

19 August 2022

**TO: RAILS Board of Directors**

**FROM: Monica Harris**

**SUBJECT: Equity, Diversity, and Inclusion Efforts at RAILS**

RAILS has long offered RAILS members continuing education opportunities related to Equity, Diversity, and Inclusion (EDI), the current phase of EDI focus began with our engagement of consultant Biz Lindsay Ryan in August of 2020. Since then, RAILS efforts have focused on the following areas, all of which will be discussed as part of today's presentation.

- **Climate Team**
  - Established in October 2020, the Climate Team investigates RAILS own climate and culture with the facilitation of consultant Biz Lindsay Ryan. Regular monthly meetings resume in September 2022.
  - Projects include: consultant directory, onboarding and retention process improvements, RAILS mentorship program, etc.
- **RAILS Staff Trainings**
  - All RAILS staff members are required to attend 2-4 educational trainings a year since Fall 2020.
- **RAILS EDI Board Committee**
  - Focus on Committee of the Whole in FY2023
- **Other RAILS Efforts**
  - EDI Pulse Page: <https://www.railslibraries.info/issues/183804>
  - Continuing Education Grants
  - EDI Mailing List
  - World Language Cataloging Services Program
  - Peer cohort training like Charmm'd Foundation's DEI Networking Group
- **What's Next**
  - RAILS EDI Board Committee meetings for FY2023
  - RAILS member training cohort in 2022