

RAILS Report

Each quarter, RAILS will share a mix of what is 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 continues to work on issues of RAILS internal culture with a focus on equity, diversity, and inclusion for all RAILS staff. Emphasis is placed on teamwork, a supportive learning environment, sharing of resources, and opportunities for deep discussions. 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*

The RAILS Climate Team meets next on September 14, 2022.

RAILS Continuing Education and Training

[Design for Access – Making Online Content Accessible](#) (Zoom – Wednesday, September 7, 1-2pm)

Librarian and technologist Jessamyn West will discuss the social model of disability and universal access with a focus on website accessibility. She will offer clear resources and tips for helping libraries make their “born digital” content as accessible as possible without breaking the bank.

Additional 2022 Learning Opportunities

- September 7, 1-2pm CST: [Advancing Access for Library Customers with Sensory Needs](#)
Webinar participants will connect the experiences of two libraries, very different in size and community, and the work of a non-profit dedicated to sensory-inclusive community spaces, to their own library contexts; define challenges and opportunities in their own diversity and inclusion efforts; and determine next steps toward collaborative resource-building for sensory inclusion.
- October 4, 1-2pm CST: [Public Library Staff and Diversity: Results from PLA's 2021 Survey](#)
Join PLA for an overview of the results of the 2021 annual survey on Public Library Staff and Diversity. The results provide new and updated information related to beginning librarian and library director salaries; staff roles; hiring and retention efforts; and equity, diversity, and inclusion (EDI) goals and activities. This free webinar will highlight how the data suggests both opportunities and challenges for the future of public libraries. Participants will have the opportunity to ask questions and learn how to engage in PLA's on-going data-related initiatives.
- 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.
- Nov 10, 10-11am CST: [Online with the CMC: Cataloging with a EDIA Focus.](#) Can catalogers improve equity of access to materials? Yes, they can! Mary Cornell and Katy Egts share how to approach cataloging with an equity, diversity, inclusion, and accessibility focus (EDIA), including the creation and advocacy of inclusive terminology and metadata that promotes equity, diversity, and accessibility.

- Dec 9, 10am-12pm: [LACONI Supervisors, Assistant Managers, and Managers Section Presents: How to Recognize, Address and Adjust Your Biases](#). More details coming soon.

Recording – ILA

- [ILA Noon Network: Balancing Equity and Freedom in Collection Development Policies](#)
- [ILA Career Pathway Talk Series: How to Retain BIPOC Students and New Professionals in Librarianship](#)
- [ILA What Should I Know About Book Bans in the US and Illinois Right Now](#)

Additional Opportunities for Initiatives and Tools

[Cultural Proficiencies for Racial Equity: A Framework](#) The Cultural Proficiencies for Racial Equity Framework is a tool both theoretical and practical in its orientation, as a guide for developing personal, organizational, institutional, and systems-level knowledge and understanding of the nature of racism and its many manifestations. Racism results in differential, inequitable, and devastating impacts on Black, Indigenous, and other people of color (BIPOC) in the library and information science (LIS) sector, the communities libraries serve, and beyond. The framework is not intended to be liberatory practice in itself—an instrument or agent that will abolish racial inequity or a step-by-step guide—but, rather, to provide the grounding needed to effect change in thinking, behavior, and practice that will lead to better outcomes for racialized and minoritized populations. **(Joint ALA/ARL Building Cultural Proficiencies for Racial Equity Framework Task Force – August 2022)**

[2021 Public Library Staff and Diversity Report](#) The latest nationwide trends in beginning librarian and library director salaries; traditional and emerging staff roles; staff diversity, recruitment, and retention efforts; and information about public library equity, diversity, and inclusion (EDI) goals and activities. The survey is the second in a rotating series of three national surveys exploring public library roles, services, and resources to provide actionable data for decision-making and advocacy. The *Public Library Staff and Diversity Report: Results from the 2021 PLA Annual Survey* was published on August 23, 2022, and is freely and publicly accessible [on the PLA website](#). The full dataset is available in [Benchmark](#). **(Public Library Association)**

[Narratives of \(Dis\)Engagement: Exploring Black and African American Students’ Experiences in Libraries by Amanda L. Folk and Tracey Overbey \(ALA Editions, 2022\)](#)

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**)

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.