

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

July 6, 2021 | 3:00 p.m.

MINUTES

1. WELCOME AND CALL TO ORDER

Victoria Blackmer greeted members and called the meeting to order at 3:01 p.m.

1. ROLL CALL OF MEMBERS

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

2. RECOGNITION OF GUESTS AND ANNOUNCEMENTS

Blackmer 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.

Monica Harris announced that Steve Koebel resigned from the RAILS EDI Committee due to taking a new job out of state. Steve will also no longer be a member on this subcommittee.

Guests in attendance in Burr Ridge: Monica Harris, Stacy Palmisano (designated note taker)
Guests in attendance via Zoom: Anna Duff, Diana Rusch, Dianne Hollister, Tamika Jackson, Biz Lindsay-Ryan, Joseph Filapek

3. PUBLIC COMMENTS

There were no public comments.

4. ADOPTION OF THE AGENDA

Nate Gass moved, and Sarah McHone-Chase seconded that

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

Roll call was taken: Ayes: *Victoria Blackmer, Nate Gass, Sarah McHone-Chase, Anna Wassenaar*
Nays: *none*

5. APPROVAL OF THE MINUTES OF THE MAY 4, 2021 STAFF TRAINING, LEADERSHIP & ADVOCACY SUBCOMMITTEE MEETING

Anna Wassenaar moved, and Nate Gass seconded that

THE RAILS BOARD STAFF TRAINING, LEADERSHIP & ADVOCACY SUBCOMMITTEE MAY 4, 2021 MINUTES BE APPROVED

Roll call was taken: Ayes: *Victoria Blackmer, Nate Gass, Sarah McHone-Chase, Anna Wassenaar*
Nays: *none*

6. UNFINISHED BUSINESS

6.1. Subcommittee Budget

Monica Harris reported that the RAILS Consulting and Continuing Education department has funding allocated toward EDI training that can be used by the subcommittee for facilitator fees. The group discussed that depending on the depth of the training the facilitators hired would be either a generalist in EDI that can customize the training or a library staff person that is educated in EDI.

6.2. Update on the Programs, Services & Outreach Subcommittee's EDI programmers list

Monica Harris shared with the subcommittee the beginning draft of an EDI presenter's directory that the Programs, Services & Outreach Subcommittee has created. Once the directory is finalized, this subcommittee can add EDI training facilitators to the list.

7. REVIEW OF PRIORITIES AND PROGRESS REPORTS

7.1. Review of Priorities

Victoria Blackmer reviewed the four priorities; finding and using an equity lens, bystander intervention training, EDI board and administration training and EDI in marketing and messaging.

7.1.1. Report on Finding and Using an Equity Lens

Blackmer reported that she collected resources on the topic of an equity lens. The next step is to review each resource in more depth and to start setting up the foundation of a toolkit.

7.1.2. Report on Bystander Intervention Training

Sarah McHone-Chase did not have a report. Leah White was unable to attend the meeting, but forwarded information to Blackmer. Blackmer reported that White reached out to a bystander intervention-training group that she has worked with at her library for both staff and community training. White will report on the information received at the next subcommittee meeting.

7.1.3. Report on EDI Board and Administration Training

Anna Wassenaar reported that she contacted RAILS Director of Consulting and Continuing Education, Joe Filapek to inquire about EDI training at Director's University for new library directors. Filapek confirmed that EDI training was included on the agenda. After contacting several library directors, Wassenaar compiled a list of EDI trainers that will be uploaded to the Google Data Studio report.

7.1.4. Report on EDI in Marketing and Messaging

Nate Gass reported that he found several EDI marketing and messaging resources such as, style guides, inclusive language and equity screenings that he uploaded to the Google Data Studio report. The information found was more general EDI resources and not library specific EDI resources.

8.2 Feedback on Priorities

Biz Lindsay-Ryan, RAILS EDI Consultant, gave feedback to the subcommittee on the work completed so far. Lindsay-Ryan suggested using a rubric to evaluate the resources. The Race Forward Organization has an equity tool rubric that can be adapted. Regarding bystander intervention training, further discussion is needed to clarify which bystander will be the focus, and then strategies can be determined. Lindsay-Ryan discussed the pros and cons in considering EDI facilitators and suggested that the group further define the requirements. When looking at

facilitators, create a list of wants and skills and non-negotiables.

8. NEW BUSINESS

8.1. RAILS Consulting and Continuing Education

Diana Rusch talked about the RAILS Consulting and Continuing Education team supporting the subcommittee in doing research and setting up training webinars. Joe Filapek gave an overview of the RAILS EDI training grant results. There were seven recipients selected with a good mix of topics. As part of the grant requirements, all trainings will be open to the RAILS membership. Filapek encouraged the subcommittee to let RAILS know what EDI trainings libraries are asking for.

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

The decision was made to cancel the August 3, 2021 meeting to allow more time for research. The next subcommittee meeting will be on October 5, 2021 at 3:00 p.m.

10. ADJOURNMENT

The meeting adjourned at 3:47 p.m.

Staff Training, Leadership & Advocacy Subcommittee Members

RAILS Board: Jenna Nemec-Loise

- Member Representatives:
 - Victoria Blackmer, Robert R. Jones Public Library
 - Nate Gass, Cook Memorial Public Library District
 - Sarah McHone-Chase, Northern Illinois University
 - Anna Wassenaar, Blue Island Public Library
 - Leah White, Skokie Public Library

- Ex Officio:
 - RAILS - Deirdre Brennan, Monica Harris, Joseph Filapek, Diana Rusch