

“Re-Imagine Rotary: Embracing our Community”

**(We Can’t Serve the Community
Unless We Are the Community)**

District Training Assembly, May 17, 2022





DIVERSITY

diversity is less about what makes people different—their race, socioeconomic status, and so on—and more about understanding, accepting and valuing those differences



EQUITY

equity is about creating fair access, opportunity, and advancement for all those different people. It's about creating a fair playing field, to use a familiar metaphor



INCLUSION

inclusion is the extent to which various team members, employees, and other people feel a sense of belonging and value within a given organizational setting

Rotary DEI in the Past:
Don't Even Ask!



Historic Exclusion in Rotary

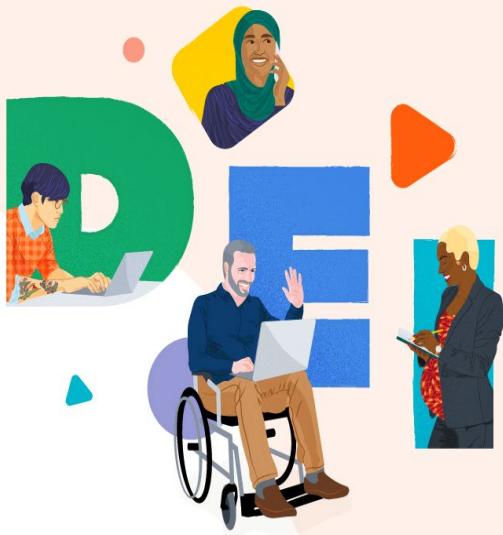
- **1982** RI declares that “racial discrimination has no place in Rotary” and bans “any club from limiting membership on the basis of race, color, creed or national origin.”
- **1987** US Supreme Court orders Rotary to accept women.
- **Until recently**, only one person in each classification of business or a profession



**Today, Rotary
International President
Shekhar Mehta says -**

DEI Code of Conduct, put simply:

- Use respectful language
- Be supportive
- Foster a welcoming and inclusive environment
- Celebrate diversity



RI's Progress



Occupation limitation ended



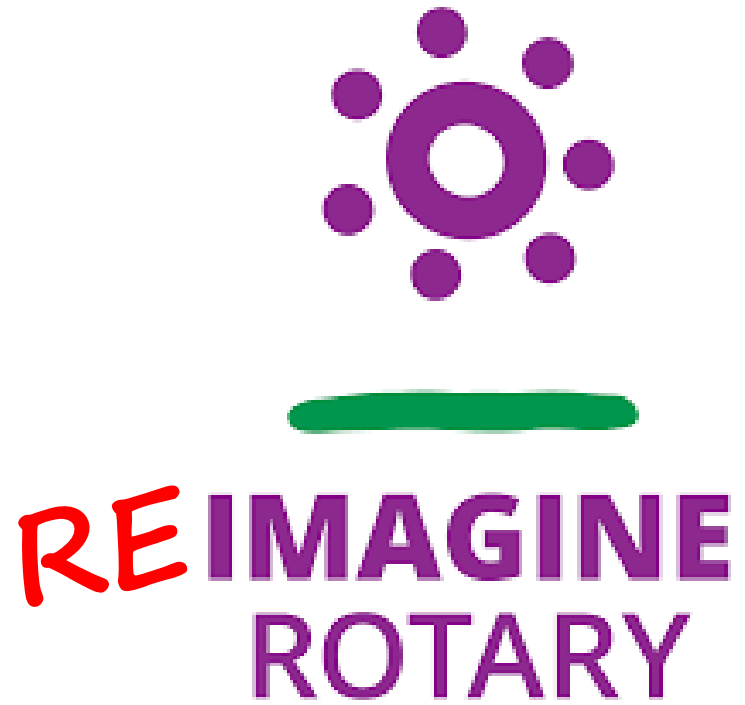
Membership open to all races



Membership open to women



First woman RI president (July 1st)

