

18 October 2021

TO: RAILS Board of Directors

FROM: Monica Harris

SUBJECT: Equity, Diversity, and Inclusion Efforts at RAILS

Although RAILS has long offered RAILS members continuing education opportunities related to Equity, Diversity, and Inclusion (EDI), the immediate phase of EDI focus began with our engagement of consultant Biz Lindsay-Ryan in August of 2020. Since then, RAILS efforts have focused on the following areas, all of which will be discussed as part of today's presentation.

- **Climate Team**
 - Established in October 2020, the Climate Team investigates RAILS own climate and culture with the facilitation of consultant Biz Lindsay-Ryan.
- **RAILS Staff Trainings**
 - All RAILS staff members are required to attend two educational trainings a year (Spring and Fall) since Fall 2020.
- **RAILS EDI Board Committee**
 - Committee charge approved by the RAILS Board in September of 2020:
https://www.railslibraries.info/system/files/Anyone/attachment/pdf/RAILS%20EDI%20charge_2.pdf
 - Three subcommittees established in Spring of 2021
 - Programs, Services, and Outreach
 - Recruitment, Hiring, and Retention
 - Staff Training, Leadership, and Advocacy
- **Other RAILS Efforts**
 - Executive Director Deirdre Brennan's message to the membership re: RAILS EDI efforts in August of 2020:
https://www.railslibraries.info/sites/default/files/Message%20from%20Deirdre%20Brennan_3.pdf
 - EDI Pulse Page: <https://www.railslibraries.info/issues/183804>
 - RAILS EDI Continuing Education Grants
 - RAILS EDI Mailing List
- **What's Next**
 - New training focus for RAILS EDI Board Committee
 - Member training cohort in 2022
 - Cataloging Interest Group