

ROTARY CLUB OF HONOLULU

MINUTES

JULY 19, 2022 ZOOM MEETING

President **Lyla Berg** called the July 19, 2022, meeting of the Rotary Club of Honolulu to order at noon with the ringing of a bell. She welcomed all to the meeting, including our regular visitor from the UK, Kevin Parle. **Rick Tabor** led the Pledge of Allegiance and **Maja Grajski** and **Lee LaBrash** the singing of "What the World Needs Now". **Peg Jackson** gave an inspiration focused on the recent addition of Mary Jane McLeod Bethune's statue as the Florida state statue, replacing a confederate general. Peg cited the many accomplishments of the educator and civil rights activist. **Travis Saito** gave a Vocational Minute, describing what he and his organization (the Neighborhood Commission for the City & County of Honolulu) do in the community. In the Breakout Sessions, members were asked to share a challenge that their team/business/club/organization/family surmounted that made them stronger.

Maja Grajski introduced the speaker of the day, our club member and executive director of the Harold K. L. Castle Foundation, **Terry George**. Terry's topic was "Is It Fair to All Concerned? Diversity, Equity, and Inclusion at the Harold Castle Foundation and the Rotary Club of Honolulu". He began by relating who Harold K. L. Castle was and a brief history of the Foundation. He described three recent successful projects of the Foundation: support of the Miloli'i Fisheries, the Kauai High School career connected program, and making possible free tuition at Windward Community College for Windward public school high school graduates. Focusing on DEI (Diversity Equity Inclusion), Terry described a recent Foundation effort to assess the internal organization's success in those areas before looking outward. Based on "We hold these truths to be self-evident that all are created equal --- ", it is acknowledged that all do not have equal opportunities. The organization's assessment was done by an outside agency. The outcome was revealing, included many different examples of what created diversity in the group, and resulted in the in revisions of handbooks, procedures, and the need to address the power dynamics of the organization. He described the history of Rotary's change to include women, and emphasized the need to move on from the wrongs of the past, noting that businesses found when they were more diversified, they were more successful. Tying the DEI discussion to Rotary, Terry first said how proud he is of our organization and the accomplishments of Rotary. He suggested a two-part plan for our club to increase DEI. First, to seek out younger, more diverse new members from a variety of walks of life. But by so doing, not to cast dispersions on the existing older members. They still rock, as exemplified by **Rob Hale's** Centennial Park success. Diversity will make our club stronger. Secondly, to build equity in our service projects. Ask speakers and listen for the ideas and solutions, empower them with voice. In conclusion Terry said we have come a long way, and we should use DEI guidelines to continue moving forward. There was a brief Q & A before **President Lyla** announced next week's meeting and encouraged members to sign up for the upcoming hybrid restaurant meetings. After the singing of "Hawaii Aloha", she adjourned the meeting at 12:56 PM.

Nancy White, Scribe