

Date: December 6, 2023

To: RAILS Board Equity, Diversity, & Inclusion Committee

From: ILA Diversity Committee

Re: Report on Committee Projects



Current Projects

A Framework for DEI Practices

A Framework for DEI Practices was created by the Illinois Library Association (ILA) Best Practices and Diversity Committees in order to help Illinois libraries take real and meaningful action towards Diversity, Equity, and Inclusion efforts in all areas of library work.

A Framework for DEI Practices is intended for all types of libraries: public, academic, school, and special, notwithstanding budgetary constraints, personnel limitations, and varying populations. The contents are divided into four main areas of library work: policy and administration, collections and displays, programming and outreach, and facilities and physical accessibility. The content is intentionally nonlinear in format, so it can be easily adapted to whatever point libraries might be along their DEI journey—either starting out, or continuing apace.

ILA DEI Bootcamp

A bootcamp is being developed for library staff in Illinois who are part of a diversity, equity, and inclusion (DEI) committee or task force, or those intending to establish one in their library. The Diversity Committee is currently in the initial planning phases and aims to initiate a pilot bootcamp in the spring of 2025.

ILA Reporter Article

The committee plans to submit an article about Stephen Jackson, this year's DiversiTEA speaker, to the *ILA Reporter* for the March 2024 issue.

ILA Mentorship Program

The Illinois Library Association Mentorship Program provides mentorship and networking opportunities for emerging librarians. This program assists them in understanding industry and professional standards and developing the skills needed to excel in the field. This can help to create a more level playing field for those just starting out. **The next cycle starts in February 2024.**



Ongoing

DiversiTEA Facebook Group

The ILA Diversity has a private Facebook group, [DiversiTEA](#), to facilitate communication between and among marginalized groups (BIPOC, disabled individuals, LGBTQIA+) in the library profession. Everyone is welcome to participate, but the content will be centered on the previously mentioned groups. You do not have to be a member of ILA or the Diversity Committee to join the group.

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](#). Each discussion is framed around a single episode of the television series. Attendees are encouraged to share their thoughts and participate in the discussion. **The 2024 schedule will be announced in January.**