

WELCOME !



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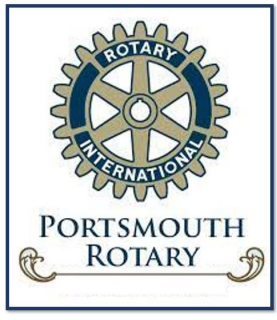
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Rotary International Diversity Equity and Inclusion Statement 2019

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 all backgrounds**, regardless of their age, ethnicity, race, color, abilities, religion, socioeconomic status, culture, sex, sexual orientation, or gender identity.





Rotary's Commitment to Diversity Equity Inclusion

We believe that exemplifying and embracing diversity, equity, and inclusion (DEI) should be a part of everything we do at Rotary.

To ensure we live up to that ideal, the Board of Directors and our [DEI Taskforce](#) acted to strengthen the DEI statement originally adopted in 2019. The result is in a new commitment to diversity, equity, and inclusion:





New DEI Statement from Rotary International

“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...





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“...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.”



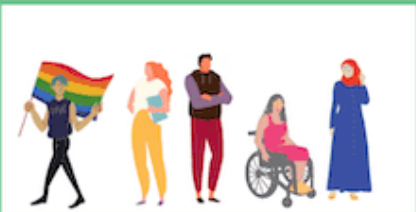
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Diversity Equity and Inclusion

Diversity

means that everyone is invited to and welcome at the party.

Presence of differences

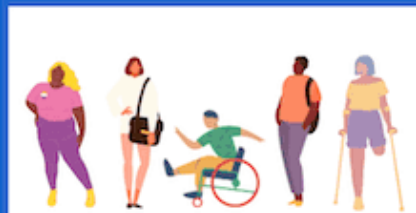


DIVERSITY

Equity

means that everyone has the chance to help plan the party and make decisions.

Fair access, opportunity, and support



EQUITY

Inclusion

means that everyone is fully engaged – dancing, talking, eating, laughing – together.

Genuine sense of belonging and value



INCLUSION



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What is needed?



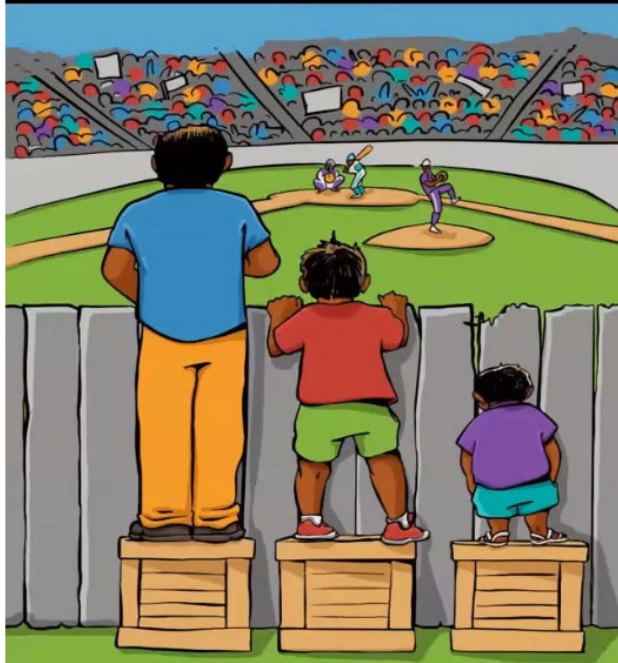
What's called for is a change in *Rotary*
Culture from every leader at every
level of our organization!





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Equality vs Equity



**It's not a question of height,
but a question of structural barriers to opportunity**



Diversity Questions for Your Rotary Club



Do the demographics of your club match the demographics of the community in which you reside?

- Age
- Race
- Gender
- Religion
- Sexual Orientation
- Economic Status
- Occupations
- Abled/ disabled



Is there a historical bias in seeking/ inviting new members to join Rotary?



Do you have an active plan to increase the diversity in your membership?



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Equity Questions for Your Rotary Club

Is your meeting accessible to all?

- Place
- Handicapped Accessible
- Time Accessible
- Cost Accessible
- Alternative Meetings/Times

Is there a cultural bias to your meetings/menu?

Do you offer hybrid meetings?

Does everyone have the technology capabilities to join zoom meetings?

Is your Club intentionally non-partisan?

Does your club promote inter-faith or non-faith reflection?

Examples might include spiritual reflection versus specific religious prayers or Moments of Reflection or Rotary Moments...



Inclusion Questions for Your Rotary Club

Are all members involved on a committees or an activity?

Are new members assigned a mentor?

Is every member considered for leadership roles?

Are members invited to participate, and how is this accomplished?

Are activities accessible so all can join?

- Day/Time/Location

- Physically Accessible

- Not conflicting with work or family

- Cost Accessible

- Are Alternatives possible?





Rotary Resource Links

RI Diversity, Equity, and Inclusion Statement

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

Rotary Learning Center: Committing to Diversity, Equity, and Inclusion

- <https://learn.rotary.org/members/learn/course/679/committing-to-diversity-equity-and-inclusion>

DEI in Rotary Youth Exchange

- http://msgfocus.rotary.org/files/amf_highroad_solution/project_190/Youth_Exchange/LGBTQ_Resource/2020_LGBTQ_RYE_FINAL.pdf

Rotary 2020: Moving from Diversity to Inclusive Actions

- <https://www.youtube.com/watch?v=WxIbRNag3WE>





A Few More Rotary Resource Links

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External (non-Rotary) Resources

LinkedIn Learning Path on Diversity, Inclusion, and Belonging for All

<https://www.linkedin.com/learning/paths/diversity-inclusion-and-belonging-for-all>

LinkedIn Course on Inclusive Leadership

<https://www.linkedin.com/learning/inclusive-leadership/welcome>

The Look: A Story About Bias in America

<https://us.pg.com/talkaboutbias/>

10 Best Diversity Videos

<https://blog.ongig.com/diversity-and-inclusion/top-diversity-videos/>





Rotary's Commitment to Diversity, Equity and Inclusion

<https://us.pg.com/talk-about-bias/>

[Choose Action | P&G \(pg.com\)](#)

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



Some examples of what clubs are doing to accomplish these goals...

- Rotary Inclusion Reflection from a Club member at each meeting
- Collaboration with Indigenous community resource center
- Social Justice Effort to make community an inclusive and better place to live
- Program to support school children collaborating with members of the communities they live in
- Meet with Executive Director of NAACP to hear and learn about the community and population they serve
- Develop Community Advisory Board to recommend potential projects that are needed in community along with who to do them with





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