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March 14, 2024

TO: RAILS Board

FROM: Joe Filapek, Associate Executive Director

SUBJECT: RAILS Equity, Diversity, and Inclusion Committee Charge

The RAILS EDI Board Committee met on March 12, 2024 and reviewed proposed changes to the Equity, Diversity and Inclusion Committee Charge. This charge was adopted when the board committee was first formed on September 26, 2020 and has not been updated since. The Committee approved the draft Charge as presented and voted unanimously at the March 12 meeting to approve it for recommendation to the RAILS Board. In your packet is the new revised charge as well as a revision document detailing the proposed changes.

Proposed changes include:

- Addition of language specifying the appointment process and schedule for seating committee members
- Updating the membership section to incorporate both member library representatives and networking group/partner organizations as ex-officio committee
- To align with other committee charges, removal of *Goal* section to integrate into the *Charge* statement of purpose
- Re-wording of committee charge to read as a more general statement of committee purpose, followed by several activity suggestions that align with the current RAILS strategic plan priorities related to EDI
- Specifying “equity-related” barriers in libraries within the committee charge

I will be happy to answer any questions during the March 22 board meeting.

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.

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.

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.
- 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 equity-related 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.

Annual Review

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

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 **equity-related** 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.