Rotary
DISTRICT 5450

Rotary District 5450
Diversity, Equity and Inclusion Statement and Policy[1]
Adopted April 14, 2020

A top priority for Rotary is growing and diversifying our membership to make sure we reflect the communities we serve and are inclusive of all cultures, experiences, and identities.

We're creating an organization that is more open and inclusive, fair to all, builds goodwill, and benefits our communities.

To help us achieve our goal, the RI Board of Directors passed a diversity, equity and inclusion (DEI) statement:

> 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 contribution of people of all backgrounds, regardless of their age, ethnicity, race, color, abilities, religion, socioeconomic status, culture, sex, sexual orientation, and gender identity.
>
> Rotary will cultivate a diverse, equitable and inclusive culture in which people from underrepresented groups have greater opportunities to participate as members and leaders.

Making diversity, equity, and inclusion a priority is everyone's responsibility – from Rotarians to RI staff including Club and District 5450 leadership.

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[1] Much of this policy was adapted from Rotary's "Diversity, Equity, and Inclusion Statement" retrieved from the https://my.rotary.org website on January 30, 2020.

What Individual Clubs and Members Can Do

- Create a member diversity and inclusion action plan using the "Diversifying Your Club" assessment available at www.my.rotary.org.

- Talk about diversity with your club members and invite local diversity, equity and inclusion experts to speak to your club.

- Encourage club members and leadership to take the "Building a Diverse Club" course in the Learning Center (www.my.rotary.org) to learn more about the topic of diversity, equity and inclusion.

- Seek broader insights to better understand and accept others' differences and perspectives, and to become more aware of and amend previously unconscious personal bias.

- Connect with local organizations that support diversity, equity and inclusion efforts and work with them on projects or events.

- Encourage and support people from underrepresented groups to take on leadership positions in your club.

- Create a community advisory board and invite diverse members from the community and from your club to join

What District 5450 and Its Leadership Can Do

- Make sure the District's Strategic Plan adequately addresses the issue of improving diversity, equity, and inclusion in our membership.

- Form a Community Outreach Committee to:

    - Research and identify geographic areas in our District that are underserved by Rotary Clubs.

    - Identify and contact individuals in these underserved communities to help identify how Rotary might expand or improve how we serve those communities.

- Assess our District's efforts and our results in improving diversity, equity and inclusion in our membership and make recommendations to District leadership on how to further improve our progress.

- As one of the possible solutions, explore the possibility of starting new Rotary Clubs or Satellites to those underserved areas.

- Identify one or more Rotarians who are knowledgeable on the issue of diversity, equity and inclusion and can act as a resource to Rotarians, Rotary Clubs and District leadership.

- This Community Outreach Committee will report directly to the District Governor-Elect and will work in partnership with the District Membership Committee.

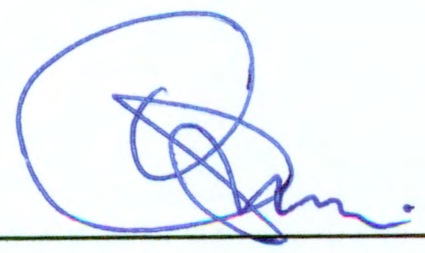
- Compile a list of speakers and other resources on the subject of diversity, equity and inclusion and make those available to Rotarians and Club leadership.

- Provide training at various District-sponsored events including, but not limited to, the District Conference, President-Elect Training Seminar (PETS) and the District Assembly.

- Encourage the Membership Committee to involve the Community Outreach Committee and include the topic of diversity, equity and inclusion whenever they conduct training sessions.

Rotary membership throughout the world is represented by all backgrounds, regardless of their age, ethnicity, race, color, abilities, religion, socioeconomic status, culture, sex, sexual orientation, and gender identity. Similarly, our projects, both locally and internationally, serve people represented by all backgrounds. It is only fitting that we strive to make our local membership more diverse, equitable and inclusive and representative of our local communities.

This statement and policy adopted by the Rotary District 5450 Executive Committee on this 14th day of April, 2020.



Curtis J. Harris, District 5450 Governor