



1



2

What it IS

- **Diversity**
 - The presence of differences within a group; e.g., race, gender, culture, religion
- **Equity**
 - Access to opportunities & resources + addressing systemic inequalities
- **Inclusion**
 - Everyone feels welcome, valued, and integrated.
INTEGRATED AS THEY ARE.

3

What it brings

- **Creativity**
- **More Informed**
- **New membership & Retention**
- **Personal and Community Growth**

4

HOW???

- DO NOT – check boxes, lower standards, make a list of “others”.
- Understand the language of DEI
 - RI Courses
 - YouTube
 - LISTEN
- Seek out new ***perspectives***
 - Ask speakers to come; ask them to join
 - If no – LISTEN – what are the barriers?

5

HOW???

- Celebrate both differences and similarities
- Look at your community – really just drive around and LOOK.
- Identify challenges and barriers & create solutions
 - Socio-economic?
 - Perception of Rotary?
 - Timing?

6

Fails?

- “Must be 6’ tall” to “Police Must Hire Women”
- STEMS event for girls
- Parental Leave experience

7

Isn't it Expensive?

Changing your perspective, learning and growing are all free. Kindness and openness to others are free. Embracing change is free and liberating.

In a world that is constantly evolving and changing and moving, the hardest (and most expensive) thing to do is to hold fast to the status quo; to get locked in to “the way we have always done it”.

Apply the 4-way test. Honestly.

8

Thanks to:

- Background photo by Unknown Author is licensed under [CC BY-SA-NC](#)
- Ralph for inviting me
- You for listening!

Questions?