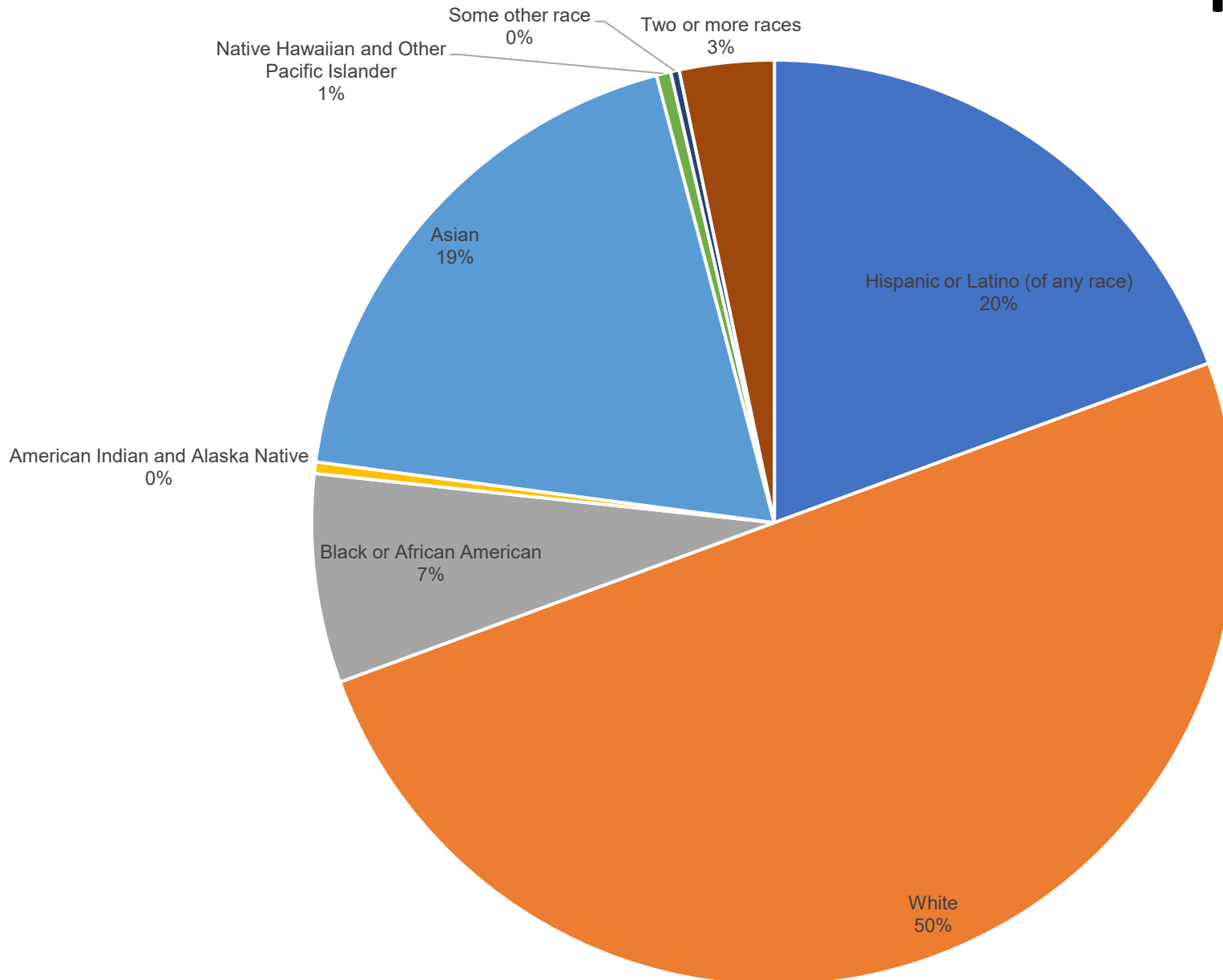


At Rotary, we understand that cultivating a diverse, equitable, and inclusive culture is essential to realizing our vision of a world where people unite and take action to create lasting change.

Inclusion Challenges Today

- **How can we shed our image as an elite wealthy organization?**
- **Does it cost too much to be a member?**
- **Do we appeal to younger members or are we stuck in the 1950s?**
- **Is there inclusion at all levels (officers, board, chairs)?**
- **Do we consult those we hope to help before hand?**
- **How can we modernize the district?**

The SF Bay Area in 2020 Race/Ethnicity (ABAG)



- White, 50%
- Hispanic or Latino (of any race), 20%
- Asian 19%
- Black or African American, 7%
- Other, 4%

*Source: ABAG –
2020 census
results for SF Bay
Area*

DEI – a 3-Year District Commitment



District 5170



DEI Examples: What are other local clubs doing?

- Cupertino – Took a look, made it happen
- Oakland #3 – DEI Committee with professional facilitator
- Castro Valley – Open forums for difficult discussions

The Oakland #3 DEI Journey



**SERVE TO
CHANGE LIVES**



ABOUT OAKLAND #3's HISTORY & MEMBERSHIP

- ❑ **114 Year History**
- ❑ **First 5 Member - Number 3**
- ❑ **263 Members**
- ❑ **37 Committees**
- ❑ **47% Female Members**
- ❑ **Diverse - ????**
- ❑ **154 Members Ages 60 - 80**
- ❑ **2 Black Presidents Ces Butner & Charlie Adams**
- ❑ **1st Asian American PE - Mary Geong 2022-23**
- ❑ **1st Latinex PE - Tom Limon 2023-24**
- ❑ **7 Women PAST Presidents: Carla Betts, Iris Brody Lopez, Mary Rudser, Lorna Padia Markus, Linda Chew, Linda Bossenecker, Gudrun Dybdal**

PHASE I - DEFINING & CONSENSUS BUILDING

Analyzed ...

- District Initiatives
- DEI approaches from other clubs

Drafted ...

- DEI definitions
- Values, vision, purpose, mission

Met in sub committee to ...

- Vet Consultants
- Prep for Action Planning

Referenced ...

