

## RAILS EDI Committee Meeting 11/2/2022 List of Staff EDI Initiatives

### **Nate Gass – Cook Memorial Public Library**

- Included accommodation language to their Winter programing
- Free feminine products in women and family restrooms
- Added tablets with multi language periodicals downloaded
- Included ViX+, a Spanish-language streaming service to Roku devices
- The library is currently working on translating the library information brochure and welcome signage into multiple languages

### **Dianne Hollister- Bloomington Public Library (see page 2)**

### **Michelle Mistalski – Northbrook Public Library (NPL)**

- NPL completed an EDI organizational assessment from the Blackberry Collection
- NPL's EDI Committee staff and management staff attended a two-part EDI staff training. The training was very thorough and included agreeing on common definitions and ways to read the assessment report.

### **Vanessa Villarreal – Vernon Area Public Library District (VAPL)**

- Installed signage with multiple languages
- Staff that are bilingual have language buttons to wear to allow patrons to know what languages they speak

### **Anna Wassenaar – Wilmette Public Library**

- As members of the Illinois Library Association's Best Practices Committee, Wassenaar is collecting information on EDI assessments from libraries as part of an EDI toolkit. A [Fast Facts Survey](#) was created by Wassenaar which is located on the RAILS website homepage.

# Bloomington Public Library

*Books are just the beginning.*



At previous board meetings, the board discussed potential a Labor Statement and an Equity Statement. Based on those conversations, below is a draft EDI statement. (This webpage: <https://www.bloomingtonlibrary.org/library-updates/bloomington-public-library-and-equity-diversity-and-inclusion> would be updated with the statement.)

## **Equity, Diversity, and Inclusion Statement**

Bloomington Public Library stands with our city and our community in the fight against systemic racism. The Library serves people of all races, religions, orientations, political philosophies, backgrounds, and countries of origin. We strive to listen to all voices, encourage genuine understanding, and support the exchange of ideas for the betterment of our community and society. We also believe that books can foster personal growth and can help us become more empathetic. Therefore, we strive to provide books that allow everyone to see themselves and allow everyone the opportunity to view the world from different perspectives.

We acknowledge that we can always do more to include marginalized parts of our community. With that in mind, in 2020, Bloomington Public Library established an Equity, Diversity, and Inclusion (EDI) committee. The vision for the BPL EDI committee is to help BPL become a more equitable, diverse, and inclusive organization for both patrons and staff by providing them with resources, ideas, and support. Modeling behaviors, communicating efforts, and collaborating with other staff are key priorities. Since its inception, the EDI committee has:

- Developed an inclusive language guide
- Provided several staff training sessions and resources, including one recognizing that the repercussions of slavery and anti-blackness that are still felt today on personal levels from daily microaggressions, through systemic racism, and oppression
- Created a calendar highlighting various cultural events for staff awareness
- Developed a land acknowledgement statement
- Completed an audit of the Library collection using Ingram's iCurate Diversity Audit
- Developed Transition Guidelines for employees
- Created pronoun buttons/nametags for staff
- Added more gender options to patron accounts
- Developed a "Libraries Are For Everyone" magnet
- Launched a "Diverse Reads for All" e-newsletter