



## **ROTARY INTERNATIONAL COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION**

*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, learning style, religion, faith, 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 the necessary access to resources, opportunities, networks, and support to thrive.*

*We believe that all people hold visible and invisible qualities that inherently make them unique, and we strive to create an inclusive culture where each person knows they are valued and belong.*

*In line with our value of integrity, we are committed to being honest and transparent about where we are in our DEI journey as an organization, and to continuing to learn and do better.*

## **A STATEMENT FROM DISTRICT LEADERSHIP**

### **ON DIVERSITY, EQUITY, AND INCLUSION**

In September 2021, District 5950 formed the DEI Action Team. Leadership fully endorses and champions this commitment in our district. We know there is more for us to learn and do to make Rotary more diverse and inclusive. We recognize that clubs are in different places on their DEI journey, and are committed to supporting clubs as they grow and transform.

Rotary has opened doors of opportunity and success for people throughout its 115-year history. Now the organization needs to open more doors for more people. If everyone feels valued, respected, and welcomed at a Rotary Club, our organization will continue to grow.

Building community is key to creating lasting change in society. Connecting passionate people with diverse perspectives and experiences help us come up with new ideas and take action to improve our communities and world.

Marianna Khauv  
District Governor 2021-2022

Lloyd Campbell  
District Governor Elect 2022-2023

Jewelie Grape  
District Governor Nominee 2023-2024

Sharon Bloodworth  
District Governor Nominee 2024-2025

Tom Gump  
Past District Governor 2020-2021

Andrew J. Ramirez  
DEI Action Team Chair

## ACTION STEPS YOUR ROTARY CLUB CAN TAKE

1. Speak out respectfully when a person's actions do not reflect Rotary's ideals or values.
2. Post the Diversity, Equity and Inclusion Statement on your club website and share via social media.
3. There is no place for racism, homophobia, transphobia, sexism, classism, or ageism in Rotary. We do not tolerate speech or behavior that promotes bias, discrimination, prejudice, or hatred because of age, ethnicity, race, color, disabilities, religion, socioeconomic status, culture, sex, sexual orientation, or gender identity.
4. Invite local diversity, equity, and inclusion experts to speak to your club. Connect with local organizations that support diversity, equity, and inclusion efforts and work with them on projects or events.
5. Encourage and support current participants from underrepresented groups to take on leadership positions in your club and district. Expand your knowledge by taking a DEI course in the RI Learning Center (Login required):
  - [Diversifying Your Club Assessment](#)
  - [Building a Diverse Club](#)
  - [The Power of Connection With Diverse Communities](#)
  - [Committing to Diversity, Equity, and Inclusion](#)
  - [Uncovering Unconscious Bias](#)
  - [Design an Inclusive Plan for Your Organization](#)
  - [Preventing and Addressing Harassment](#)

If you would like to be involved with DEI within District 5950, please reach out to Andrew J. Ramirez [rami0074@icloud.com](mailto:rami0074@icloud.com).