

# Diversity Equity Inclusion



# The Object of Rotary

The Object of Rotary is to encourage and foster the ideal of service as a basis of worthy enterprise and, in particular, to encourage and foster:

- FIRST: The development of acquaintance as an opportunity for service;
- SECOND: High ethical standards in business and professions; the recognition of the worthiness of all useful occupations; and the dignifying of each Rotarian's occupation as an opportunity to serve society;
- THIRD: The application of the ideal of service in each Rotarian's personal, business, and community life;
- FOURTH: The advancement of international understanding, goodwill, and peace through a world fellowship of business and professional persons united in the ideal of service.



# The 4 Way Test

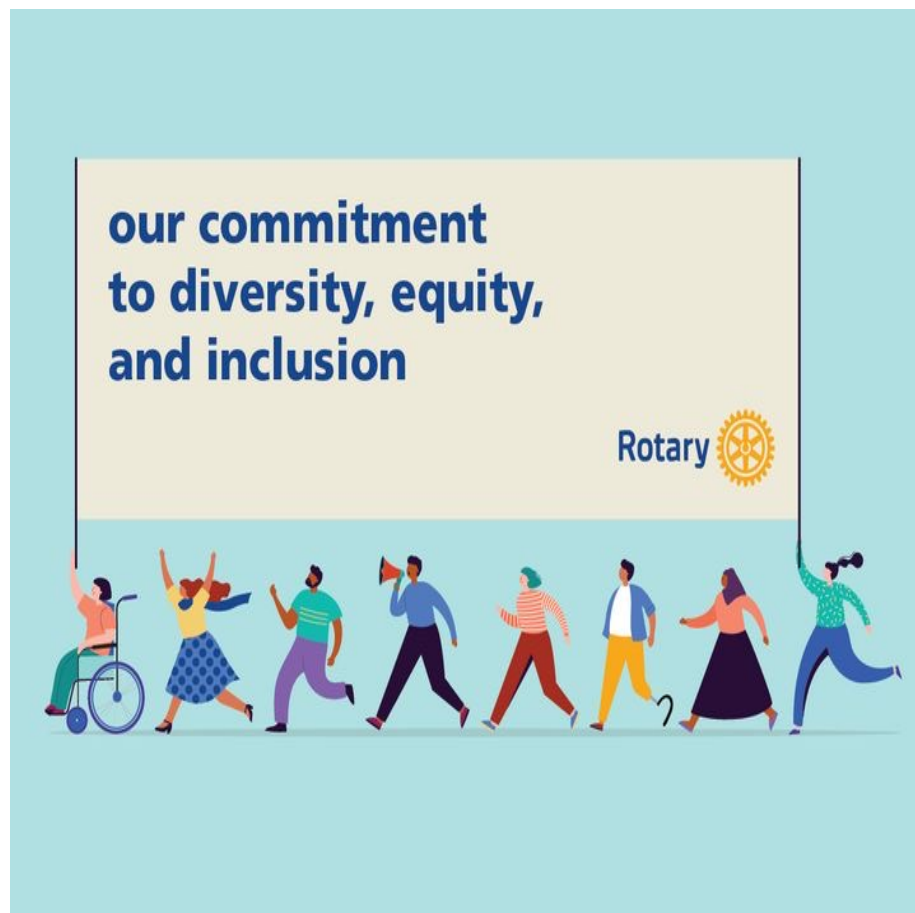
The Four-Way Test is a nonpartisan and nonsectarian ethical guide for Rotarians to use for their personal and professional relationships.

Of the things we think, say or do:

- Is it the TRUTH?
- Is it FAIR to all concerned?
- Will it build GOODWILL and BETTER FRIENDSHIPS?
- Will it be BENEFICIAL to all concerned?

# Rotary International Diversity, Equity and Inclusion Vision

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.



# RI DEI Code of Conduct

**Rotary Core Values:** Fellowship, Integrity, Diversity, Service, Leadership

This code of conduct was created to articulate our core values and reinforce the responsibility that comes with being a member of the Rotary family, which includes members and participants from over 200 countries and geographical areas, speaking over 100 different languages. We are committed to enforcing and evolving this code as our organization grows.

