
Minutes

RAILS Board Equity, Diversity & Inclusion Committee Meeting

September 19, 2023 | 1:30pm

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 EDI Committee.
Present:
Robert R Jones Public Library: Victoria Blackmer
Burr Ridge: Joslyn Bowling Dixon (arrived at 2:03pm), Renee Grassi, Cindy Khatri, Lucas McKeever
Normal Public Library: Dianne Hollister
Northbrook Public Library: Michelle Mistalski
East Moline Public Library: Mikayla Kitchen
Zoom: Christy Coulter, Kristin Lansdown, Vanessa Villarreal (arrived at 1:37pm.)
Absent: Rosie Camargo
A quorum was present
3. Recognition of Guests and Announcements
Guests in Burr Ridge: Monica Harris, Joe Filapek, Stacy Palmisano (designated note taker)
Guests on Zoom: Patricia Chavez, Tamara Jenkins
 - 3.1. Announcements of new committee and ex officio members
Harris welcomed and announced the new committee and ex officio members.
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 EDI Committee meeting of May 9, 2023
Blackmer moved to approve the consent agenda. Grassi seconded and the motion was unanimously approved.
6. Introductions of Committee Members and Ex Officio Members
Each member introduced themselves, explained why they are passionate about the topic of equity,

diversity, and inclusion, and they also shared why they wanted to be a part of the RAILS' EDI committee.

7. Reports

7.1. RAILS Report – Monica Harris

Harris highlighted from the report some of the work that the RAILS staff Climate Team have been working on with the direction of EDI consultant Biz Lindsay-Ryan. The team continues to work on issues of RAILS internal culture with a focus on equity, diversity, and inclusion for all RAILS staff.. Harris encouraged the committee to review the list of continuing education opportunities within the report.

7.2. BIPOC Library Workers Networking Group

Mistalski reported that at the last meeting of the BIPOC Library Workers Networking Group they discussed the upcoming ILA and YALSA conferences, how various libraries conduct staff evaluations, and also pay equity. Also discussed at the networking meeting were resources for professional development and presenter recommendations.

Bowling Dixon shared that she will be a panelist at the upcoming ILA conference in October at a session that will talk about negotiating salary.

7.3. IACRL DEI Committee

Chavez reported that the DEI Committee recently had their first meeting of the year. The committee follows the ILA DEI toolkit in their work.

7.4. ILA Diversity Committee

Jenkins talked about several upcoming and past events from the ILA Diversity Committee. At the 2023 ILA Annual Conference the group will host the DiversiTEA session with guest speaker Stephan Jackson, Director of Equity and Anti-Racism at Oak Park Public Library. The Diversity Committee will expand the ILA Mentorship Program. The mentorship program gives the newer librarians a chance to learn from those who have been in the field longer. Jenkins talked about the private DiversiTEA Facebook Group that was established for marginalized groups.

8. Committee Sharing of EDI Initiatives

Hollister invited the committee members to come to the meetings with stories to share of EDI initiatives that either they have heard of or that has worked in their own library. This agenda item will be a reoccurring topic of discussion on all upcoming meetings.

9. New Business

9.1. Review of Committee Charge

Harris started the conversation by stating that the EDI Committee charge was created in 2020. Updating the committee charge to include details from the 2022 RAILS Strategic Plan will be drafted and presented at the next committee meeting.

9.2. Member Terms

Committee member terms were designed to end at staggered intervals so that there is a small number of new members per year.

9.3. Format of Future Meetings

The committee will meet four times a year.

9.4. FY2024 Meeting Schedule

Villarreal moved to approve the FY2024 meeting schedule. Bowling Dixon seconded and the motion was unanimously approved.

9.5. Freedom Lifted

Filapek reported that by early October RAILS will announce an online learning platform called Freedom Lifted. The Freedom Lifted Learning Lab offers Justice at Work, a self-paced asynchronous course with a focus on social justice in libraries. A landing page for Freedom Lifted will appear on the RAILS website for member library staff to have access to the training. Once available, Filapek will provide a link for the committee members to review and provide feedback on the course work.

10. Meeting Recap and Agenda Building for the Next RAILS Board Equity, Diversity, & Inclusion Committee Meeting

Today's meeting focused on an introduction of committee members, several EDI reports, a discussion on the EDI Committee charge, the member terms, and the approval of the FY2024 meeting schedule. Lastly, the Freedom Lifted online educational platform was introduced. Included in the next committee meeting's agenda is a request to invite a guest from Illinois Wesleyan University to discuss hiring practices with an EDI lens. The next committee meeting will be on December 12, 2023 at 1:30 pm.

11. Adjournment

The meeting was adjourned at 3:14 pm.