

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 October 26, 2022.

RAILS Continuing Education and Training

[Storytime, in Their Language](#) (vendor demonstration) (Virtual location – December 6, 1-2pm)

LOTE4Kids is an online database with over 2000+ picture books in 50+ World Languages to help libraries engage multilingual families and provide a more diverse and inclusive library service. Our mission is to allow ALL kids to enjoy books and learn language through the magic of storytelling.

Additional 2022 Learning Opportunities

- Nov 1, 5:30-7pm: [DePaul University College of Education Fall Forum](#). Tracie Hall, the Executive Director of the American Library Association will discuss the right to literacy and the importance of opening up knowledge in a democratic society. Looking at both historical and current threats to suppress literacy (the attempts to shut down voices, ideas and books), Ms. Hall will offer suggestions for how educators can promote critical literacy in classrooms and beyond. Nora Wiltse, librarian at King College Prep in Chicago will focus on reading as an equity issue, and discuss practical strategies to foster teacher/librarian collaboration.
- 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.
- Nov 11, 9:15am – 3:30pm: [LACONI Youth Services Section: A Day of DEI](#). Join LACONI YSS for a day of professional development focused on diversity, equity, and inclusion in our libraries. Librarian Rosie Camargo (Niles-Main District Library) will present on inclusive and authentic multicultural family programming. Acclaimed author Hena Khan (*Amina's Voice*, *Under My Hijab*, *Power Forward*) will virtually speak with us about the importance of diverse representation in literature, and how librarians can be allies. Dr. Adrienne Coleman (Candid Conversations Matter, LLC; Director of Equity and Inclusion at the Illinois Math and Science Academy) will discuss how DEI-centered practices impact student STEM success.
- Dec 9, 10am-12pm: [LACONI Supervisors, Assistant Managers, and Managers Section Presents: How to Recognize, Address and Adjust Your Biases](#). As managers, we are in charge of creating work environments for our staff to grow and be successful. However, there are learned biases we bring to work with us—some subtle, and some more overt. How can we, in libraries, move beyond our personal biases to become more people-centric, authentic leaders? In this program, library leader Fobazi Ettarh ([website](#)) will discuss the impact that manager-held biases have on our staff, and how we can work to recognize, accept and adjust our mentality to improve our professional spaces.

Additional Opportunities for Initiatives and Tools

[Native Language Programs Transcend Boundaries](#) by Freedom Nguyen, Prospect Heights Public Library District; ILA Reporter, September 2022

[SIUE's Diverse Librarianship Career Training and Education Program A Lack of Diversity: A Call to Action](#) by Tammie Busch, Lora Del Rio, Elizabeth Kamper, Shelley McDavid, Lamonta Swarn, & Simone Williams; Southern Illinois University Edwardsville; ILA Reporter, September 2022

[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)**

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.