Virtual Meeting
RAILS Board Equity, Diversity & Inclusion Committee Meeting
February 14, 2023 |1:30 p.m.

MINUTES

1. Welcome and Call to Order
   Hollister, EDI chairperson, greeted members and called the meeting to order at 1:31 pm.

2. Roll Call of Members
   Palmisano called the roll of the RAILS Board EDI Committee. Present: Megan Ballengee, Victoria Blackmer, Cristina Bueno, Amber Hayes, Dianne Hollister, Michelle Mistalski, Andrea Robinson, Vanessa Villarreal
   Absent: Rosie Camargo, Nate Gass, Sarah Steiger, Anna Wassenaar, Leah White

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: Monica Harris, Stacy Palmisano (designated note taker)
   Guests in attendance via Zoom: Joseph Filapek, Sam Daly, Lynn Sheedy

   Hollister announced that Monica Harris has accepted the position as the new RAILS Executive Director.

4. Public Comments
   There were no public comments.

5. Adoption of the Consent Agenda
   5.1. Adoption of the Agenda
   5.2. Approval of the RAILS Board Equity, Diversity & Inclusion Committee Minutes of November 2, 2022
   Blackmer moved to approve the consent agenda. Villarreal seconded and the motion was unanimously approved on a roll call vote. Ayes: Megan Ballengee, Victoria Blackmer, Cristina Bueno, Amber Hayes, Dianne Hollister, Michelle Mistalski, Andrea Robinson, Vanessa Villarreal. Nays: none

6. Reports
   6.1. RAILS Report
   Harris highlighted from the report that the RAILS Continuing Education Event Grants are available. Applications received by February 10, 2023 will have preference, but applications are still being accepted. RAILS will continue to prioritize events focused on equity, diversity, inclusion and accessibility. Also in the report, applications for the ALA Spectrum Scholarship are being accepted until March 1, 2023.

   6.1.1. Cohort Update
      Filapek reported that the EDI Cohort has four more training dates remaining. An in-person

       meeting is possible for the group to close out the cohort and to discuss outcomes and give feedback.

    6.2. BIPOC Library Workers Networking Group Report
        Mistalski reported that the group created a mentorship program along with a mentorship website to allow participants to connect. The interested participants are in the process of being partnered together.

7. Committee Members Sharing of EDI Initiatives
   Hollister began the conversation with asking the committee to share EDI success stories. Villarreal recently attended the Joint Conference for Librarians of Color (JCLC) and shared that a library in California started affinity groups for BIPOC staff. The affinity groups are staff led, allowing individuals to gain leadership experience. At the end of the conference, there was an inspiring call to action focused on equity, diversity, and inclusion from the participants.

8. Unfinished Business
    8.1. Discuss Ways to Motivate Library Directors to do EDI Work
        Harris gave a recap on a list of ways which the committee has previously determined as ways to motivate library directors to do EDI work. The list included the EDI Cohort, the ILA EDI toolkit, Directors University, RAILS staff to participate in the editing of the new edition of the Serving Our Public 4.0 Standards for Illinois Public Libraries, and lastly, to have RAILS create a statement of EDI best practices for the RAILS' membership. This agenda item will remain as a reoccurring topic at the committee meetings. Villarreal suggested that RAILS come up with sample language that library staff can use when reacting to a negative EDI related situation. Hollister shared options that she has learned from the EDI Cohort training. Mistalski and Bueno both shared examples of when BIPOC staff was surveyed and then felt unheard after changes were not made or action did not move forward. Harris thanked the committee for their candid conversations.

9. New Business
    9.1. ALA DEI Scorecard Discussion
        Filapek discussed the ALA DEI Scorecard that was shared in the meeting packet. The scorecard is designed to assist administrators and other stakeholders in gauging their institutional performance in several key areas including culture/climate, training, recruitment and retention, budget prioritization, and data practices. An upcoming webinar that will focus on this scorecard is being offered by United for Libraries: https://www.ala.org/united/training/learning-live. Villarreal commented that this tool is valuable for library trustees to use when evaluating the library director and the organizations EDI initiatives.

    9.2. Mentorship Program hosted by the BIPOC Library Workers Networking Group
        Villarreal, as a member of the BIPOC Library Workers Networking group reported that they met to review the expectations of the newly formed mentorship program. Mentorship matches are currently being formed from the numerous participants that were interested. This program is open to all BIPOC library workers no matter what position they hold.

10. Meeting Recap and Agenda Building for the Next RAILS Board EDI Committee Meeting
    Recurring on the agenda will be the discussion of ways to motivate EDI work, a BIPOC Library Workers Networking Group report, and the sharing of EDI initiatives and success stories. The next meeting on May 2, will include the topic of the committee member terms and a conversation regarding the representation of the committee members for fiscal year 2024.

11. Adjournment
    The meeting was adjourned at 2:20 pm.