

# Diversity, Equity, Inclusion & Belonging



Rotary District 5930 Seminar

# Agenda



Meet the  
Team



Regional  
Rotary  
Challenge



Rotary Values



DEIB



President  
Jennifer Jones  
Message

# Agenda



DEIB Stories



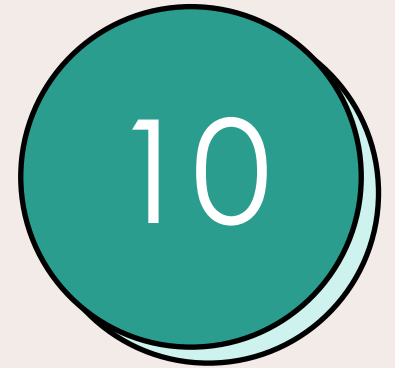
Code of  
Conduct



District Grant  
the Business  
Incubator for  
People with  
Disabilities



Rotary DEIB  
Vision & Goals

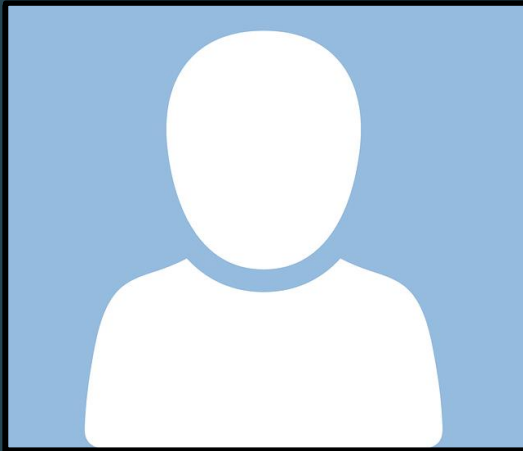


Questions

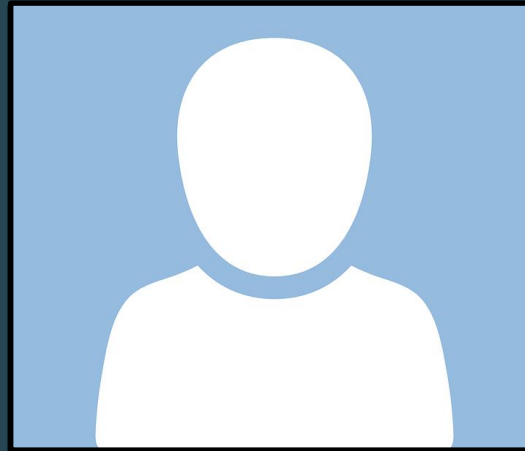
# Meet our team



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# Meet our team



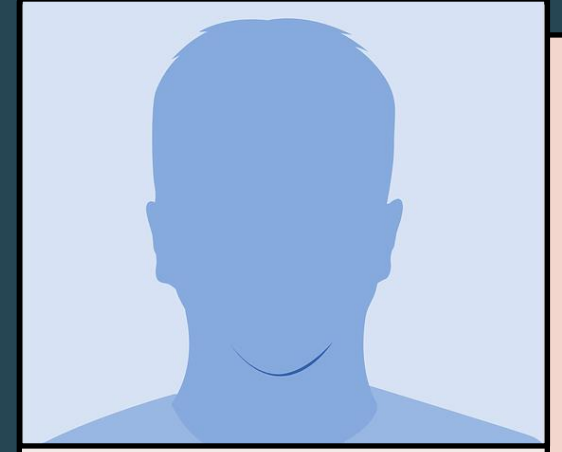
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# Regional Rotary Challenge for Zones 25B & 29

## **Description:**

Regional Rotary Challenge is an initiative developed by Rotary Zones 25B and 29 Coordinators consisting of some of the best practices that lead to successful achievement of the goals in Membership, Foundation, Public Image, Polio, and Endowment/Major Gifts.

## **Goal:**

To provide actionable and measurable objectives for districts to meet in several areas (i.e., Membership, Foundation, Public Image, Polio, and Endowment/Major Gifts) thereby allowing districts to focus on activities and benchmarks that will lead to increased and continued success.

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# **Diversity, Equity, Inclusion, & Belonging Goal**

In support of Rotary's commitment to diversity, equity, and inclusion, work with other district leaders to organize and conduct at least three virtual or in-person events for a diverse group of Foundation supporters (include details/ explanations of these three events).