Like our core values, we expect our Rotary and Rotaract club members to apply the ideas contained in this code of conduct as they interact and engage with one another, Rotary program participants, Alumni, project partners, and members of the community. Specifically, the code of conduct applies to all club, district, zone, and Rotary International meetings, trainings, events, shared online spaces (My Rotary, email, etc.), social media, and other avenues where you represent Rotary.

## **Expectations**

All club members, Rotary program participants, Alumni, project partners, and representatives of Rotary are expected to be considerate and contribute to a collaborative, positive, and healthy environment in which all are respected and valued. Specifically:

- **Use respectful language.**
- **Be supportive.**
- **Foster a welcoming and inclusive environment.**
- **Celebrate diversity.**
- **Duty to Report.**

Need more information? Rotary International has lots of additional resources on [DEI](#) and how you can activate in your area.



# RI DEI Commitment Statement

- 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, neurotype, faith, religion, 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 access to the resources, networks, opportunities, and support they need to thrive.
- We believe that all people have visible and invisible qualities that inherently make them unique. We will create an inclusive culture where each person feels like they are valued and belong.
- In live with our value of integrity, we are committed to being transparent about where we are in our DEI journey as an organization and to continuing to learn and do better.
- Rotary International has lots of additional resouces on [DEI](#) and how you can activate in your area.





What comes to mind when you  
think of DEI?

# Starting the Conversation

When you hear DEI, what comes to mind?



Rotary





# PRINCIPLES OF BRAVE SPACE

- We are present in the space
- We are open to new ideas
- We listen carefully, deeply and are curious
- We respect confidentiality and are trustworthy
- We challenge ideas, not people
- We are aware of our biases
- We acknowledge and appreciate each other

# Brave Space



**Brave spaces** can look, sound and feel different from one another, but the general idea is to cultivate a productive dialogue where participants are encouraged to speak honestly and critically from their own experience toward the end of mutual learning and liberation.

## **This includes**

- Diversity of thought
- Difficult conversations
- Respectful engagement
- Awareness and acceptance of possible consequences



### Diversity

Includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another.



### Equity


The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.



### Inclusion

The act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate.

## Diversity, Equity and Inclusion



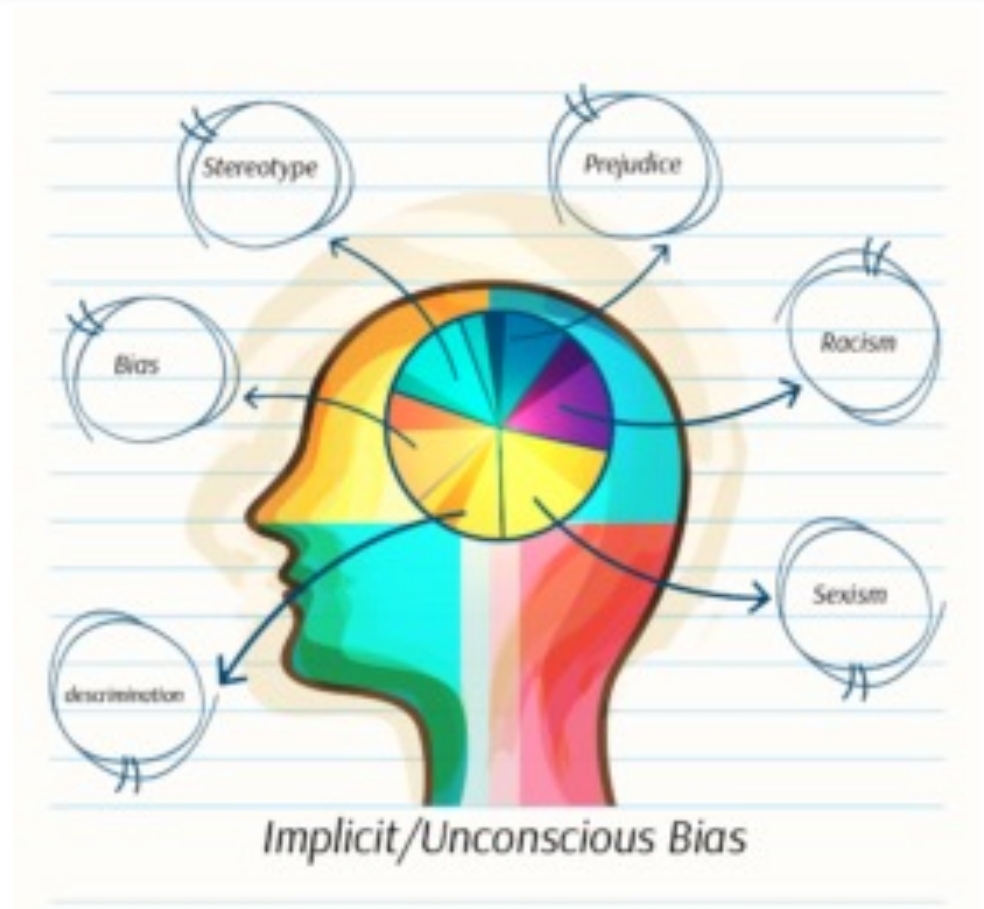
**“Diversity is being invited to the dance.  
Equity is playing music we all can dance to.  
Inclusion is being asked to dance.”**

