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 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. The Climate Team has also been focused on staff engagement in a hybrid organization over multiple locations. The team works directly with EDI consultant Biz Lindsay-Ryan.

Projects included:
- Member Training Cohort (including evaluation)
- Connections Program for New Hires (launching this Spring)
- Staff Relationships/Staff Engagement Initiative
  - National Library Week initiative recently added
- Internal projects – information only
  - *Internal HR Practices*
  - *Board Recruitment/Nomination Process*
  - *Presenter/Consultant EDI Directory for Members*

The RAILS Climate Team meets next on May 17, 2023.

RAILS Continuing Education and Training

[Cultural Humility for Libraries: An Introduction](#) (May 23, 10am-12:30pm)

Presenter: Xan Goodman, Health Sciences Librarian, University of Las Vegas, Nevada

This event will not be recorded. Registration is limited to 50 people; no more than two (2) people per library, please.

Cultural humility is a framework that has the promise to bring hope and change the approach to DEI within library spaces. Cultural humility can operate on two levels: the interpersonal level for individuals and the systems level for organizations.

Attend this 2.5-hour workshop to learn how cultural humility might be operationalized at the interpersonal level in libraries among colleagues and patrons. Participants will focus on their role as a colleague and will link concepts of cultural humility to library work. This workshop will use active learning strategies such as breakout rooms and think + write exercises to explore cultural humility.

During the workshop participants will examine ALA core values and ALA ethics. Participants will also examine how cultural humility can be used as a deliberate practice in the workplace.

Additional 2023 Learning Opportunities

- May 17, 12-1pm: [Illinois Library Association: The First-Year Experience: Surviving and Thriving in Your First Year of Librarianship.](#) You've completed your LIS program and secured the library job of your dreams…now what? In this panel, hear from early career librarians about the highs and lows of completing your first year as a professional librarian. For many, the post-grad experience can leave you feeling like an imposter or with some vocational awe. This session is designed to bridge the gap between your school experiences and your first year of library work.

- May 19, 1-2:30pm: [Illinois Library Association Diversity Committee: United Shades Discussion Series](#). The ILA Diversity Committee hosts the United Shades Discussion Series to foster a culture of inclusivity and discussion. This discussion series is inspired by the CNN show *United Shades of America*, where [W. Kamau Bell](#) explores different communities in the US and their unique challenges.

- May 31, 2-3:15pm CDT: [ALA: Digital Equity through Literacy: Framing the Conversation.](#) This webinar is the first in a series exploring the interconnectedness of digital equity and literacy. In this session, presenters will provide definitions and framing around digital equity and literacy. Speakers will also offer perspectives on digital equity through literacy in various library types and settings. The next webinar will explore specific library programs and services.

- July 31 (Begins On-Demand Course): [ALA HR Development and Recruitment: Serving Diverse Communities.](#) The purpose of this course is to create a heightened awareness of the various segments of library populations and their diverse needs. The course engages demographics and needs assessments to develop skills to analyze, plan and implement services to meet the library community's diverse needs. With particular attention to

multiculturalism, topics explored include programming, facilities, marketing, technology, collection development, and staffing and recruitment. Course fee: $360.00 (ALA Member)

Additional Opportunities for Initiatives and Tools

Illinois Library Association's Awards and Scholarships The Illinois Library Association's awards program recognizes excellence in librarianship and library service in Illinois. The program increases awareness of the contributions of all association participants, including recipients, sponsors, co-sponsors, and committees/forums. Please see the individual award pages for specific terms, criteria, and eligibility. **The deadline for award nomination submissions is May 15.**

Inclusive Travel Grants for National Conferences ILA's Inclusive Travel Grants for National Conferences seek to advance the ILA Strategic Plan twin goals of "A Culture of Diversity and Inclusion in the Profession" and "...in the Association." Five stipends per year of $1000 each, total $5000. **Application open July 1, 2023 for 2024 eligible conferences**. Deadline for first-round applications for 2024 conferences: September 8, 2023; award/s announced September 29.

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.

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.