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SEPTEMBER 2020

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Rotary Family

As we enter the month of September, I am so happy to be able to report to you that Rotary clubs in our district are healthy, active and doing great work.

I am so excited to see all of the great ideas clubs are coming up with to continue with their fundraising. There have been several Duck Races, raffles, peach sales and other fundraising activities that will help to keep the great work of our clubs going through this year.

Rotarians are creative, resilient people who always find a way.

I have personally enjoyed my virtual club visits this year, and I know my colleagues, Barb, Shurie and Lee are enjoying their visits also. Thanks to everyone

who makes us feel so welcome.

We are so excited about our District Assembly on Saturday, Oct. 10, 2020 from 9:00 AM until 11:30 AM. We will gather virtually. We are planning breakouts and Creative Fundraising Ideas and New Ways to Grow Membership and Rotary. At 10:00 AM we will welcome Rotary International President Holger Knaack, from Germany, as our keynote speaker. This is an incredible opportunity for you to meet and hear our sitting RI President! The Assembly is free, but we need you to register on the District 5440 website so we can plan accordingly. It will be a very special event and we hope you will join us.

I know our attention has been focused on the COVID-19 pandemic, but a milestone event occurred on August 25 that we must not overlook. On that day, the World Health Organization certified that the continent of Africa was now polio free. This is a huge step in our fight against polio. Nigeria was certified after not having any wild polio cases for three years, allowing the declaration to be made of all of Africa. Many thanks to all of you who have worked and contributed to this effort.

The fight against polio continues as does Rotary’s commitment. Additionally, our connections and networks, formed as part of the polio fight, are being used to fight other diseases and will be vital in the deployment of the COVID-19 vaccine when it becomes available.

You are on the front lines in fighting disease around the world. Thank you, on behalf of the world.

We as Rotarians are stepping up everywhere to live out our vision: “Together, we see a world where people unite and take action to create lasting change – across the globe, in our communities and in ourselves.”

Thank you for making the difference. We hope to see you soon.

Chris Woodruff, District Governor (2019-2020, 2020-2021)  
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# Windsor Rotary Club

by PP Jody Niswender

The Windsor Rotary Club held an outdoor social at Jody Niswender's home. We had a small group that enjoyed socializing over food and games from our Neighborhood Connect trailer.

It was so good to connect with friends (fellow Rotarians) after being isolated during the covid restrictions.

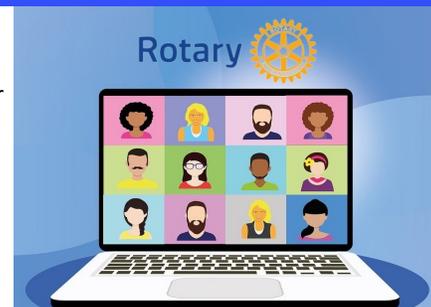


The Windsor Rotary Club partnered with a local non-profit **Be The Gift** that provides home repairs for single moms as a gift. We were able to help a single mom in Windsor putting up new tile in a bathroom and to clean up her yard and garage. Such a blessing for these single moms!

Submitted by PP Jody Niswender

# District 5440 Virtual Meetings

Kellie Kegerreis, our District Executive Director, is compiling a list of clubs that are doing virtual Zoom meetings. The list is on the [District website](#). The list is on the right side under Home Page Download Files. We realize that some clubs are now meeting in person or having hybrid in person and virtual meetings. Contact Kellie at [rotary5440@yahoo.com](mailto:rotary5440@yahoo.com) if your club wants to be on the virtual meeting list.



# First International Rotaract Peace Conference - A Participant's Experience

By Cornelia Weiss 1

On 7-8 August 2020, Rotaract hosted its first International Peace Conference online. Over 300 individuals from around the globe attended. The start time was 0600 PST. That meant that at least one speaker presented at 2 AM her time! Members of Rotaract acted as interpreters, to include Spanish-English interpretation for a conversation between the RI President and a Colombian peace activist. In addition to Rotaracts, participants included, but were not limited to, the current RI President, the incoming RI President, a Nobel Peace Prize Winner, peacebuilders from Afghanistan and Colombia, Rotary Peace Fellows, and the General Secretary of RI.