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Word Cloud

When you hear  
Diversity, Equity,  
Inclusion and  
Belonging (DEIB).  
**What do you think?**



# Rotary Values

Leadership  
Integration  
Humanitarian Services  
Companionship  
Diversity

# Diversity

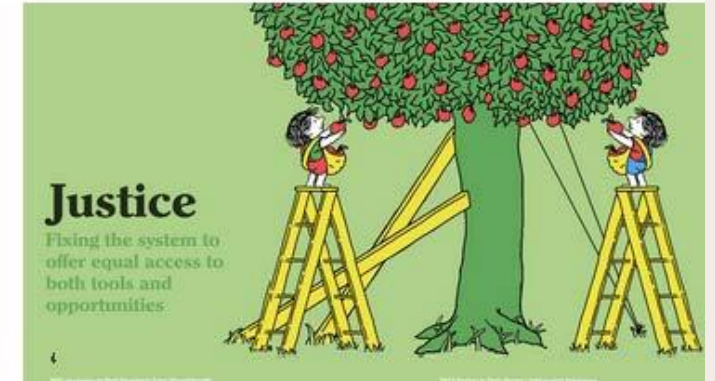
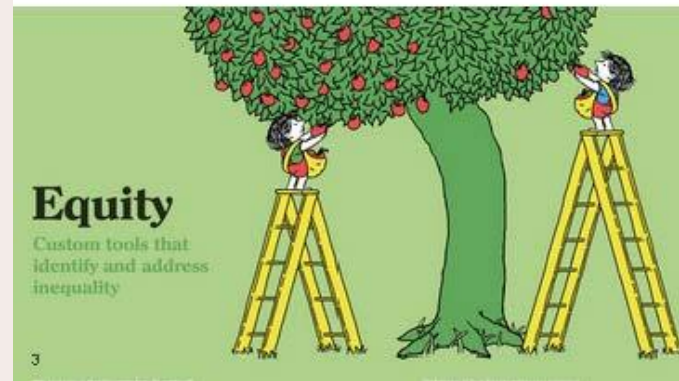
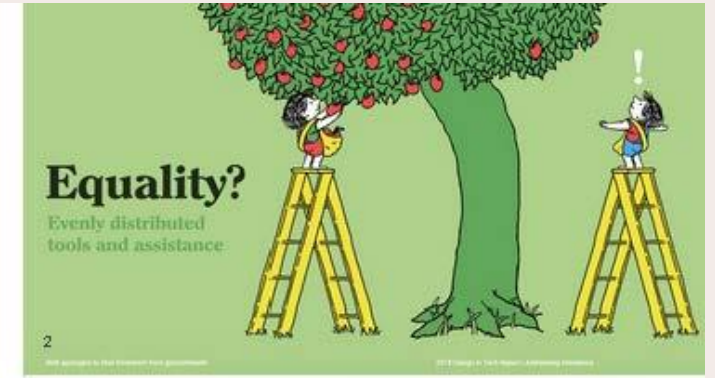
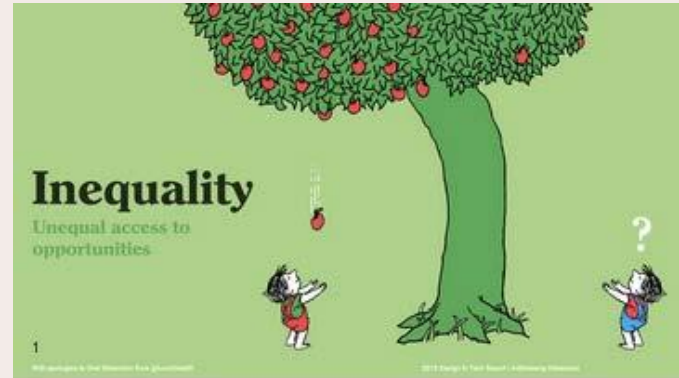
- **Diversity:** People of all backgrounds, experiences, and identities regardless of their age, ethnicity, race, color, abilities, religion, socioeconomic status, culture, sex, sexual orientation, or gender identity.



**Fun Fact:** +33,000 Rotary Clubs in more than 200 Countries

# Equity

- **Equity:** Carefully considering how to provide differing levels of support, opportunities, and resources so participants have a welcoming and productive experience.



# Inclusion

- **Inclusion:** Creating experiences in which all people are welcomed, respected, and valued and to make everyone feel comfortable being themselves.



# Belonging

- **Belonging:** Nurturing a sense of security, so everyone feels accepted, supported, and included.



# Jennifer Jones

*Presidential Initiative*

Imagine Diversity, Equity and  
Inclusion...



