

STRATEGIC PLAN GOAL TWO ONLY

RAILS FY 2025 System Area and Per Capita Grant Application

3.0 System Operational Plan

This document presents the Reaching Across Illinois Library System’s (RAILS) operational plan for FY 2025. All of the activities that occur at RAILS tie directly to our vision statement:

Thriving libraries are essential to all who learn, live, or work in Illinois.

And our mission statement:

We Connect Libraries

RAILS is committed to providing the best possible service to all levels of library staff at RAILS member libraries of all types and sizes across our 27,000 square mile area and to helping them to provide the best possible service to their customers.

RAILS strives to operate effectively and efficiently by working collaboratively with partners across the state. We seek to better understand the ecosystem in which we work, and this requires being a good partner when the need arises.

This plan was developed with a great deal of input from RAILS members as is required by the administrative rules for library systems, including feedback received at RAILS Member Update sessions; at the Meet and Greet sessions held throughout our area to welcome RAILS’ new Executive Director; at visits to member libraries, both in-person and virtual; via various surveys conducted of our membership as described throughout this document; and other means.

The following document includes the continuation of activities from previous years’ plans as well as new activities that fall within our strategic plan. This document follows the arrangement of the RAILS strategic plan approved by the RAILS Board on January 28, 2022. All activities included in this plan are aligned with and support statutory priorities for Illinois library systems as noted.

Strategic Plan Goal Two: *RAILS models best practices in equity, diversity, accessibility, and inclusion.*

Objectives	Planned Activities	System Standard
RAILS will provide leadership in developing and providing resources that will support member libraries' efforts to provide equitable, diverse, and inclusive services.	Continue offering regular EDI training opportunities for all RAILS members. Collaborate with other Illinois stakeholders offering EDI-related continuing education (CE) to avoid duplication of effort.	23 ILAC 3030.215 d) 2)
	Continue offering World Language Cataloging Services grant program statewide. <ul style="list-style-type: none"> Continue seeking grant funds from ISL to fund the statewide program. 	23 ILAC 3030.215 c) 5)

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	<ul style="list-style-type: none"> • Continue publicizing the program to libraries of all types statewide. • Continue to promote the benefits of IHLS' Cataloging Maintenance Center program and how that program differs from and works in conjunction with the RAILS program. <p>Continue to develop/promote an eRead Illinois collection and Inkie.org Library resources that address the needs of an ethnically and culturally diverse audience. Regularly evaluate the collection using industry respected tools to identify potential gaps.</p> <p>Recruit attractions for Explore More Illinois of interest to an ethnically and culturally diverse audience.</p> <p>Promote the online high school programs (see above) as addressing the needs of a culturally, economically, and ethnically diverse audience.</p> <p>Offer RAILS Member Updates featuring topics and ideas that connect to RAILS EDI efforts.</p> <p>Provide/promote opportunities for members from all types and sizes of libraries to share best practices and collaborate on EDI-related challenges through the RAILS EDI mailing list, EDI Pulse Page, and other activities.</p> <p>Promote and provide administrative support as applicable for RAILS EDI-related networking groups.</p> <p>Evaluate the Social Justice for Libraries Course from Freedom Lifted for potential renewal.</p> <p>Include EDI elements in RAILS grants for members (CE Event grants, My Library Is... grants, etc.) when possible, to encourage applicants to provide equitable, diverse, inclusive, and accessible programs/services and to publicize these offerings to their communities.</p>	<p>23 ILAC 3030.215 c) 3)</p> <p>23 ILAC 3030.215 b) 1)</p> <p>23 ILAC 3030.215 a) 3) G)</p> <p>23 ILAC 3030.215 a) 3) G)</p> <p>23 ILAC 3030.215 b) 1)</p> <p>23 ILAC 3030.215 b) 1)</p> <p>23 ILAC 3030.215 d) 2)</p> <p>23 ILAC 3030.215 d) 2)</p>
<p>Examine all aspects of RAILS policies,</p>	<p>Continue to grow and develop RAILS' external and internal EDI strategies and initiatives.</p>	<p>23 ILAC 3030.215 d) 2)</p>

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<p>procedures, and core services through an equity lens and make needed improvements.</p>	<p>Continue conducting a thorough analysis/evaluation of RAILS Employee Handbook to ensure that all language and policies meet our EDI goals.</p>	<p>23 ILAC 3030.215 a) 3)</p>
	<p>Continue the work of the RAILS Climate Team to identify and implement internal best practices and initiatives for RAILS staff.</p>	<p>23 ILAC 3030.215 a) 3)</p>
	<p>Continue holding regular EDI training sessions for RAILS staff.</p>	<p>23 ILAC 3030.215 d) 2)</p>
	<p>Develop EDI training specifically for Delivery staff that can be recorded and incorporated into onboarding for new staff.</p>	<p>23 ILAC 3030.215 d) 2)</p>
	<p>Offer EDI training specifically for RAILS hiring managers that focuses on best practices in recruitment, evaluation, and staff retention.</p>	<p>23 ILAC 3030.215 d) 2)</p>
<p>Work with RAILS members of all types to identify and implement ways to diversify library governing bodies and staff to increase representation and better reflect the communities they serve.</p>	<p>Continue to work with the RAILS Board Nominating Committee and others to attract diverse candidates to run for the RAILS Board. Promote RAILS’ goal to develop a more diverse board in election publicity.</p>	<p>23 ILAC 3030.250</p>
	<p>Provide training/consulting/guidance for member libraries of all types to help them develop a more diverse and representative board.</p>	<p>23 ILAC 3030.215 d) 2)</p>
	<p>Provide opportunities for libraries of all types to share best practices and strategies they have used to diversify their governing boards, including via the RAILS EDI Pulse Page and email list.</p>	<p>23 ILAC 3030.215 b) 1)</p>
	<p>Provide training for RAILS members to help them diversify their hiring and recruitment practices.</p>	<p>23 ILAC 3030.215 d) 2)</p>
	<p>Provide opportunities/tools for members to share strategies they have used to recruit a more diverse staff, including the EDI mailing list and the EDI Pulse Page.</p>	<p>23 ILAC 3030.215 b) 1)</p>