I learned much during the conference. Here are two different examples:

I learned how forward-leaning Rotary of India is. Rotary of India has signed MOUs (Memoranda of Understanding) with the Government of India to provide education for the population of India. Rotary of India will create the total content and then will broadcast the education through television channels. Channel 1 will be for first grade, Channel 2 will be for second grade, and so on through Channel 12, which will be for twelve grade. The goal of Rotary of India is to step in for the Government of India to transform the literacy rate of India from 74% to 90% in the next five years. Through this initiative, Rotary of India anticipates it will change the lives of some 100 million children.

I learned how innovative and tech-savvy Rotaracts are. In one active workshop, we each had to create a proposal for a peace project initiative . . . in ten minutes! The proposal had to address the goal of the proposal, the challenges, the steps to be taken, resources needed, etc – all packaged in a one-page document with fillable squares for each of the items to be addressed. I look forward to learning about the winning proposals.

I was at the conference as a presenter. In the second half of the first day of the conference, the Rotaracts organized panels ranging from “Peace and Childhood” to “Peace and Environment.” I was asked to be the speaker on the topic of “Peace and Feminism.” How the Rotaracts are changing Rotary! It was not that long ago that Rotary not only excluded women, but that RI’s Secretary General maintained that excluding women resulted in an “aspect of fellowship . . . that is enjoyed by the present male membership.” In contrast, at the Rotaract Peace Conference, I heard and experienced the opposite. The leadership of the Rotaract Peace Conference informed me that the session on “Peace and Feminism,” with 97 participants, was “one of the most interactive” sessions and that the session reinforced that “it is possible to change.” In my talk, I addressed the “women’s emancipation” policy, a prerequisite for peace and democracy, in post-WWII Japan 3. I focused on Beate Sirota, who, at age 22, had the tenacity to draft the equal rights provisions of the post-war Japanese constitution (what the U.S. Constitution still does not have). I also addressed the resolution I drafted in 2018 for RI to make a difference for peace through gender equality and gender balance, to include the almost 40 action items that accompanied that resolution. (For those who did not get to see my draft, it is reproduced here below the cutline.)

In sum, after a weekend with Rotaracts from around the globe, I anticipate great things. They will be the greatest generation.

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1 Cornelia Weiss is a 2015 Rotary Peace Fellow (Chulalongkorn University, Bangkok, Thailand). She is also a retired colonel who served in the Americas, Europe and the Pacific. Colombia awarded her the Medalla al Mérito Militar en Derecho Humanos y Derecho Internacional Humanitario “General José Hilario López Valdés” as well as the Medalla Militar “Servicios Distinguidos a la Justicia Penal Militar” for her accomplishments. Among other awards, the U.S. Air Force awarded her the Keenan Award for making the most notable contribution to the development of international law. Her most recent publications include “Discrimination Against Women, Rule of Law and Culture of Peace: Colombia’s ‘Peace’ Agreement” (*The Fletcher Forum of World Affairs* Vol 44:1 Winter 2020, 97-120) and “Transforming Reality: Employing International Law to End Practices that Exclude Women as Peacemakers, Peacekeepers, and Peacebuilders” (in Cecilia Bailliet (ed.), *Research Handbook on International Law and Peace*, Cheltenham, UK: Edward Elgar, 2019, at 329-350).

2 Rotary International v. Rotary Club of Duarte, 481 US 537 (1987), <https://supreme.justia.com/cases/federal/us/481/537/>.

3 Cornelia Weiss, "The Nineteenth Amendment and the U.S. 'Women's Emancipation Policy' in Post-World War II Occupied Japan: Going Beyond Suffrage," *Akron Law Review*: Vol. 53: Iss. 2, Article 4, <https://ideaexchange.uakron.edu/akronlawreview/vol53/iss2/4/>.

# First International Rotaract Peace Conference - A Participant's Experience (Continued)

## 2018 Draft Resolution

WHEREAS Rotary International President Ian H.S. Riseley stated in the January 2018 *Rotarian* magazine: *It is difficult to imagine that just three decades ago, women could not join Rotary. Although we have come a long way since then, the legacy of that misguided policy is still with us. Far too many people continue to think of Rotary as an organization only for men, and that idea has a detrimental effect on both our public image and our membership growth. Today, women make up over 21 percent of Rotary's membership. While this is certainly a great improvement, we have a long way to go to meet what should be the goal of every club: a gender balance that meets the balance of our world, as many women in Rotary as men.*

WHEREAS achieving gender balance on the membership level is accomplishable before the end of calendar year 2018 through simple proactive actions by Rotary International, enumerated in Attachment A, such as asking that each male Rotarian to successfully recruit, within 90 days notice of being asked, a woman who meets the requirements for admission as a member of Rotary.

