

RAILS Report

Each quarter, RAILS will share a mix of what's happening at RAILS, ILA, and other relevant organizations as it relates to Equity, Diversity and Inclusion. If you know of an upcoming learning opportunity, networking group, or resource that we should highlight in our next RAILS Report to the committee, please feel to share with RAILS Associate Executive Director Monica Harris.

This report is intended as both an opportunity to be aware of the wide variety of activities around EDI that RAILS is involved with, as well as an opportunity for EDI Committee members to receive additional training around EDI principles and best practice.

RAILS Climate Team

The following are a list of projects currently in progress by the RAILS internal climate team. While the climate team has identified several additional potential initiatives, these are the projects that are underway at the end of 2021:

Partnership Rubric: Development of an internal evaluation rubric utilized by RAILS staff to assess current and future organizational partners. Evaluates organizations in several categories related to EDI including leadership, commitment, accountability, infrastructure, and diversity. Initial creation for RAILS internal use with the long-term goal of sharing the tool with membership.

EDI Learning Cohort: 9-12 month EDI learning cohort for members to launch Fall 2022. Approximately 50-60 RAILS members will be selected to participate in this monthly learning cohort focused on foundational EDI competencies.

RAILS Board Recruitment/Structure: RAILS will take intentional steps towards increasing the visibility of RAILS board members, recruitment of prospective RAILS board members, and enhancing the diversity of the RAILS board. Potential actions include: Candidate forum, exploring additional communication channels to recruit members to run for the board, examination of nominating committee structure, incorporate succession planning components to board structure, analysis of voting and board application data, creation of video testimonials from current/former board members.

RAILS New Employee Mentor Program: Establish an internal RAILS staff mentoring program as a component of staff onboarding. Goals include information-sharing, establishing connections, building an inclusive culture, and improving employee retention.

RAILS Continuing Education and Training

Archived Recordings

The following is a list of Fall 2021 EDI-related training offered to members and available as a recording:

[Auditing Your Collection for Diversity and Inclusion](#)

[Authentic Voices in Children's and Teen Literature: What's Socioeconomics Got to Do with It?](#)

[Building Accessible Library Collections for Individuals with Disabilities](#)

[Building African American, African, and Caribbean Collections](#)

[Developing Responsive Collections for LGBTQ+ Patrons of All Ages](#)

[EDI Elements: Cultural Competence](#)

[EDI Elements: Identifying Microaggressions](#)

[EDI Elements: Implicit Bias](#)

[Trauma Informed Services for Spanish-Speaking Patrons](#)

Winter 2022 EDI Member Training

Dates are still being finalized, but during February/March 2022 RAILS will offer a two-part webinar series focused on upstander intervention. This training will include an initial session to build a foundation for understanding equity and inclusion work by covering key vocabulary. This will be followed by a 2-hour session on upstander intervention in action, which will provide tools for safe and effective ways to stand up and intervene to support people targeted by acts of bigotry.

RAILS will also offer a round of member CE training grants during the first half of 2022. While these grants won't be exclusive to EDI training topics, grant proposals that cover some aspect of EDI will be prioritized.

Additional 2022 Learning Opportunities

[January 12 - Breaking Canons and Building Community: Zines, DEI, and the Academic Library](#)

[January 20 - Promote Community Engagement and Challenge Prejudice with a Human Library](#)

[February 22 - "Let's Talk Race" Toolkits](#)

RAILS Networking Groups

[Diversity, Equity, and Inclusion \(DEI\) in Metadata Networking Group](#)

Would you like to be part of a Diversity, Equity, and Inclusion (DEI) in Metadata Networking Group? The group aims to foster the importance of a shared understanding to create and maintain more equitable, diverse, and inclusive metadata content. This group is open to all library staff of all types and sizes. This group will host regular discussions on DEI topics related to catalog data. Meetings will be listed on the L2 calendar as they are scheduled.

[Equity, Diversity, and Inclusion Team in Youth Services](#)

Are you interested in meeting with like-minded Youth Services library staff to discuss diversity of all kinds? Whether it be hiring diverse presenters, planning inclusive programming, selecting diverse materials for collection development and more...we want to discuss it! Join us to help diversify Youth Services.

[BIPOC Library Workers](#)

This group aims to foster connection, share resources and discuss specific experiences in a safe, welcome, and open space for all library workers members who identify as Black, Indigenous, and/or People of Color. We will meet virtually every other month for two hours via Zoom. Meetings are posted to the L2 calendar and communications about them will be posted to the group's mailing list. If interested in becoming a part of our group, please subscribe by sending a message to BIPOC-join@list.railslibraries.info then you may subsequently post to BIPOC@list.railslibraries.info.

Additional Opportunities for Initiatives and Tools

[2021 Public Library Staff and Diversity Survey](#) (deadline extended to January 14, 2022)

All US public libraries are invited to complete this new survey to help us better understand public library staff roles, hiring and retention practices, and equity, diversity, and inclusion work. The survey was developed by PLA's [Measurement, Evaluation, and Assessment Committee](#) in response to field-wide discussions and demand for actionable data about evolving staff roles and diversity and inclusion staffing efforts.

Additional Opportunities for Initiatives and Tools (cont.)

[The American Library Association opposes widespread efforts to censor books in US schools and libraries](#)

[Libraries Transform Communities: Engagement Grant](#) (deadline February 1, 2022)

[Coretta Scott King Book Awards Donation Grant](#) (deadline January 31, 2022)