

June 11, 2024

TO: RAILS Equity, Diversity, and Inclusion Committee

FROM: Joe Filapek, RAILS Associate Executive Director

SUBJECT: Fiscal Year 2025 Committee Priorities

As RAILS approaches the beginning of a new fiscal year, we would like to use a portion of our June meeting to discuss committee priorities/goals for the year ahead. As a reminder, the revised charge for this committee is to “. . . *provide feedback and make recommendations to assist RAILS in modeling best practices in equity, diversity, accessibility and inclusion for our membership.*” System activities to this end may include:

- Providing guidance on EDI-focused member resources
- Finding proactive ways to diversify library governing bodies and staff to increase representation
- Examining the impacts of systemic racism and bias in libraries
- Facilitating system-wide discussion around equity, diversity, inclusion, and accessibility

Over the past year we have received several suggestions from committee members about possible RAILS projects including:

- Creation of an action-oriented document which lists tangible and feasible EDI changes a library can pursue
- Compiling a directory of RAILS libraries that currently possess an internal staff-led EDI committee

You will also find a list of planned activities related to EDIA in the portion of our operational plan included in your packet.

We hope to hear what other ideas on committee priorities you all might have as we prepare for the year ahead. We look forward to our conversation on June 18th.