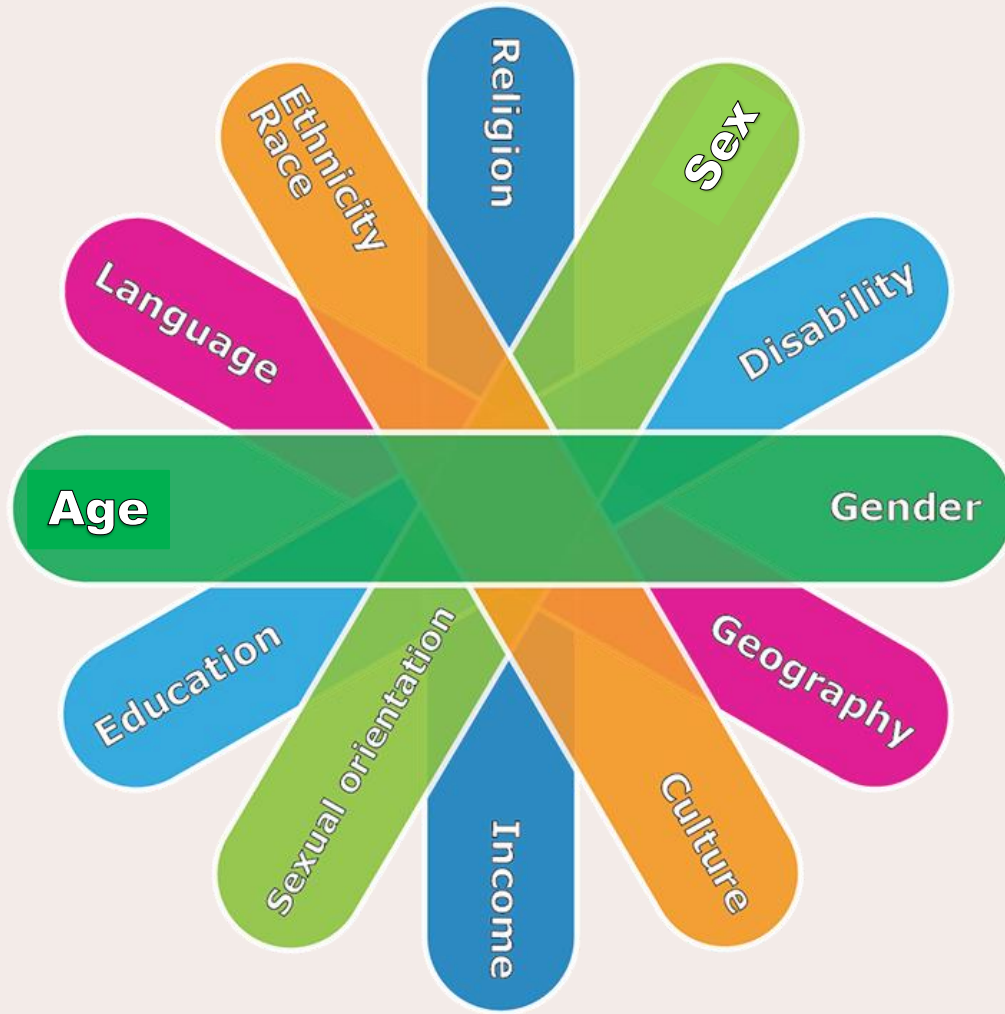


8 Billion people in the  
World and we are all  
*different & unique!*

# Important to recognize **Intersectionality**

- The first step to creating awareness for DEIB strategies is by recognizing Intersectionality.

Intersectionality describes how systems of disparity based on gender, race, ethnicity, age, sexual orientation, gender identity, disability, and social economic class. Due to the intersections people face different forms of discrimination.



# Intersectionality Wheel



**Diversity, Equity, Inclusion –  
It is all about Belonging**

Belonging to  
something so  
good as Rotary,

**Image Rotary!**

A Rotary Club  
filled with People  
of Action,

**People of Action!**

Another Family  
to Share with in  
their Service  
Above Self

**Service Above Self**

That Is An Idea  
WE all Should  
Embrace!

