

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 RAILS Climate Team offered a series of short presentations for RAILS staff on specific EDI projects on April 27th. These projects came out of RAILS Climate Team meetings as well as projects identified by the EDI Board Subcommittees. Projects included:

- Member Training Cohort
- Partnership Evaluation
- Connections Program for New Hires
- Staff Relationships/Staff Engagement Initiative
- Internal projects – information only
 - *Internal HR Practices*
 - *Board Recruitment/Nomination Process*
 - *Presenter/Consultant EDI Directory for Members*

In addition to the goal of keeping RAILS staff informed of Climate Team work, the RAILS Climate Team hopes to use this informational session to generate interest in these projects and to recruit staff to work on committees to advance these projects forward. A survey asking for interest in working on these projects was sent to RAILS staff following the meeting.

RAILS Continuing Education and Training

[Adverse Childhood Experiences \(ACEs\) and the Library: An Introduction to Trauma-informed Library Service \(Zoom - Wednesday, May 25, 2022 – 1-2:30pm\)](#)

This session will provide an overview of research into adverse childhood experiences (ACEs) and the lifelong consequences of trauma. Special attention will be paid to the behavioral responses to trauma commonly observed among public library patrons. We will explore ways that libraries can move to become trauma-informed, providing customer service that addresses the needs of the whole person. Please note that while ACEs occur during childhood, the repercussions are felt throughout our lives; this session is not specific to children and youth.

[Summer in the Streets: The Urban Lit Movement \(Zoom – Tuesday, August 9, 2022 – 2-4pm\)](#)

Join us on Tuesday, August 9, 2022 from 2-4pm on Zoom for Summer in the Streets: The Urban Lit Movement. Hear from K'wan, Joy Deja King, Anna Black and Kareem Williams in panel format, talk about their experiences reading, writing and promoting the hot Urban Lit genre. Panelists: K'wan, Joy Deja King, Anna Black and Keith Kareem Williams This webinar is sponsored by the Adult Reading Round Table in conjunction with RAILS.

Archived Recordings

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

[The Connected Library: Vetting and Partnering with Social Service Providers](#): As we have witnessed the social, financial, and mental health challenges of our patrons escalate during the COVID-19 pandemic, libraries must connect and build relationships with local providers focused on these needs so that we may serve our communities as effectively as possible. This session will explore why it is imperative that libraries connect with social service providers in their communities, how to cultivate these connections, and tips to make sure the agencies you work with are effective, ethical partners.

This webinar was recorded live on April 6, 2022, and runs for approximately 60 minutes

[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.

Additional 2022 Learning Opportunities

- May 24-25. 4-6:15pm PST: [Indigenous Voices: Authentic Children's Literature in the Classroom and Library](#). AILA invites all to register for [Indigenous Voices: Authentic Children's Literature](#) in the Classroom and Library, a free online event to be held May 24 and 25th. The speaker list is inspiring set of Indigenous authors, including American Indian Youth Literature award winners, as well as Naomi Bishop, an AILA past-President and past chair of the AIYLA committee
- June 13, Noon – 1pm: [ILA Noon Network: Balancing Equity and Freedom in Collection Development Policies](#). The presentation will discuss the historical role of libraries in fighting against injustice and will highlight findings from current research on collection

development policies. The goal is to highlight best practices for crafting policies that align with library core values and the tenets of information freedom. The Reaching Forward South Committee is hosting and sponsoring this webinar.

- 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: The Power of Labels: LGBTQIA Books and Thematic Spine Labels](#)
- [ILA Noon Network: Breaking Canons and Building Community: Zines, DEI, and the Academic Library](#)

Additional Opportunities for Initiatives and Tools

[Justice at Work in Public Libraries: Understanding Power, Oppression, Resistance and Solidarity](#) A course for public libraries making a commitment to justice and equity. (**Freedom Lifted, 2022**)

[Let's Talk About Race in Storytimes by Jessica Anne Bratt](#) (ALA Editions, 2022)

[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.