



A CONVERSATION ON BECOMING A WELCOMING CLUB BY EMBRACING DEI:

Diversity, Equity & Inclusion

DISTRICT 7430



PURPOSE

As members in one of the greatest civic organizations in the world, we strive to create an organization that is open and inclusive, fair to all, builds goodwill, and benefits our communities.

A top priority for Rotary is growing and diversifying our membership to make sure we reflect the communities we serve and are inclusive of all cultures, experiences, and identities.

We want people with differing perspectives and ideas who will help Rotary take action to create lasting change in communities around the world.



Diversity, Equity, and Inclusion

As a global network that strives to build a world where people unite and take action to create lasting change, Rotary values diversity and celebrates the contributions of people of all backgrounds, regardless of their age, ethnicity, race, color, abilities, religion, socioeconomic status, culture, sex, sexual orientation, and gender identity.



DIVERSITY

Rotary welcomes people of all backgrounds, cultures, experiences, and identities.



EQUITY

Rotary strives for the fair treatment, opportunity, and advancement of all Rotary participants.



INCLUSION

Rotary is working to create experiences where all people feel welcomed, respected, and valued.

<https://www.rotary.org/en/about-rotary/diversity-equity-and-inclusion>

Rotary International's Board of Directors Strengthens Rotary's Diversity, Equity, and Inclusion Statement – June 2021

At Rotary, we understand that cultivating a diverse, equitable, and inclusive culture is essential to realizing our vision of a world where people unite and take action to create lasting change.

We value diversity and celebrate the contributions of people of all backgrounds, across age, ethnicity, race, color, disability, learning style, religion, faith, socioeconomic status, culture, marital status, languages spoken, sex, sexual orientation, and gender identity as well as differences in ideas, thoughts, values, and beliefs.

Recognizing that individuals from certain groups have historically experienced barriers to membership, participation, and leadership, we commit to advancing equity in all aspects of Rotary, including in our community partnerships, so that each person has the necessary access to resources, opportunities, networks, and support to thrive.

We believe that all people hold visible and invisible qualities that inherently make them unique, and we strive to create an inclusive culture where each person knows they are valued and belong.

In line with our value of integrity, we are committed to being honest and transparent about where we are in our DEI journey as an organization, and to continuing to learn and do better.

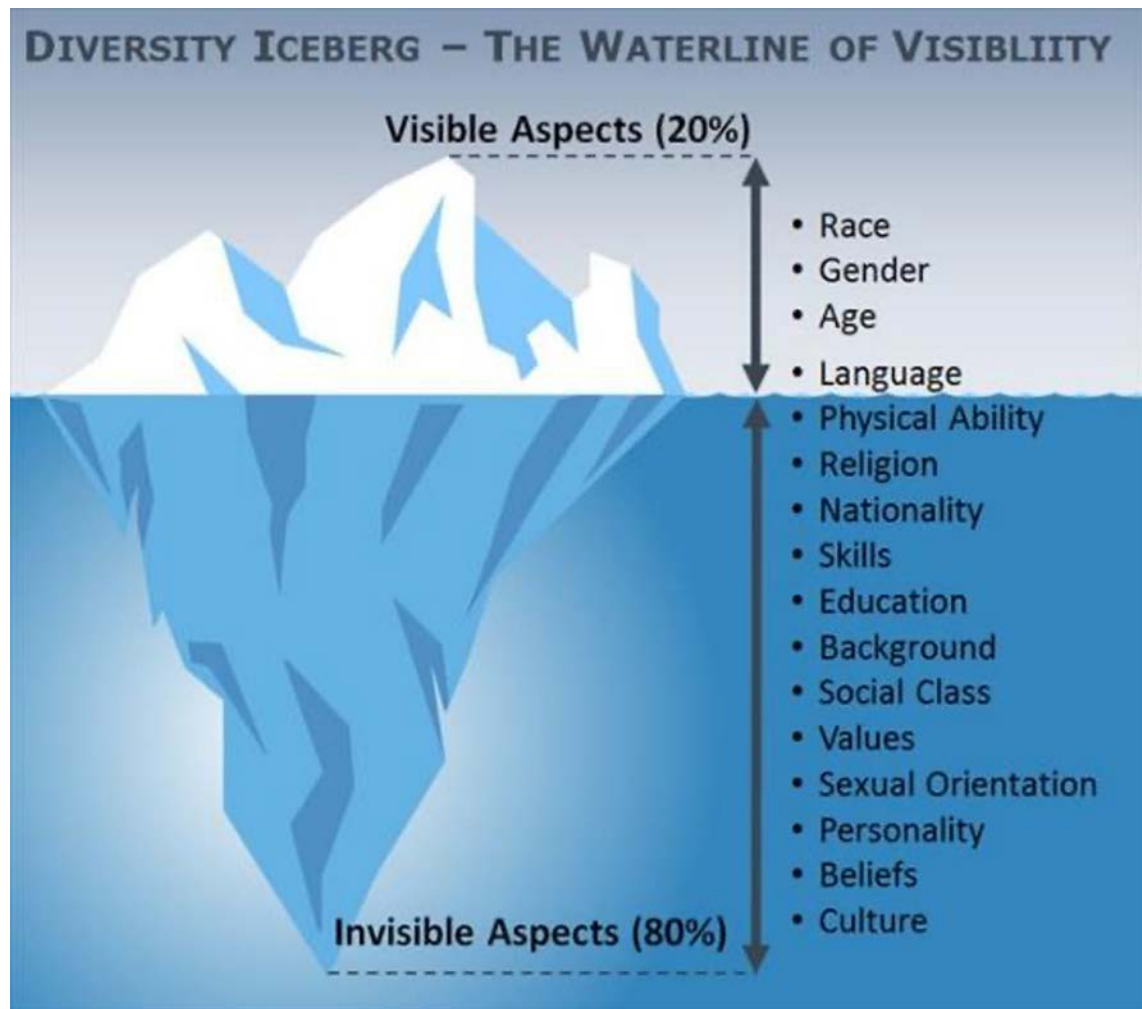


DIVERSITY

- Diversity is the mosaic of people who bring a variety of backgrounds, styles, perspectives, values and beliefs as assets to the groups and organizations with which they interact.