# Share the Dream – Imagine Rotary



**To be effective we all need to open our hearts and our minds to all those who wish to Share their Dream if it is to become a Reality!**

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**Just A Dream**





**Outdoor Adventure -  
University of Nebraska**

## **A True Story of Restored Dreams & Reaching New Heights**

**It starts with a Dream.**

**A striking example is a true story of Alex, an extraordinary individual, strong, capable and Unwilling to let the circumstances affect his potential. He had become unable to use his legs as a result of a rear-end car accident.**

**And so one day he wheeled into the Rec Center at the University of Nebraska, Lincoln close by his family farm.**

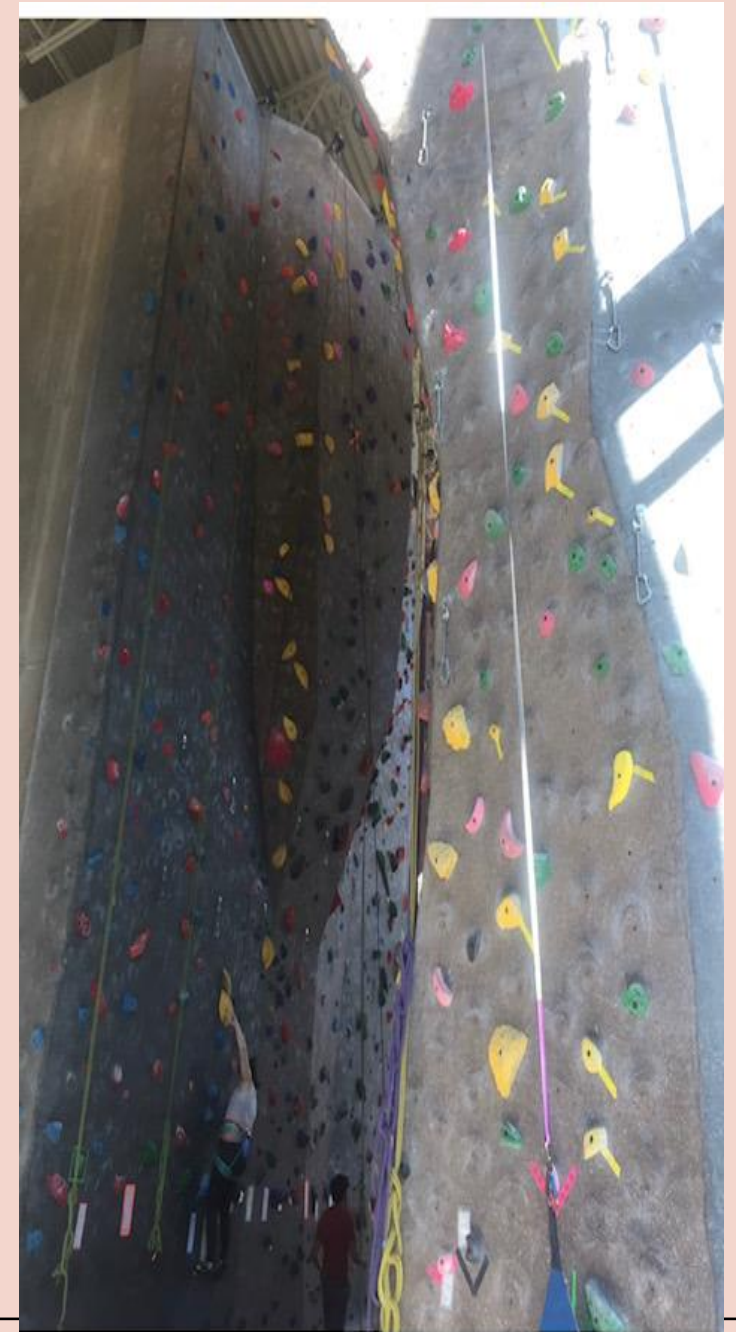
**He met the Program Coordinator of Outdoor Adventures standing at the climbing wall. He asked if the Coordinator was aware of Mark Wellman and “Adaptive” Climbing? The Coordinator said, “Yes, would you like to get started?” Alex said yes.**



The Coordinator, without a word, turned to walk back into the supply shop.

Alex asked, “where are you going?” The Coordinator said “to get your climbing gear, I’ll be right back”.

They worked at it for several years and this was their first major goal achieved.



