Ryan will create an integrated document that will include all of the EDI work being done by RAILS.

9. AGENDA BUILDING FOR THE NEXT RAILS EDI COMMITTEE MEETING

The next meeting will be on September 14, 2021 from 1:30 p.m. On the agenda will be the EDI training curriculum, a report from the RAILS Board on their EDI focus, a welcome to the BIPOC liaison, a cohort model review, and the integrated EDI planning document.

10. ADJOURNMENT

The meeting adjourned at 2:24 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, Niles-Maine District 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
  - 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