WHEREAS there exists the need for Rotary International, as a massively impactful world organization, to reflect and model gender balance and to recognize that demonstrating proactive efforts to achieve gender balance in membership and leadership is paramount to an organization that seeks to lead the world in Rotary International's six areas of focus (peace and conflict prevention/resolution, disease prevention and treatment, water and sanitation, maternal and child health, and basic education and literacy).

WHEREAS Rotary International President Ian H.S. Riseley stated at Rotary Day at UNESCO, 24 March 2018: *In relation to the SDGs (Sustainable Development Goals), gender equality is both a goal in its own right, and a prerequisite to reaching the other 16. It stands to reason that you can't aspire to a healthier, safer, and more equitable world, while excluding just over half its population. And even if you tried, it wouldn't work—because you can't improve health, or improve education, or improve economic wellbeing, without focusing on the women who are at the heart of so much of that activity.*

WHEREAS "the cause of peace requires the maximum participation of women on equal terms with men in all fields." 4

WHEREAS there is a "robust relationship between gender equality and peace which is not possible to explain away with other explanations such as poverty." 5

WHEREAS more than 125,000 data points and 320 variables have led scholars to conclude: "International security cannot be attained without gender equality." 6

WHEREAS the Rotary International theme of President Ian H.S. Riseley is "Making a Difference."

WHEREAS we Rotarians ask of ourselves the question posed by Rotary International President Ian H.S. Riseley: "What kind of difference as an individual could I have done?"

IT IS RESOLVED that Rotary International make a difference for peace through gender balance and gender equality by transforming the words of Rotary International President Ian H.S. Riseley into proactive actions, to include actions contained in Attachment A.

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4 Preamble, UN Convention on the Elimination of All Forms of Discrimination Against Women.

5 Erik Melander, Uppsala University Conflict Data program, remarks at Rotary Peace Center, Chulalongkorn University, January 2015.

6 Valerie Hudson, Ballif-Spanvill, Caprioli, and Emmett, *Sex and World Peace*, New York: Columbia University Press, 2012: 106 & 102-103.

# First International Rotaract Peace Conference - A Participant's Experience (Continued)

## Attachment A

Resolution that Rotary International make a difference for peace through gender balance by transforming the words of President Ian H.S. Riseley into proactive actions.

### Membership –

- [ ] Ask that each male Rotarian to successfully recruit, within 90 days notice of being asked, a woman who meets the requirements for admission as a member of Rotary.
- [ ] Request that Rotary clubs include in their membership plans how they do and will proactively recruit and retain women who meet the Rotary qualifications for membership.
- [ ] Counter any negative societal attitudes within Rotary International about women's capacity to participate equally by publicly stating and publicly acknowledging that women's participation not only increases membership but also raises the quality of Rotary International.
- [ ] Ensure that communication and media efforts of Rotary International reflect gender parity, to include, but not limited to, equal coverage in Rotary publications (equal coverage to be defined as at least 50 percent of articles and 50 percent of photos are of and about women – to include Rotaracts and Interacts, women supported/supporting projects, young women in Rotary youth programs, and the like.)
- [ ] Produce a report, to be supplemented annually, documenting the efforts and initiatives to retain women as Rotary members since 1989, to include, but not limited to, transparency of leadership opportunities and explicit requests from leadership to women to run for leadership opportunities as well as explicit leadership consideration of women for leadership opportunities, to include nomination and election to leadership positions.

