



IMPLEMENTATION AND ACTION ON RACISM AND SOCIAL JUSTICE

1. Reaffirm the Rotary Club of Seattle's support of and commitment to the ***Resolution on Racism and Social Justice*** approved by the board in August 2020, annually, at the start of each Rotary year.
2. Develop and present an action plan for the implementation of this resolution annually.
3. Conduct an annual evaluation of the implementation and action plan and present a written report to the board and membership at the end of the Rotary year, summarizing the activities undertaken and assessing their effectiveness.
4. Designate a Rotary Club of Seattle board member to serve as the point person to ensure that the board remains accountable for the work described above, in support of this resolution.

CURRENT ACTIONS IN WHICH THE ROTARY CLUB OF SEATTLE IS (OR COULD BE) ENGAGED:

The list below includes a variety of actions that are either ongoing or new and can be modified throughout the year.

- Hold at least one social justice program per month, as appropriate. *(Program Committee.)*
- Continue, through the Peacebuilders Committee, reading and hosting facilitated book group discussions using current books. (Next book scheduled is *The New Jim Crow* by Michelle Alexander.) *(Peacebuilders Committee)*
- Look at member recruitment and retention and identify obstacles to recruiting and retaining a more diverse membership base, with the goal of removing those obstacles. *(Membership Recruitment and Retention Committees)*
- Continue the partnership started in 2019, with the United Negro College Fund (UNCF), to provide scholarships to high school seniors heading to college. *(Education Committee)*
- Reach out to Black and other members of the Rotary Club of Seattle who are involved with organizations functioning under the leadership of Black Americans for the purpose of fighting racism, to determine if there are other organizations looking to work or partner with the Rotary Club of Seattle. *(Service Committees; SRSF Board; Rotary Board)*
- Integrate challenging conversations into the fabric of the club at least quarterly, by hosting facilitated discussions on ways members can address ending systemic racism in our community. Topics could be introduced and facilitated by the Peacebuilders Committee or could take place following a particularly thought-provoking speaker. In order to provide enough time for the discussions, a minimum of 30-45 minutes would be required. Conversations would have to be introduced and facilitated in a way that does not ask Black and other members of color to share their stories of racism in order to teach others. *(Peacebuilders Committee and Program Committee)*