*Willie Ratchford, Community Relations Director*

# Unconscious Bias

Unconscious Bias is:

- Everyday
- Automatic
- Hard-Wired
- None of us are immune



**We don't see things as they are .....**

**We see things as we are**

# Facing our Biases

- **Ageism** – Prejudice or discrimination on the basis of a person's age.
- **Sexism** – Prejudice, stereotyping, or discrimination on the basis of a person's sex or gender.
- **Racism** – prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior.
- **Ableism** - the intentional or unintentional discrimination or oppression of individuals with disabilities.



### 3 Things You Should Know About Bystander

#### Definition

is a person who observes a conflict or unacceptable behavior.

#### Concept

An individual who observes a situation or potential situation in which an individual may experience harmful or hurtful acts.

#### Effect

An individual who is less likely to offer help or intervene in a situation where others are present because they assume someone else will do it.

# UPSTANDER

# So What Can you do?

Are you a Bystander or Upstander?

What do we do?



# Confronting Unconscious Bias

What can you do as a Rotary leader to create the right environment to challenge unconscious bias?

- You walk into a meeting and the only meal offering is beef. There are two guests at your table who are vegetarian. What do you do?

# Confronting Unconscious Bias

What can you do as a Rotary leader to create the right environment to challenge unconscious bias?

- You attend a meeting where there is a Christian invocation. You are with a colleague who is not Christian. How do you address this?

# Confronting Unconscious Bias

What can you do as a Rotary leader to create the right environment to challenge unconscious bias?

- A Rotarian in your club closes each meeting with a culturally biased or sexist joke (in the name of fun). What do you do about this?

# Confronting Unconscious Bias

What can you do as a Rotary leader to create the right environment to challenge unconscious bias?

- Female members of your club do not have the same opportunity for leadership positions in the club. What do you do?

# Scenario 1

- This club has been recognized widely for the service it does and is well-known in the community. It has members of a variety of ages, diverse racial and ethnic backgrounds, and a good gender balance. It meets weekly for drinks and dinner in a private room in the basement of a popular local steakhouse.

## Scenario 2

This club is known for its outstanding fellowship. The members know each other well and enjoy spending time together. Most of them have been in the club for at least 5 years and are all of a similar age. They meet weekly on Tuesday afternoons and begin meetings with an invocation that is often religious. The members are mainly from similar racial, religious, and cultural backgrounds.

## Scenario 3

This club is in a region where Rotary is regarded as a very prestigious networking organization. Most of its members hold senior roles in their workplaces or are retired from executive positions. Potential members are vetted carefully, based mainly on their professional qualifications. The club meets weekly on Thursday evenings and has a satellite club that meets on Saturdays. The members come from a variety of professions and age ranges, and most of them are of the same gender.

