

District 7950 - District Governor's DEI Citation Award



A key Rotarian principle "*Is it Fair to ALL Concerned* " speaks to the importance of Diversity, Equity, and Inclusion because the **Truth** is... we can and must do better to be an organization that is welcoming to **all** people. If we are to truly **Serve to Change Lives**, we must break down barriers that deter us from our mission and build up support to advance our work. That is why Governor Billy Roberts established the District 7950 Diversity, Equity and Inclusion Committee, and he is requesting the support of all the forward-minded clubs in the district to join us on a journey of organizational self-awareness and self-improvement.

Your Rotary, Rotaract, or Interact club can earn a District 7950 Diversity, Equity, and Inclusion Citation for achieving goals that actively work toward making your club more diverse and

inclusive.

To achieve the Citation, review the five (5) available benchmarks in column 1 of the chart below, then select a minimum of 5 steps/initiatives (column 2), then Register your club for the DEI Challenge using the link or QR Code below.

<https://forms.gle/kaVanHMtxUXEAnqv5>



Once your club has achieved those goals, then report your achievement to the DEI committee who will act as liaisons with the District Governor. In return, your club will receive a written Diversity, Equity, and Inclusion certificate signed by the District Governor, as well as Rotary DEI pins to all active club members. To achieve these goals, each club must be open to make decisions, make changes and willing to embrace new concepts to reach out to community at large.

We invite you to read through each one with an open mind, explore and research to adapt to the DEI framework and recommend that you nominate a member of your club to be responsible for reporting club progress in any of the benchmark areas.

District 7950 Diversity, Equity & Inclusion Framework

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<p>Benchmark 1</p> <p>Educate your club members</p>	<ol style="list-style-type: none"> 1. Host a DEI presentation by a DEI subject matter expert (SME) for awareness training 2. Update club's website with the clubs DEI mission and links to DEI in RI site 3. Information about other clubs that support DEI and a presentation from one of the clubs about how they started and their progress to date 4. Add a DEI section to your club's newsletter and/or social media page that highlights your club's commitment to DEI and educates your readers about relevant topics. 	<p>Notes</p>
<p>Benchmark 2</p> <p>Understand the needs of your club</p>	<ol style="list-style-type: none"> 5. Anonymous DEI Survey for your membership (by the club secretary), share results 6. Share results and do comparative analysis with RI survey results as a guide 7. Understand demographics of your town(s) 8. Develop action items based on the survey results 	
<p>Benchmark 3</p> <p>Expand club membership</p>	<ol style="list-style-type: none"> 9. Think about the location where your club meets 10. Consider alternate meeting times 11. Is the facility accessible to those with disabilities? 12. Does your club offer meal options 	
<p>Benchmark 4</p> <p>Make membership affordable</p>	<ol style="list-style-type: none"> 13. Make financial contributions beyond dues optional rather than required (i.e. club fundraisers; The Rotary Foundation; conference attendance; etc). 14. Give people the choice to participate in a meal. 	
<p>Benchmark 5</p> <p>Make meetings more accessible</p>	<ol style="list-style-type: none"> 15. Encourage and open club membership to individuals not represented in your club. 16. Invite and welcome members of a community or demographic that your club serves to join you in a service project. 17. Collaborate on a project with another service organization within the community. 	