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RAILS
REACHING ACROSS ILLINOIS LIBRARY SYSTEM

Minutes

RAILS Board Equity, Diversity & Inclusion Committee Meeting
March 12, 2024 │1:30 pm

1. Welcome and Call to Order
   Hollister, EDI chairperson, greeted members and called the meeting to order at 1:32 pm.

2. Roll Call of Members
   Palmisano called the roll of the EDI Committee.
   Present:
   Burr Ridge (RAILS): Joslyn Bowling Dixon (arrived at 2:22 pm), Cindy Khatri, Lucas McKeever
   Bloomington Public Library: Dianne Hollister
   DePaul University Library: Kristin Lansdown
   East Moline Public Library: Mikayla Kitchen
   Highwood Library & Community Center: Vanessa Villareal
   Northbrook Public Library: Michelle Mistalski
   Robert R. Jones Public Library District: Victoria Blackmer
   Absent: Renee Grassi

3. Recognition of Guests and Announcements
   Burr Ridge: Monica Harris, Joe Filapek, Kate Niehoff, Stacy Palmisano (designated notetaker)
   Zoom: Patricia Chavez, Mary Kate Murray

   Filapek announced Kate Niehoff, Director of Consulting and Continuing Education at RAILS. Niehoff
   will be an ex officio member of this committee.

4. Public Comments
   No public comment.

5. Adoption of the Consent Agenda
   5.1. Adoption of the Agenda
   5.2. Approval of the RAILS EDI Committee minutes of September 19, 2023
   Blackmer moved to approve the consent agenda. Villareal seconded and the motion was
   unanimously approved.

6. Reports
   6.1. RAILS Report
   Filapek shared that RAILS awarded a total of five continuing education grants which included
   two events focused on EDI-centered topics; BIPOC Library Workers networking group:
   "Navigating White Spaces as a BIPOC Library Worker", presented by Tracie D. Hall and Stickney-
   Forest View Public Library District: "Actively Anti-Racist Service to Readers", presented by Becky
   Spratford. RAILS pushed back an EDI focused trustee training event to April 26 to avoid other

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trustee training conflicts. Niehoff reported that the online training course provided by RAILS, Freedom Lifted, has seen a recent growth in users. A survey was recently sent to people that have completed the course to gather usable quotes to continue to promote the free training.

6.2. BIPOC Library Workers Networking Group Report
Mistalski shared from the report that members of the BIPOC LWG sub-group, the Professional Development Working Group coordinated the webinar with speaker Tracy Hall. Members are currently working on the 2024 mentorship program and are in the process of planning the relaunch.

6.3. IACRL DEI Committee Report
Chavez reported that the IACRL DEI Committee met recently, unfortunately, Chavez was unable to attend the meeting and the notes have not yet been published. The DEI committee is continuing to gather information to add to the Illinois Library Association's DEI toolkit.

6.4. ILA Diversity Committee Report
Tamara Jenkins was not in attendance to make a verbal report.

7. Committee Sharing of EDI Initiatives
Hollister asked the group to send her EDI and multi-cultural youth titles for her work with Bradley University. McKeever shared that Downers Grove Public Library is in the early stage of creating a glossary of core EDI terms and definitions that will be used in on-boarding new staff as well as in annual staff training. Ultimately, the goal is to post the glossary of EDI terms on the library's website so that there is an understanding of the vocabulary in the library's promotional material. Mistalski shared that Northbrook Public Library has a similar list of core EDI terminology that is shared on their weekly staff email.

7.1. Project Now
Presenter and committee member Christy Coulter unfortunately was not present at the meeting to discuss this initiative.

8. Unfinished Business
8.1. Review of Committee Charge
Filapek reviewed the Equity, Diversity, & Inclusion Committee charge with the proposed changes. The changes were proposed in order to be consistent in the layout and wording with other RAILS' board committees. Adding the words "equity-related" to this bullet point was suggested; "Identify equity-related barriers in libraries and the library field and solutions to eliminate them".
McKeever moved to approve the RAILS Equity, Diversity, and Inclusion Committee Charge. Villareal seconded and the motion was unanimously approved.

9. New Business

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9.1. EDI Pulse Page Survey & Changes
The committee was asked to complete a survey that focused on the RAILS' EDI Pulse Page on the RAILS website. Committee members submitted several valuable suggestions in ways to enhance and add to the current data published. Filapek highlighted one survey response that recommended adding a document that lists tangible things that a library can put into practice such as update policies that address systemic issues, update personnel policies, and also updating procedures. Also highlighted was the importance in keeping the information listed on the web page current. The discussion included the possible creation of a list of libraries that have active staff EDI committees that are willing to assist other libraries that have less experience in running a staff EDI committee. Lastly, a disclaimer that acknowledges the usefulness of these resources will be dependent on an individual's experiences around EDI was agreed to be added to the web page.

10. Meeting Recap and Agenda Building for the Next RAILS Board Equity, Diversity, & Inclusion Committee Meeting
Filapek gave a meeting recap. Included on the agenda for the June meeting will be a discussion of the Public Library Association's annual conference held on April 3-5, 2024.

The next committee meeting will be on June 18, 2024, at 1:30 pm.

11. Adjournment
The meeting adjourned at 2:32 pm.