

## RAILS Board Equity, Diversity & Inclusion Committee Meeting

May 10, 2022 | 1:00 p.m.

### MINUTES

1. Welcome and Call to Order  
Hollister, EDI chairperson, greeted members and called the meeting to order at 1:11 pm.
2. Roll Call of Members  
Palmisano called the roll of the RAILS Board EDI Committee.  
Zoom/Telephone: Megan Ballengee, Cristina Bueno, Rosie Camargo, Nate Gass (arrived @ 1:22), Sarah McHone-Chase, Michelle Mistalski, Andrea Robinson (arrived @ 1:15), Leora Siegel, Becky Spratford, Anna Wassenaar (arrived @1:43), Leah White  
East Peoria: Dianne Hollister  
Absent: Victoria Blackmer, Amber Hayes, Michelle Nielsen-Ott, Kristen Rademacher, Sarah Steiger
3. Recognition of Guests and Announcements  
Hollister read the following: In accordance with the Governor's Disaster 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.  
Guests in Burr Ridge: Dierdre Brennan, Monica Harris, Stacy Palmisano (designated notetaker)  
Guests in attendance via Zoom: Joe Filapek, Biz Lindsay-Ryan, Sam Daly, Jody Rubel, Tom Stagg, Monica Tolva, Grant Halter, Laura Murff
4. Public Comments  
There were no public comments
5. Adoption of the Consent Agenda - Dianne Hollister (action requested)
  - 5.1. Adoption of the Agenda
  - 5.2. Approval of the RAILS Board Equity, Diversity & Inclusion Committee Minutes of March 30, 2022  
White moved to approve the consent agenda. Seigel seconded and a roll call was taken; Ayes: Megan Ballengee, Cristina Bueno, Rosie Camargo, Edith Craig, Dianne Hollister, Sarah McHone-Chase, Michelle Mistalski, Leora Siegel, Becky Spratford, Sarah Steiger, Leah White. Nays: none. Motion was unanimously approved.
6. Understanding Relationships with an Equity Lens  
Consultant Biz Lindsay-Ryan ran a training for the committee focusing on understanding relationships. The training centered on a baseline of words and meanings: trust, respect, healthy conflict, collaboration, and accountability. It was discussed that not everyone has the same definition of those words. To demonstrate, Lindsay-Ryan gave the committee an exercise, one word at a time, to write down their definition and then to share it with the committee. Lindsay-Ryan explained that people are shaped by expectations, if they are askers or guessers, by their boundaries, their identity, by lived experiences, and by trauma. How they were raised also plays a big roll. There was active participation with the group, leading to a productive conversation. Lastly, Lindsay-Ryan reviewed the Intellectual Core document. Core stands for courage, openness, reflection and empathy. Achieving a culture of openness, transparency, honesty and a sense of ownership requires Intellectual CORE.

7. RAILS Report

Harris reviewed the RAILS report and highlighted training opportunities for the committee to look at. She encouraged members and their library staff to join the upcoming trainings. The RAILS Climate team shared a list of projects with the RAILS staff to recruit volunteers on EDI projects. The list of projects came out of the Climate Team meetings as well as projects identified by the EDI Board Subcommittees. The RAILS Report also includes information on opportunities that are coming up from a variety of organizations. Harris announced that Rosie Camargo, EDI Committee member, was appointed to the RAILS Board at the April board meeting. Camargo fills a vacant board seat. The RAILS Board elections began on May 4<sup>th</sup> and will continue through May 20, 2022. The election process was recently updated to include diversity on the board to be more inclusive. Harris announced that Brennan, RAILS Executive Director, will retire from RAILS in November 2022. Several committee members congratulated Brennan and praised her for the outstanding work she has done at RAILS.

8. New Business

8.1. Committee Member Terms

Brennan explained that over the course of the last year and a half since the creation of the EDI Committee, several members have resigned from the committee and no replacements have been made. There are three members that are cycling off the committee with their terms ending on June 30, 2022: McHone-Chase, Nielsen-Ott, and Siegel. RAILS would like the makeup of the committee to be as diverse as possible. Brennan is not asking anyone to leave the committee, but requested members to think about keeping to their terms.

8.2. FY2023 Meeting Schedule

A draft meeting schedule was prepared that consists of one committee meeting per quarter. The four meetings will focus on business and will not include EDI training. If more trainings are requested by the committee, than additional dates will be added. Brennan wants the committee to do EDI work with the membership in mind. A long-term goal is to bring people on the committee who have taken the RAILS cohort EDI training. This will ensure a level of competency in EDI.

Spratford moved to approve the FY2023 meeting schedule. White seconded and a roll call was taken; Megan Ballengee, Cristina Bueno, Rosie Camargo, Nate Gass, Dianne Hollister, Sarah McHone-Chase, Michelle Mistalski, Andrea Robinson, Leora Siegel, Becky Spratford, Anna Wassenaar, Leah White. Nays: none. Motion was unanimously approved.

9. Unfinished Business

9.1. Overview of Demographics of RAILS Service Area

Grant Halter, RAILS Data Coordinator and Research Analyst, completed demographics research on the RAILS service area. Data was collected from The United States Census [Quick Facts](#) website and the Illinois Department of Human Services (IDHS) Illinois Census Office Region [Map](#). Using the data, Halter created a report titled, [Illinois Census Quick Facts Dashboard](#), and can be found on the RAILS website on the Data in Libraries pulse page. The report features four sections, State vs RAILS Summary, IHLS vs RAILS Summary, Location Overview and Race/Ethnicity Overview.

9.2. Review of Results from I AM Survey

Harris reported that the I AM Survey was a request from the EDI Committee to identify the identities of the committee members. Seventeen out of the eighteen members completed the survey and is shown in aggregate on the results document. After reviewing the data, members

would like to see representation from a rural library and also black library staff. Lindsay-Ryan suggested a focus group may be an option as another way to get input from other groups that may find it hard to take the time to join committee meetings. It may be a matter of promoting and encouraging people to join the committee with a special invitation. Harris thanked the members for their input and taking the time to complete the survey.

10. Meeting Recap and Agenda Building for the Next RAILS Board EDI Committee Meeting

The next EDI Committee meeting will be on August 30, 2022, from 1:30-3:00 pm.

11. Adjournment

The meeting was adjourned at 3:06 pm.