

Rotary Club of  
Saco Bay Sunset  
District 7780



Diversity Equity and  
Inclusion Commitment  
Statement

Thank you so much for your commitment to making Rotary District 7780 a more diverse community for everyone. It takes an inclusive community to make our world a better place. These are the goals and actions that Rotary Club of Saco Bay Sunset stands by and is committed to attain to bring more diversity, equity, and inclusion to our club.

Goal	Why This Matters	Action Steps
<p>Make it affordable to be a member of our club</p>	<p>There are many folks <b>in</b> our community who would like to be part of the work that Rotary is doing but cannot afford to partake in our activities. By eliminating some of <b>the</b> financial barriers to joining, we can make our meetings and events more accessible and ultimately expand our membership</p>	<p>→Provide a venue where it is meal optional so there is not a financial barrier            →Create tiered dues structure for those based on financial needs            →Make additional financial contributions (fundraisers, conference attendance etc.) options rather than required (or</p>

		<p>subsidize for those in need)</p> <p>→Offer first year membership discount</p>
<p>Redefine what it means to be “professional”</p>	<p>We can represent our community so much better if we include members that are beyond the corporate world. If we recruit members from the blue-collar segment and from other work groups, our conversations will become richer and more diverse</p>	<p>→Invite those that in other work forces to our service projects</p> <p>→Invite those that are in other work forces to our meetings</p> <p>→Convince others in other work forces that they are an important member of Rotary</p> <p>→Collaborate on a project that includes other service organizations</p>
<p>Educate yourself and your members</p>	<p>It is important that all members feel included in the meetings. A sense of belonging is critical to build DE&amp;I</p>	<p>→Bring in speakers that can talk about diversity</p> <p>→Bring in speakers who can share their personal experience of not feeling include</p> <p>→Host an unconscious bias training.</p>

		<p>→Use one of the videos of Rotary International about DE&amp;I</p> <p>→Add a section to your newsletter about DE&amp;I related topics are links to site and articles</p>
<p>Replace exclusionary traditions with more inclusive ones</p>	<p>Think about the actions within your meeting that might lead to exclusion because of someone being offended.</p>	<p>→Add a moment at the beginning of each meeting to allow people to share something about their background, their day's activities or something that will allow members to get to know each other as individuals or more about their culture (Classification talks)</p> <p>→Discuss the idea of members using their preferred pronouns or add it to your website with member names</p>
<p>Make your meetings more accessible</p>	<p>Meeting times can diffuse some people's attendance or joining clubs</p>	<p>→Think about the time of day of your meeting</p> <p>→Think about the time</p>

		<p>of the meeting</p> <p>→when we are face to face could you add another venue to your meetings? Zoom? Google Meet? Facebook?</p>
<p>Use your platform (website, social media, newsletter) to affirm your club's commitment to DE&amp;I.</p>	<p>Share that you are an Inclusive Club on your Rotary website. Be inviting.</p>	<p>→Add your Diversity Commitment to your website</p> <p>→Add preferred pronouns to your members' name</p> <p>→Add the Rotary DE&amp;I mission statement</p>