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RAILS BOARD EDI SUBCOMMITTEE REPORTS

Submit the EDI subcommittee reports using this form. Email reports to the RAILS Administrative Assistant assigned to the subcommittee.

Subcommittee Name: Staff Training, Leadership & Advocacy

Meeting Date: July 6, 2021

Summarize the meeting discussion:

It was announced that Steve Koebel resigned from the RAILS EDI Committee due to taking a new job out of state. It was confirmed that RAILS Consulting and Continuing Education department has funding allocated toward EDI training that can be used for potential facilitator fees. The staff training, leadership & advocacy subcommittee will work with the programs, services & outreach subcommittee to add EDI training facilitators to their EDI presenter's directory. Our subcommittee is focusing on four priorities:

- Finding and using an equity lens; for which resources on the topic of an equity lens have been collected.
- Bystander intervention training; for which a bystander intervention-training group was contacted.
- EDI board and administration training; for which it was confirmed that EDI training for new library directors has been included in the Director's University agenda.
- EDI in marketing and messaging; for which several resources such as, style guides, inclusive language and equity screenings have been collected.

Consultant Biz Lindsay-Ryan offered feedback for each priority group moving forward. RAILS's Consulting and Continuing Education team support the subcommittee's research and encourage setting up training webinars by letting RAILS know what EDI trainings libraries are asking for. Currently seven trainings will be open to all RAILS members. The decision was made to cancel the subcommittee's August 3, 2021 meeting to allow more time for research.

Priorities determined:

- Finding and using an equity lens; Victoria; to adapt an equity tool rubric from the Race Forward organization to vet collected resources.
- Bystander intervention training; Sarah and Leah; to clarify which bystander will be the focus, and begin to develop strategies.
- EDI board and administration training; Anna; to further define the requirements of EDI facilitators by creating a list of wants, skills, and non-negotiables.
- EDI in marketing and messaging; Nate and Victoria; to adapt an equity tool rubric from the Race Forward organization to vet collected resources.

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

Leah White to follow up on the information received from bystander intervention-training group.

Still ahead and parking lot topics:

Jenna Nemec-Loise to determine which focus priority she would like to work on.

Next meeting date: October 5, 2021 at 3:00 p.m.

Submitted by: Victoria Blackmer