THE DIVERSITY ICEBERG



What is Diversity in Rotary?



Thinking Styles



Language



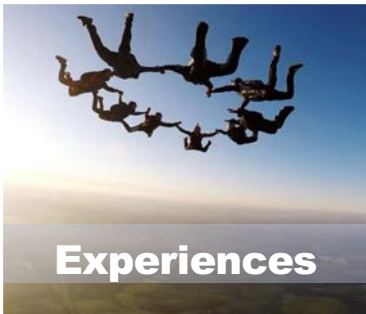
Ethnicity



Religion



Perspectives



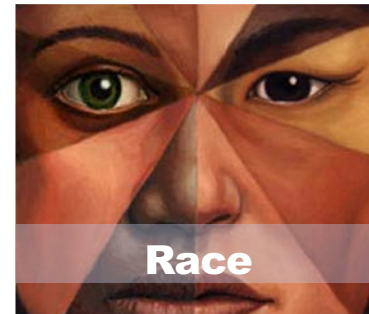
Experiences



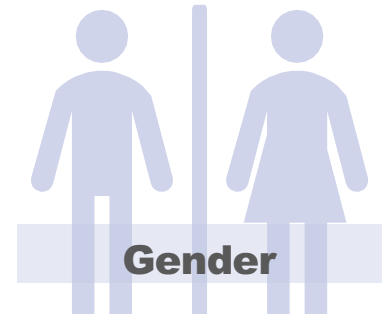
Nationality



Job Level



Race



Gender



Age



Culture



Physical Abilities



Sexual Orientation



Skills

INCLUSION

- Inclusion is the achievement of a club environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the club's success.



Equality:

The assumption is that everyone benefits from the same support. This is considered to be equal treatment.



Equity:

Everyone gets the unique support they need to be successful.



Equity is the active removal of barriers to promote fair treatment, opportunity, and advancement for all regardless of background.

BELONGING

“When we feel a sense of ***belonging*** it is not because we are the same as everyone else, but because we have been accepted as we are.”



District 7430 Diversity, Equity & Inclusion Committee

A top priority for Rotary is growing and diversifying our membership to make sure we ***reflect the communities we serve.***

Rotary will cultivate a diverse, equitable, and inclusive culture in which people from underrepresented groups have greater opportunities to participate as members and leaders.

We're creating an organization that is ***more open and inclusive***, fair to all, builds goodwill, and benefits our communities. We want people with differing perspectives and ideas who will help Rotary take action to create lasting change in communities around the world.

BENEFITS OF DIVERSITY, EQUITY & INCLUSION IN ROTARY

- Helps us consider different points of view.
- Provides us with additional skills and knowledge needed to meet our mission.
- Provides multiple perspectives on problem solving.
- Increases club productivity.
- Increased member retention rates.
- Boosts club morale.
- It's the right thing to do!



THE FOUR-WAY TEST



THE FOUR-WAY TEST

Of the things we think, say or do:

first

Is it the **TRUTH**?

second

Is it **FAIR** to all concerned?

third

Will it build **GOODWILL** and
BETTER FRIENDSHIPS?

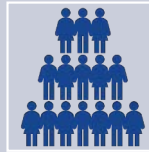
fourth

Will it be **BENEFICIAL** to
all concerned?

DIVERSITY, EQUITY & INCLUSION ENABLERS



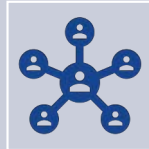
Recognizing the differences that make each of us unique.



Attracting people of all backgrounds together in a respectful environment.



Creating an environment where everyone is appreciated and has a chance to succeed.



Recognizing how attitudes toward differences influence our interactions with others.

DIVERSITY, EQUITY & INCLUSION BARRIERS



Fear of change is counterproductive, especially fear of ideas and people who are different from us.

“I think we have to own the fears that we have of each other, and then, in some practical way, some daily way, figure out how to see people differently than the way we were brought up to.”

Alice Walker



Bias occurs when you make spontaneous judgments about people or situations based on your past experiences, culture, background, or exposure to media.

“Just as a child is born without fear, so it is born without prejudice. Prejudice, like fear, is acquired.”

Marie Killea



BREAKOUT ROOM QUESTIONS FOR REFLECTION AND ACTION

1. What has been my Rotary Club experience with diversity, equity & inclusion?
2. What do I need to know about the diverse makeup of our community?
3. What more do we need to learn about to overcome our DEI challenges?
4. What actions can our club take to expand the reach of Rotary and be more inclusive?

HOW CAN ROTARY MEMBERS PROMOTE DIVERSITY, EQUITY & INCLUSION?

Practice	Practice positive, constructive conversations; work cooperatively towards a common goal.
Contribute	Live up to the social contract; contribute to your fullest potential; strive for excellence.
Recognize and Respect	Recognize and respect others and their individuality.
Think Before Speaking	Think before you speak and be sensitive to others.
Engage Others	Talk about your differences and ask tactful questions about how people want to be treated.
Eliminate Bias	Eliminate stereotypes and generalizations.



How Do You Include?

- I**nvoke others to join
- N**ormalize the experience
- C**ommit to inclusive practice
- L**ead by example
- U**ncover strengths and talents
- D**ifferentiate activities
- E**ncourage interaction

SUMMARY