

# EVERYONE BELONGS



LEARNING FACILITATOR: \_\_\_\_\_

## LEARNING OBJECTIVES

At the end of the session, you will be able to:

1. Understand how Rotary's commitment to diversity, equity, and inclusion helps us expand our reach
2. Apply your understanding of DEI to support inclusive participant experiences
3. Develop strategies to strengthen DEI efforts in your district

## GENERAL SESSION NOTES

## ROTARY AND DIVERSITY, EQUITY, AND INCLUSION

DIVERSITY	EQUITY	INCLUSION
DEFINITION: People of all backgrounds, experiences, and identities, regardless of their age, ethnicity, race, color, abilities, religion, socioeconomic status, culture, sex, sexual orientation, or gender identity	DEFINITION: Carefully considering how to provide differing levels of support, opportunities, and resources so participants have a welcoming and productive experience	DEFINITION: Creating experiences in which all people are welcomed, respected, and valued

## ROTARY'S COMMITMENT TO DEI

### our 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.

## INCREASING INCLUSIVITY

What questions can clubs ask themselves to assess whether they are providing a club experience that is accessible and inclusive to people with a wide variety of needs and identities?

How easily can I access and participate in this event if I use a wheelchair or crutches?

If I am deaf or hard of hearing, how can I follow along with and participate in the program?

If I don't share the primary culture or religion of most members, will anything during the event feel uncomfortable or unwelcoming to me?

## HELPING CLUBS EMBRACE DEI

### SCENARIO 1

This club has been recognized widely for the service it does and is well known in the community. It has members of a variety of ages and of diverse racial and ethnic backgrounds, along with a good gender balance. The club meets weekly for drinks and dinner in a private room in the basement of a popular local steakhouse.

### SCENARIO 2

This club is known for its outstanding fellowship. The members know each other well and enjoy spending time together. Most of them have been in the club for at least 5 years, and they are all of a similar age. They meet weekly on Tuesday afternoons and begin meetings with an invocation that is often religious. The members are mainly of similar races, religions, gender identities, and cultural backgrounds.

### SCENARIO 3

This club is in a region where Rotary is regarded as a very prestigious networking organization. Most of its members hold senior roles in their workplaces or are retired from executive positions. Potential members are vetted carefully, mainly on the basis of their professional qualifications. The club meets weekly on Thursday evenings and has a satellite club that meets on Saturdays. The members come from a variety of professions and age ranges, and most of them are of the same gender.

OUR SCENARIO NUMBER: \_\_\_\_\_

Who is already included in this club?

Who might not feel welcome in this club?

What changes could this club make to be more welcoming to participants from all backgrounds and identities?



### HIGHLIGHTS FROM ROTARY'S DIVERSITY, EQUITY, AND INCLUSION CODE OF CONDUCT

- Use respectful language
- Foster a welcoming and inclusive environment
- Be supportive
- Celebrate diversity

This code of conduct reflects our core values and explains the responsibility that comes with being a Rotarian and Rotaractor, which includes members from nearly every country in the world, speaking over 100 different languages. We are committed to upholding and evolving this code as our organization grows.

### EXPECTATIONS

All club members and other participants, including Rotary program participants, alumni, project partners, and representatives of Rotary, are expected to comply with this code of conduct, be considerate and contribute to a collaborative, positive, and healthy environment in which all are respected and valued.

*Find the full DEI code of conduct on pages 58-59.*

How can you use the Diversity, Equity, and Inclusion Code of Conduct to prevent and address problems?

### YOU AND DIVERSITY, EQUITY, AND INCLUSION

#### MY SKILLS AND ABILITIES

#### MY PERSONAL EXPERIENCES

#### MY VALUES AND ASPIRATIONS

#### Sample DEI statements:

“The first Rotary club I wanted to join didn’t include me because they said they had too many lawyers — this made me appreciate what it feels like to not be included. My mission is to make everyone feel welcome and included in Rotary.”

“As a college professor, I help people learn things. I want to help members in my district to learn more about what DEI is and what it means for improving the member experience.”

My personal DEI mission statement is:

I will use this mission statement to:

PLEASE EVALUATE THIS SESSION.

<https://rebrand.ly/IA24DGE>