### Leadership –

- [ ] Recognize and state that the absence of women in leadership impoverishes Rotary International. Diverse leadership is likely to produce a greater return on investment for Rotary International, by providing greater access to talent, harnessing existing talent more effectively, and improving decision making by reducing groupthink and similar psychological biases.
- [ ] Consider whether the failure of Rotary International to elect, promote, or designate women equally in positions of leadership, such as president and directors, may result in an appearance that Rotary International is not responsive and accessible to women as leaders.
- [ ] Ask that the Rotary International president create gender balance in leadership by appointing women and men in equal numbers to Rotary International committees and liaisons, district representatives, and other volunteer positions and nominating women and men in equal numbers as Trustees of The Rotary Foundation for election by the Board.
- [ ] Produce a report, to be supplemented annually, documenting the number of women and men Rotary members that the Rotary International president has appointed and nominated since 1989.
- [ ] Ask that the incoming president of Rotary International create gender balance by selecting women and men in equal numbers as chair, vice-chair, and parliamentarian of the councils on legislation and resolutions.
- [ ] Produce a report, to be supplemented annually, documenting the number of women Rotary members that the incoming president of Rotary International has selected as chair, vice-chair, and parliamentarian of the councils on legislation and resolutions since 1989.
- [ ] Produce a report, to be supplemented annually, documenting the number of women Rotary members selected for service in Rotary International's elective offices since 1989, to include, but not limited to, those who have been elected to and/or nominated for the positions of Rotary International president, director, and on standing committees on communications, constitution and bylaws, conventions, districting, election review, finance, and Rotaract and Interact, as well as such other committees of Rotary International.

# First International Rotaract Peace Conference - A Participant's Experience (Continued)

[ ] Investigate, if data do not reflect gender balance in positions and committees, what implementable measures are available to provide gender balance in all positions and in all committees.

[ ] Examine whether the election of members to the nominating committee for president of Rotary International, given that only past directors are eligible to serve (Bylaw 12.030.1), effectively precludes gender balance given that Rotary International excluded women until 1989.

[ ] Investigate proactive measures for gender balance on the nominating committee for president of Rotary International to include, but not limited to, changing the By-Laws to eliminate the requirement that restricts service eligibility only to past directors.

[ ] Examine whether the nomination of trustees by the president-elect and elected by the board in the year prior to taking office, given that four of the 15 trustees must be past presidents of Rotary International (Bylaw 23.020), effectively precludes gender balance given that Rotary excluded women until 1989.

[ ] Investigate proactive measures for gender balance on the Board of Trustees to include, but not limited to, changing the By-Laws to eliminate the requirement that restricts nomination of four of the 15 trustees to past presidents of Rotary International.

[ ] Articulate that meeting the criteria of "best qualified Rotarian" for candidates for various Rotary International positions, to include directors and presidents, includes demonstrated actions and measurable success in eliminating gender discrimination and inequality, to include whether the candidate's business holds a demonstrable evidence of no or eliminated gender recruiting gap, no or eliminated gender retention gap, no or eliminated gender promotion gap and no or eliminated gender pay gap as well as no or eliminated anti-women/girl behavior such as sexual harassment, hostile work environment, and the like.

[ ] Implement, as part of the strategic focus of Rotary International, a development plan to encourage, mentor, identify, and select women with a record of commitment, leadership skills, and experience, for leadership positions within Rotary International, to include "fast tracking" rising stars.

[ ] Require gender balance in delegates selected to the convention.

[ ] Produce a report, to be supplemented annually, documenting the number of women and men selected as delegates to the convention since 1989.

[ ] Address whether remedying the underrepresentation of women in leadership requires the inverse of current representation until such time as gender balance is achieved.

[ ] Address the historic non-representation of women as president of Rotary International and whether correction requires co-sharing of the position by a woman and a man or rotation of the position between women and men.

[ ] Create new pathways to leadership that do not result in homogeneity of those leading Rotary International, recognizing that Rotary International seeks the "best qualified Rotarian." Innovative actions to create new pathways for younger people (women and men) could include, but are not limited to, creating, for the Board of Directors, a Director position for an Interact and a Director position for a Rotaract.

## **Rotary Peace Initiatives –**

[ ] Ensure that the budget of Rotary International contains line items of the amount and percentage of funds allocated for women and girls, to be audited on an annual basis.

# First International Rotaract Peace Conference - A Participant's Experience (Continued)

[ ] Ensure that the projects that Rotary International supports do not result in shameful, abusive, and illegal practices such as sex for food or aid-related materials, rape, assault, sexual harassment and discrimination in opportunities, employment, and promotion (for examples, we need look no further than Oxfam, United Nations Peacekeepers, and World Bank projects); to include, but not limited to Rotary International performing due diligence, to include requiring full disclosure of any past practices in contravention to the goals of eliminating all forms of discrimination against women, preventative measures to preclude such practices, and clawback provisions should such practices occur.