- Rotary International DEI Task Force
- Rotary International Code of Conduct

VIVA ASMELASH IS GUIDING US SIDE BY SIDE

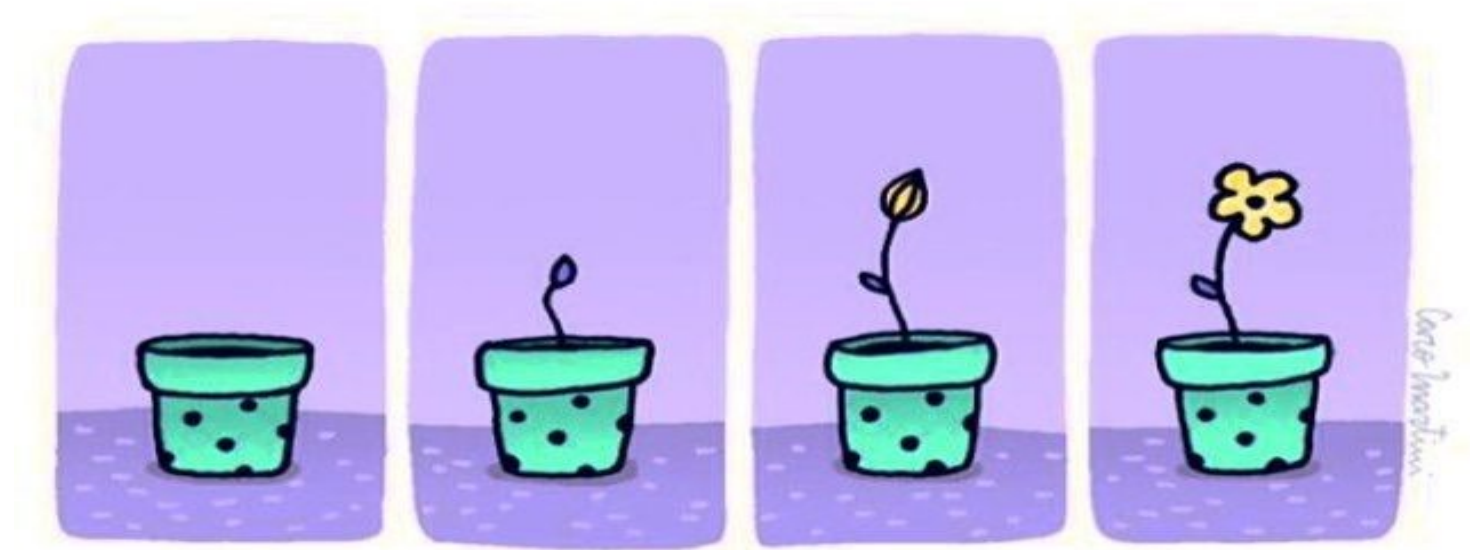


ACTION PLANNING

DELIVERABLES INCLUDE:

- Drawing heavily from Rotary International
- Inclusion survey - adapted annual survey
- Club & Board engagement (6 sessions)
- Assessment of club practices through
 - ...documents
 - ... 1-1 personal interviews (4-6 sessions)
- Culminating report, findings & priorities
 - ...to be presented to club to move forward

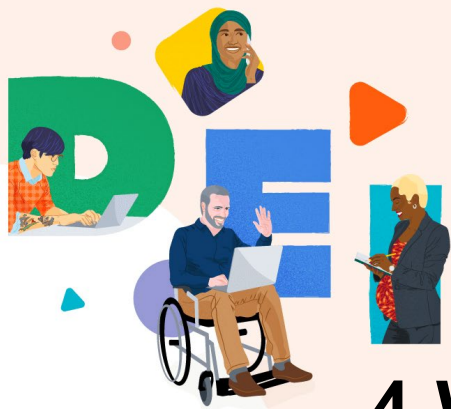
DOING IT RIGHT TAKES TIME....



some things take time

Castro Valley's DEI Journey





4-Way Test to Inclusive and Empowering Service

1. Does the project/grant center on a solution identified by the people affected?
2. Does everyone involved have the opportunity to share their skills, talents and insights?
(Community members and Rotarians in equal measure)
3. Is the grant/project consistent with the Global Grant Criteria and Diversity and Inclusion goals of Rotary International?
4. Does the project/grant have sustainable, measurable outcomes that substantively improve quality of life?

“Each Rotarian has power over whether Rotary is an institution that promotes diversity, equity and inclusion.” [Dr. Todd Bowtie]



District DEI Contacts:

Sara Lamnin, Hayward, saralamnin@sbcglobal.net

Gary Howard, Castro Valley, garyhoward2020@gmail.com

Roland Williams, Castro Valley, roland@cvsan.org

Mark Poniatowski, Castro Valley, mponiatowski@ponlaw.com

Liz Gallegos, Cupertino, ergallegos@aol.com

Celeste Gordon, Oakland #3, gordon.celeste@gmail.com

Regina Guillory, Piedmont Montclair, reginarguillory@aol.com

Cheryl Lander, Silicon Valley Rainbow, doglover.lander@gmail.com

Jill Duerig, Livermore Valley, jillduerig@Hotmail.com