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December 5, 2023

TO: RAILS Equity, Diversity, and Inclusion Committee

FROM: Joe Filapek, RAILS Associate Executive Director

SUBJECT: RAILS EDI Committee Charge

Included in your packet are draft revisions to the EDI committee charge. The current charge was approved by the RAILS Board in September 2020. Since that time, RAILS completed a new [strategic plan](#) which incorporates EDI as one of four strategic goals. The draft revisions to this charge attempt to incorporate objectives from this strategic goal along with objectives identified by the committee in 2020. Additional revisions include:

- Minor changes to committee composition description
- Description of term lengths and appointment considerations
- Removal of “Goal” section to align with other RAILS board committee charges

The committee charge will again be discussed at the December committee meeting. We look forward to receiving your feedback.

RAILS Equity, Diversity & Inclusion Committee

Membership

Committee Members:

RAILS Board Members

RAILS Member Library Representatives

RAILS Board President (ex officio member)

RAILS Executive Director (ex officio member)

RAILS Associate Executive Director (ex officio member)

RAILS Director of Consulting and Continuing Education (ex officio member)

Selected Networking Group and Partner Entities (ex officio members)

~~The RAILS Board President shall annually appoint at least two members from the RAILS board. Representatives from member libraries serve for three years and may serve for two consecutive terms. Terms shall be staggered so that one-third of member library representatives are appointed each year. There will be no alternate representatives.~~

New representatives are seated at the first meeting after the beginning of the RAILS fiscal year in July. Interim appointments may be made when necessary to fill vacant seats.

Quorum and Voting

A quorum consists of the majority of voting members. Ex officio members do not count towards a quorum and do not vote.

Goal

~~To provide advice and support for RAILS efforts to create and maintain a more equitable, diverse and inclusive library community where all feel welcome, supported and able to thrive.~~

Charge

The EDI Board Committee provides feedback and makes recommendations to assist RAILS in modeling best practices in equity, diversity, accessibility, and inclusion for our membership.

Activities may include:

- Provide guidance on member resources that will support libraries' efforts to provide equitable, diverse and inclusive services.
- Explore ways to diversify library governing bodies and staff to increase representation and better reflect the communities they serve.

RAILS Equity, Diversity & Inclusion Committee Charge | Approved by RAILS Board ~~September 26, 2020~~

- Examining the impact of systemic racism and bias in libraries and library-related organizations and how to combat it
- Advise the RAILS board and staff about appropriate equity and accountability goals to which RAILS and libraries should aspire
- Facilitate system-wide discussion about equity, diversity, inclusion and accessibility
- Identify barriers in libraries and the library field and solutions to eliminate them
- Engage with other regional and statewide committees also focused on the advancement of EDI work in libraries and library-related organizations.

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~~Develop a shared understanding of the nature of systemic racism and bias in libraries and library related organizations and how to combat it; advise the RAILS board and staff about appropriate equity and accountability goals to which RAILS and libraries should aspire and recommend ways to assess progress toward achieving those goals. As part of this charge, the committee will also help to:~~

- ~~• Identify barriers in libraries and the library field and solutions to eliminate them~~
- ~~• Develop ideas and programs to increase awareness about systemic racism and bias among member libraries, staff and boards~~
- ~~• Facilitate system wide discussion about equity, diversity and inclusion.~~

Annual Review

The charge will be reviewed annually at the first meeting of the fiscal year by the RAILS Equity, Diversity & Inclusion committee.