

**RAILS BOARD EDI PROGRAMS, SERVICES & OUTREACH SUBCOMMITTEE MEETING**

December 14, 2021 | 1:00 p.m.

**Minutes**

1. Welcome and Call to Order

a. Videoconference Sites:

- i. RAILS - Burr Ridge
- ii. RAILS – East Peoria

Rosie Camargo greeted members and called the meeting to order at 1:02 p.m.

2. Roll Call of Subcommittee Members

Karen Goyer called the roll of the RAILS Board EDI Programs, Services & Outreach Subcommittee.

*Telephone/Zoom:* Cristina Bueno (joined 1:03p.m.), Rosie Camargo, Amber Hayes, Michelle Nielsen Ott, Leora Siegel, Becky Spratford.

*Absent:* Kristen Rademacher, Andrea Robinson

3. Recognition of Guests and Announcements

Camargo read the following statement: In accordance with the Governor’s Emergency Proclamation, 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.

*In attendance at RAILS Burr Ridge:* Deirdre Brennan (*ex-officio*), Monica Harris (*ex-officio*)

*In attendance via Zoom:* Joseph Filapek (*ex-officio*), Karen Goyer (designated minute taker), Biz Lindsay-Ryan, Stacy Palmisano, Jody Rubel, Thomas Stagg.

There were no announcements.

4. Public Comments

4.1. Videoconference Sites:

- 4.1.1. RAILS- Burr Ridge
- 4.1.2. RAILS- East Peoria

There were no public comments.

5. Consent Agenda

5.1. Adoption of the Agenda

5.2. Approval of the RAILS Board EDI Programs, Services & Outreach Subcommittee Minutes of September 28, 2021

Michelle Nielsen Ott moved, and Leora Siegel seconded, that

THE RAILS BOARD EDI PROGRAMS, SERVICES AND OUTREACH SUBCOMMITTEE CONSENT AGENDA BE ADOPTED AS PRESENTED

Roll call was taken: *Ayes:* Cristina Bueno, Rosie Camargo, Amber Hayes, Michelle Nielsen Ott, Leora Siegel, Becky Spratford. *Nays:* none. *Absent:* Kristen Rademacher, Andrea Robinson

6. New Business

6.1. Subcommittee Strategic Direction

Monica Harris asked for discussion of a letter submitted to the RAILS EDI Recruitment, Hiring and Retention subcommittee and the progress of the subcommittee and committee at large. Member discussion points included: this subcommittee has produced a tangible and useful product, the RAILS

EDI committee should strive to have people of color within the committee membership; there are barriers to participating in this committee such as the ability to attend in-person meetings, notice of membership openings getting to the right people, incorrect assumption that committee membership requires a master's degree (MLIS); concern that the work is not a united effort; lack of communication of subcommittees' work; no opportunity to share work with the larger group; lack of understanding of EDI definitions. RAILS appreciates the feedback outlined in the letter which provided an opportunity to have discussions and make improvements to strengthen the committee.

#### 6.2. Update from EDI Consultant

EDI consultant, Biz Lindsay Ryan explained that the RAILS EDI committee members will only meet in the large group going forward, shifting to an advisory role. The subcommittees will no longer meet unless requested to do so. Future EDI committee meetings will be comprised of committee business and EDI training. Members may be asked to sign an agreement to commit to attending training sessions or other tasks. Members will receive prompts to prepare talking points for meetings. Members will be asked to complete an identity survey for internal use to determine the makeup of membership. RAILS is considering ways to address training new committee members. The committee may look to recruit future members with EDI experience, have new members attend cohort sessions, consider requiring a higher level of experience for new members.

Filapek stated RAILS plans to launch an EDI learning cohort in early 2022 beginning with the application process, selection of members, and meetings in the fall. We plan to have 50-60 members in the cohort. A committee may be needed to select participants from the applicant pool. The cohort members will ideally represent all library types, a variety of geographic locations and library positions, and varying levels of EDI knowledge. Spratford suggested the cohort applications be used to recruit more diverse RAILS Board members.

There was a discussion of managing the EDI projects. RAILS must take into consideration the workload and sustainability of EDI projects.

#### 6.3. Status of Future Meetings

The subcommittees will no longer meet. There is the potential for small groups to meet on an as needed basis.

### 7. Unfinished Business

#### 7.1. Status of Presenter Directory

Minor changes were made to the directory based on the suggestions from the last meeting. It would be helpful for committee members to compile a list of presenters they are familiar with that could be used to test the tool. Harris thanked subcommittee members for their knowledge and organizational skills in creating the directory tool.

### 8. Adjournment

Camargo adjourned the meeting at 1:52 p.m.