

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

On April 27th, the RAILS Climate Team will offer a series of short presentations for RAILS staff on specific EDI projects. These projects came out of RAILS Climate Team meetings as well as projects identified by the EDI Board Subcommittees. Projects include internal EDI initiatives such as onboarding and partner evaluation as well as member-focused initiatives including the EDI learning cohort and the EDI Presenter/Trainer Directory. In addition to the goal of keeping RAILS staff informed of climate team work, we are hoping to use this information session to generate interest in these projects and to recruit staff to work on committees to advance these projects forward.

RAILS Strategic Plan

The new [RAILS Strategic Plan](#) was approved by the RAILS Board on January 28, 2022. Included was an updated Vision Statement, Mission Statement, and four strategic goals. RAILS members expressed significant support for increased RAILS leadership on EDI as part of the strategic planning process, and Strategic Goal 2 is focused on equity, diversity, accessibility, and inclusion. It reads:

Strategic Goal 2

RAILS models best practices in equity, diversity, accessibility, and inclusion.

- *Objective 1:* RAILS will provide leadership in developing and providing resources that will support member libraries' efforts to provide equitable, diverse, and inclusive services.
- *Objective 2:* Examine all aspects of RAILS policies, procedures, and core services through an equity lens and make needed improvements.
- *Objective 3:* Work with RAILS members of all types to identify and implement ways to diversify library governing bodies and staff to increase representation and better reflect the communities they serve.

RAILS Continuing Education and Training

[Vocational Awe and Librarianship](#): (Thursday, April 07, 2022, 10:30am) [Register here](#).

According to the concept of vocational awe, developed by librarian and scholar Fobazi Ettarh, the ideal librarian should die for it, happily, and without complaint. It is the idea that your work is good and sacred, and therefore is more important than any one person. Ettarh will discuss vocational awe and its impact on library workers.

Archived Recordings

The following is a list of Winter 2022 EDI-related training offered to members and available as a recording:

[Becoming an Upstander: An Introduction](#): This training will help build a foundation for understanding equity and inclusion work by covering key vocabulary and topics. The following topics will be discussed: inclusion and its importance; accountability; bias and how it develops; racism and intersectionality; and the constructs of power. The differences between an upstander and an ally will also be covered.

Recorded live on February 23, 2022, this webinar runs approximately 60 minutes and will be accessible through December 31, 2022.

[RAILS Online Roundtable: DEI Programming During a Pandemic](#): Recorded on January 26, 2021.

Additional 2022 Learning Opportunities

- April 1, 2022: Spark: Open Pathways - Exploring the Intersections of Diversity Equity and Inclusion and Open Educational Resources, April 1, 2022, 10:00-noon. Presented by the IACRL Conference & Continuing Education Committee. Librarians from all libraries in Illinois are welcome to attend! [Register here](#)
- June 25-27, 2022: [American Library Association Annual Conference](#). Advancing equity, diversity, and inclusion is a high priority for libraries and library workers. The ALA Annual Conference offers you a wide range of opportunities to learn about innovative practices, to identify needed changes, and to collaborate on how to start implementing them. You'll go home with some tactics for supporting your community as you make your library more equitable and inclusive. This link includes the many EDI programs on the schedule. [Register here](#).
- October 5-9, 2022: [Joint Conference of Librarians of Color \(JCLC\)](#) The Joint Conference of Librarians of Color is a conference for everyone! The conference is sponsored by five associations of ethnic librarians, including: American Indian Library Association (AILA), Asian/Pacific American Librarians Association (APALA), Black Caucus of the American

Library Association (BCALA), Chinese American Librarians Association (CALA), National Association to Promote Library and Information Services to Latinos and the Spanish Speaking (REFORMA). JCLC brings together a diverse group of librarians, library staff, library supporters, and community participants to explore issues of diversity in libraries and how they affect the ethnic communities that use our services.

Recording – ILA

- [ILA Noon Network: Breaking Canons and Building Community: Zines, DEI, and the Academic Library](#)
- [ILA Noon Network: Are You Ready to Celebrate Rainbow Book Month?](#)

Additional Opportunities for Initiatives and Tools

[A Trauma-Informed Framework for Supporting Patrons: The PLA Workbook of Best Practices \(The Public Library Association Social Worker Task Force - 2022\)](#)

[Implementing Excellence in Diversity, Equity, and Inclusion: A Handbook for Academic Libraries](#) (edited by Corliss Lee and Brian Lym with Tatiana Bryant, Jonathan Cain, and Kenneth Schlesinger – 2022)

RAILS Networking Groups

[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.

[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.