Draft EDI Learning Cohort Application

{Identity Questions Section}

{Name and Relevant Contact Info Fields - Name, email, library name, phone number, etc}

1) Which of these best describes your gender identity? (please check all that apply)

- Cisgender female/woman
- Cisgender male/man
- Genderqueer, gender-nonbinary, or gender fluid
- Transgender female/woman
- Transgender male/man
- Other _____(specify here)

2)Which of these best describes your current sexual orientation? (please check all that apply)

- Asexual
- Bisexual
- Gay
- Lesbian
- Heterosexual/Straight
- Pansexual
- Queer
- Other_____ (specify here)

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3) What is your age?

- 20 - 35 years old
- 35 - 50 years old
- 50+ years old

4) Which category or categories best describe your race?
- African
- American Indian or Alaska Native
- Black or African American
- Caribbean
- East Asian
- Latinx/Hispanic
- Native American
- Middle Eastern
- Pacific Islander
- South/Southwest Asian
- White
- Multiethnic/racial
- Other _____(specify here)

5) Which best describes the area that you serve?

- Rural
- Urban
- Suburban

6) Which area of Illinois do you serve?

- Central/Western Illinois
- Chicago
- Northwestern Illinois
- Suburban Chicago
- Other _____ (specify here)

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7) What library type do you work in?

- Academic
- Public
- School
- Special

8) What is your current job title?

{Free Text}

{Background/Interest Questions}

1) Where would you place your current overall knowledge of concepts related to Equity, Diversity, and Inclusion? (choose one)

Novice |Beginner | Intermediate | Advanced

Novice:
Little or no awareness of EDI and its growing role in libraries and library communities.

Beginner:
Have been introduced and/or are familiar with some EDI concepts, ideas, terminologies, and issues. May need additional training designed to provide a fundamental knowledge base.

Intermediate:
Has a firm grasp of EDI concepts, ideas, terminologies, and issues and can discuss their application and integration in relation to the library organization (employees) and the larger library community (patrons and non-patrons).

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Advanced:
Deep knowledge of EDI constructs and experience with applying EDI to library policies and procedures, and/or integrating EDI into the organizational framework. Individuals with advanced knowledge can coach others, provide expertise for organizational decision-making, and are comfortable with defending EDI training and programs.

2) Have you participated in any EDI training before? [If yes, briefly describe below]

{Free Text Field}

We acknowledge that the following two questions ask you to explore your personal and professional experiences, and that some of those experiences may be negative and painful. We honor your experiences and encourage you to answer questions three and four as best as you can, while keeping your well-being as a high priority. Please read each question thoroughly.

3) From a ***personal*** perspective please explain in some detail why you want to be a part of this cohort.
(Consider your personal experience(s) - either directly or indirectly - with racism, prejudice, inequality, injustices, biases, microaggressions, and oppression)

{Free Text Field}

4) From a ***professional*** perspective, please explain in some detail why you are applying to this cohort. (Consider your personal experience(s) - either directly or indirectly - with racism, prejudice, inequality, injustices, biases, microaggressions, and oppression)

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{Free Text Field}

5) What skills and knowledge do you hope to learn from this program and bring back to your professional work life?

{Free Text Field}

6) Do you have any specific problems or situations regarding EDI that you **_hope to address with more confidence_** at your library after participating in this learning cohort?

{Free Text Field}

7) Participation in the RAILS EDI Learning Cohort will require active participation in monthly two-hour sessions and may involve some outside reading and/or preparation. Outside preparation would not exceed 1-2 hours per month. Are you willing to be an active participant in this program? And do you have the institutional support you need to make this commitment?

This cohort defines an active participant as:
- Missing no more than one of nine (9) pre-scheduled meetings
- Completing outside work in a timely manner (such as readings, etc.)
- Contributing to group discussions and projects
- Contributing to the conversation
- Engaging in reflection and personal learning

{Checkbox to confirm}

If you do not have institutional backing, please comment on your ability to participate in the cohort despite this absence of support:

{Free Text Field}

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8) Is there anything else you would like the selection committee to know?

{Free Text}