

17 September 2021

TO: RAILS Board of Directors

FROM: Committee chairs: Michael Campbell, Dianne Hollister, Sue Busenbark

SUBJECT: Committee reports – September 2021

Advocacy Committee Report

The committee met on Thursday, September 9, 2021. The members discussed the committee charge relating to membership representation, with a greater focus on advocacy for special and school libraries. Dan Bostrom was identified as a source to help this committee determine what type of special library membership would work best. RAILS is working with AISLE (Association of Illinois School Library Educators) to identify candidates to fill school membership openings on the Advocacy Committee. Mr. Campbell summarized the committee's work over the past year. Highlights include hearing from librarians from various library types explain their advocacy needs, the committee's work on database legislation and the Cards for Kids Act, and the presentation by committee members at the Illinois Library Association conference. Future advocacy work could include working with library trustees and advocacy toward the broadband issue for libraries and schools.

Monica Harris reported on the expansion of the Cards for Kids Act and status of the statewide database legislation.

Next steps, activities, or follow up as a result of the meeting discussion:

- Invite Dan Bostrom, or a special librarian, to speak about special library advocacy
- Look at the committee charge
- Database legislation work
- Look at past and future advocacy efforts
- Consider advocacy work concerning candidates for the Illinois Secretary of State election.

Next meeting: Thursday, October 14, 2021

EDI Committee Report

The committee met on September 14, 2021. The three EDI Subcommittees gave a report on the progress of their work. Deirdre Brennan discussed the revised strategic direction of the EDI Committee. Going forward the committee and subcommittees will provide advice and strategic direction and RAILS staff will take on project work. This direction is in line with the committee charge. EDI Consultant, Biz Lindsay-Ryan discussed EDI training curriculum options. The committee agreed to have a training component at each of the quarterly meetings starting in January and then additional training will be determined. Lindsay-Ryan discussed the cohort model for RAILS membership trainings. This cohort model may offer EDI training in both large and small groups. When more details of the plan have been determined, the information will

be shared with the committee for discussion. Lindsay-Ryan reported that the EDI planning document, which is currently used by the RAILS Staff Climate Team will now include the work of the EDI subcommittees. This integrated document will help RAILS track the impact of the EDI work. Brennan reported that three committee members have recently resigned, and at this time no additional members would be joining the committee. Monica Harris introduced Michelle Mistalski as the new EDI Committee member. Mistalski is the liaison to the RAILS BIPOC Library Workers Networking Group. Joe Filapek gave an update on the RAILS EDI Training Grants. From the awarded grants, there are a total of ten EDI training webinars available to the RAILS membership. Filapek reported that the two trainings that have already taken place have had large attendance. The next meeting is on January 11, 2022.

Programs, Services & Outreach Subcommittee

The subcommittee met on July 13, 2021. RAILS staff member, Brian Smith gave an overview of a presenter directory he created for the subcommittee. The directory will include presenters and entertainers with both an EDI and non-EDI focus, and include EDI staff training presenters. The subcommittee discussed what their responsibilities will be to ensure that the information submitted to the directory is accurate. Potential names of the presenter directory was reviewed but not finalized. The next meeting will be on September 28, 2021 at 1:00 p.m.

Recruitment, Hiring & Retention Subcommittee

The subcommittee met on July 14, 2021. The meeting focused on the best approach and course of action to provide deliverables to the RAILS membership. The subcommittee determined that the group would research one topic at a time. The first topic is job ads and job descriptions. Each member will research the topic and report their findings at the next meeting. The subcommittee envisions the final product to be a webpage on the RAILS website with links to resources, templates, checklists and a general rubric for job descriptions and interview questions. The next meeting will be on September 29, 2021 at 2:00 p.m.

Staff Training, Leadership & Advocacy Subcommittee

The subcommittee met on July 6, 2021. The subcommittee will focus on four priorities. 1) Finding and using an equity lens, 2) Bystander intervention training, 3) EDI board and administration training, and 4) EDI in marketing and messaging. The priorities were reviewed and members reported on their research progress. RAILS confirmed that there is funding available to offer EDI training to the RAILS membership. Consultant Biz Lindsay-Ryan attended the meeting and offered feedback for moving forward. The next meeting is October 5, 2021 at 3:00 p.m.

Universal Service Committee Report

The committee met on September 9, 2021. Topics included reaching out to MRED (Midwest Real Estate Data LLC) to add library district information to listing sheets, researching methods for decreasing nonresident library card costs, and approaching AISLE with discussion on student library access. Since the last meeting, the administrative rules (Cards for Kids, E-Resources Card, and Disabled Veterans' Standard Homestead Exemption) were completed. The committee continues to track progress on the statewide database proposal and hopes to know by next month which pieces of legislation from RAILS the ILA Public Policy Committee decides to move forward with. Upcoming short and long term goals for the committee include: continuing updates to the MRED listing information, continued discussion around reciprocal borrowing between school libraries and public libraries, continued dialogue about the tax bill formula, and support of the statewide database proposal. The next meeting is scheduled for December 9, 2021.