# Action .....



## DEI Champions

RI has called us to action – both individually and collectively to actively be part of the change.

We are a key component of making Diversity, Equity and Inclusion part of the fabric of Rotary. What does this look like?

As a DEI Champion – Your Role is to Guide the District From Here.....

## Lead by example – Listen for understanding



# To Here . ....



**Diversity** is a fact.  
**Equity** is a choice.  
**Inclusion** is an  
action.  
**Belonging** is an  
outcome.





# Focused Reflections



Is your club relevant to their members  
and their communities?



# Is there Diversity?

Do you have targeted strategies to attract diverse groups like . . .

- Women
- Young Professional
- Different Ethnic Groups
- Non-traditional Professions
- LGBTQIA





# Diversity Questions for the Clubs in Your District

- Do the demographics of your club match the demographics of the community?
  - Age
  - Race
  - Gender
  - Religion
  - Sexual Orientation
  - Economic
  - Career
  - Handicapped
  
- Is there a bias in seeking new members?
  
- Is there an active plan to increase diversity?



# Equity Questions for the Clubs in Your District

- Is your meeting accessible to all?
  - Place
  - Handicapped Accessible
  - Time Accessible
  - Cost Accessible
  - Alternative Meetings/Times
- Is there an Ethnic Bias to your Meetings/Menu?
- Do you offer Hybrid Meetings?
- Does everyone have the technology capabilities to join our zoom meeting?
- Are the meetings non-political?
- Non-Denomination Reflection versus Spiritual versus Specific Religious Prayers versus Moments of Reflection versus Rotary Moments

# Inclusion Questions for the Clubs in Your District

- Are all members involved on at least two committees or activities?
- Are new members assigned a mentor?
- Is every member considered for leadership positions?
- Are members invited to participate, not just an announcement from the podium?
- Are activities accessible so all can join?
  - Day/Time/Location
  - Physically Accessible
  - Not conflicting with work or family
  - Cost Accessible
  - Are Alternatives possible?

## Age of Personalization

- Rotary – are we stuck between an age of standardization and our new age of personalization?
- Have we built a culture that is agnostic to differences?
- Weekly dinner meetings (standardization) or e-club (Personalization)
- Has our thinking, our vision, our systems been so dependent upon focusing on standardization that we haven't provided the room to serve personalization?
- Individuals are no longer inclined to hide their diversity or feel pressured to fit into the standardized version of mainstream.....
- If we want to influence our organization and marketplace ..... how do we lead in this age of personalization?

### Recommendations:

- Increase DE&I awareness and knowledge through District Leadership Tables and Through Rotary Club Engagement and Club Meetings & District Support
- Design and implement a DE&I district strategic plan.



## Commitment – Action Activities

- **Talk about diversity** with your district leadership team and encourage them to have discussions with their respective club leadership teams to create a member diversity and inclusion action plan using the Diversifying Club Assessment.
- **Invite local diversity**, equity, and inclusion experts to speak at your club's next gathering.
- **Connect with local organizations** that are supporting diversity, equity and inclusion efforts and work with them on projects or events.

## Commitment – Action Activities

- **Encourage and support people** from under-represented groups to take on leadership positions in your club and district.
- **Encourage District Leadership Team members** to take the Building a Diverse Club course in the Learning Center to learn more about diversity, equity and inclusion.
- **Create a community advisory board** and invite diverse members from the community and from your club to take part. You will learn what's important to the community and discover ways to work together and take action.

# Rotary 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\\_LGBT\\_Q\\_RYE\\_FINAL.pdf](http://msgfocus.rotary.org/files/amf_highroad_solution/project_190/Youth_Exchange/LGBTQ_Resource/2020_LGBT_Q_RYE_FINAL.pdf)
- Rotary 2020: Moving from Diversity to Inclusive Actions
  - <https://www.youtube.com/watch?v=WxlbRNag3WE>



# 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/>



# QUESTIONS?