[ ] Institute a report, to be supplemented annually, documenting the programs, studies, and scholarship that Rotary International is funding to end discrimination against women.

[ ] Develop concrete strategies to combat gender inequality in each of Rotary International areas of focus: peace and conflict prevention/resolution, disease prevention and treatment, water and sanitation, maternal and child health, and basic education and literacy.

[ ] State that Rotary International has the responsibility to prevent and proactively address sexually predatory behavior, discrimination, sexual harassment or assault perpetrated by any individual who is a participant, to include fellows and invited lecturers, in any program that has Rotary's name on it, to include the Rotary Peace Centers.

[ ] State that Rotary International has the responsibility to ensure that procedures for Handling Violations of the Acceptance Form by a Rotary Peace Fellows are followed, to include: "Any fellow who violates the Rotary Peace Center and Foundation policies regarding sexual abuse and harassment, violent, or illegal behavior will be immediately removed from the program."

[ ] State that Rotary International has the obligation to ensure that individuals - with beliefs that it is permissible to discriminate against and harm women - are not rewarded with Rotary peace fellowships.

[ ] Produce a report, to be supplemented annually, documenting complaints of, and the resolution thereof, to include, but not limited to, discrimination, sexual harassment and assault encountered in Rotary-sponsored programs, to include, but not limited to, Rotary youth exchange programs as well as Rotary's efforts, initiatives, and responsibilities to prevent discrimination, sexual harassment and assault.

## **Employment -**

[ ] Produce a report, to be supplemented annually, documenting the number and percentage of women, and position and salary held, that Rotary International employs.

[ ] Require that Rotary International systematically track and analyze current and historic human resource data within Rotary International to flag issues such as unusual staff and leadership ratios and gender pay gaps as well as allow for meaningful comparisons including retention rates and career paths.

## **Going Forward -**

[ ] Lead the way by formally issuing an apology for excluding women from Rotary International.

[ ] Create a commission on gender balance within Rotary International, to be composed of 50 percent men and 50 percent women, to provide transparency and accountability.

[ ] Eliminate barriers by identifying what those barriers are and then effectively and efficiently dissolving them.

[ ] Counter negative societal attitudes against women within Rotary International through actions such as providing unconscious bias education to all Rotary members and all beneficiaries of Rotary funding and, when implementable, using blind auditions for hiring and other decisions (when employers use a blind audition to hire their programmers and engineers, women tend to be hired at a higher rate with the same being true for professional orchestras).

[ ] Address "time to volunteer" issues, to include examining how and why, in the same household and in the same family, a male has the time to be a member or a leader of Rotary, but in the same household and the same family – to include in a married couple - the woman does not. If the answer is the unequal sharing of family obligations, address the impact of this inequality.

# Upcoming District Events

We look forward to the days when we can fill this page again with lots of great Rotary District events **in person**. Until then, stay safe and healthy!

**Kick that virus!**



District 5440 is using Zoom for our video conference meetings. Some clubs are now meeting in person and some are having hybrid meetings, in person and virtual. There is a list of clubs that are doing virtual meetings on the [District website](#). If your club is not listed and wish to be listed, you can email Kellie at [rotary5440@yahoo.com](mailto:rotary5440@yahoo.com).

- [Fall District Virtual 5440 Assembly](#)

Oct. 10, 2020, 9:00 AM - 11:30 AM NOTE: RI President Holger Knaack will be the keynote speaker!

This event is free. Just register at <https://rotary5440.org/event/fall-district-5440-assembly/> to attend and you will receive a link to the Zoom meeting a few days before the event.

- [Rotary Institute - 2020](#)

Omni Hotel San Diego, Nov. 12, 2020 - Nov. 15, 2020

The Institute is virtual, not in person, at the Omni Hotel. Click [HERE](#) for more information.

- [President Elect Training Seminar \(PETS\)](#)

Feb. 26, 2021, 1:00 PM - Feb. 28, 2021, 12:00 PM

Denver Renaissance

- [Rotary District 5440 Conference - 2021](#)

What should have been in 2020. Stay tuned for details.

<https://rotary5440.org/>



*Service Above Self*