# What are Your Strengths, Weaknesses, Opportunities & Threats?

- By Combining Our Strengths, We Are Better Together
  - Being Open to Our Opportunities and Sharing them with Others
    - Admitting our Weaknesses and Finding Ways to Collaborate
    - Find Solutions Though Other's Strengths We are Better Together
  - Otherwise Alone we miss the Opportunities – The Threats can be very real.
-



**We can achieve more  
Together –  
Summiting Washington  
Column**

**Elevation 600 meters  
a 3 Day Climb**

**A dream Achieved**



# **El Capitan, Yosemite National Park**

**Elevation 900 meters**

**6 Days to climb**

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# The moral of the story is:

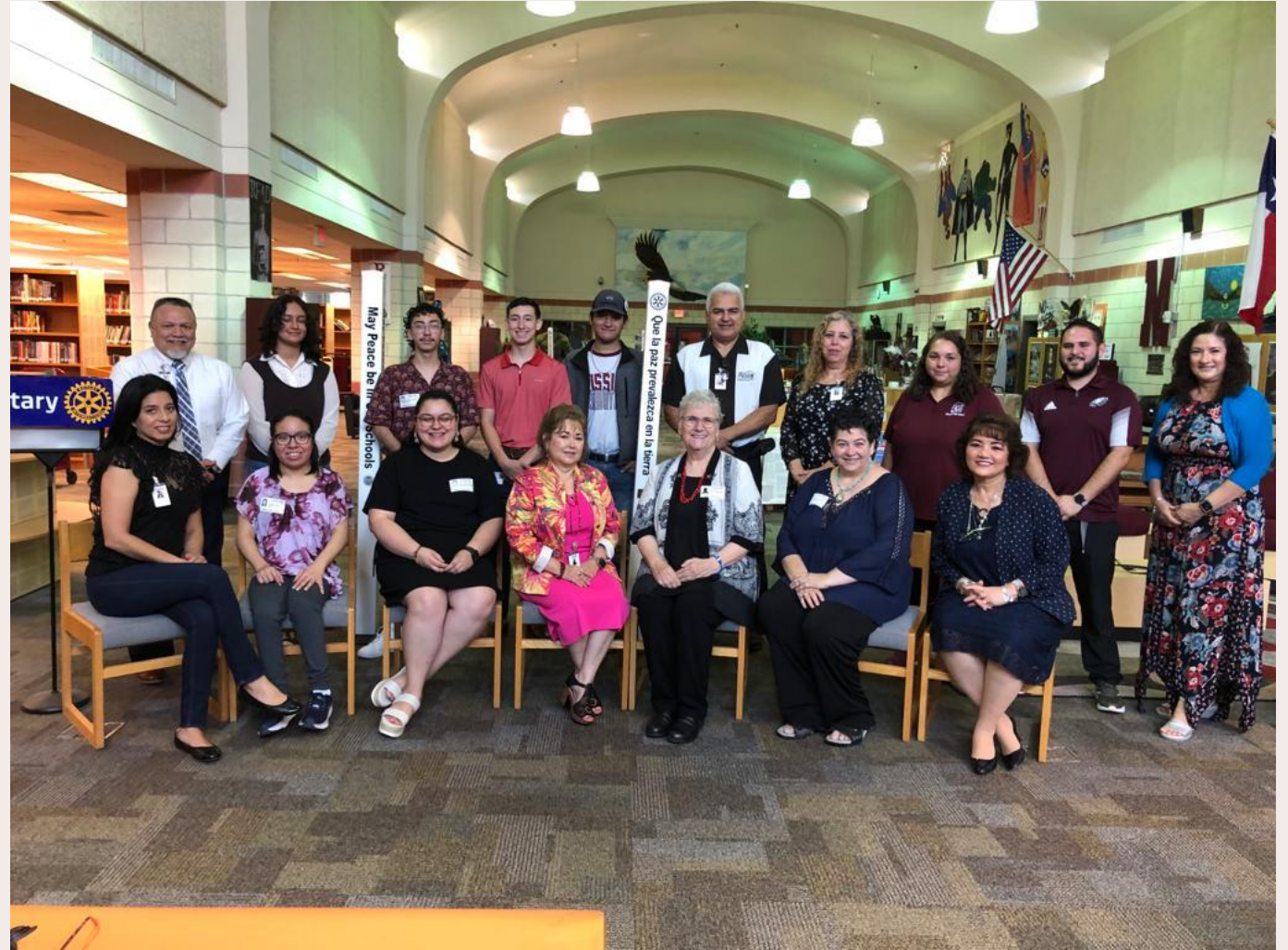
**DO not discourage others but help them extend their reach and share how to belong. Facilitate Opportunities find someone with the capabilities to make a difference in Allowing Others to Belong!**

- The Outdoor Specialist at the University of Nebraska that day was Todd Grier.
- We need to all be like Todd, We can all support others' Dreams to fulfill their potential and be willing to fulfill our potential with the support of others. Please understand, Todd has spent years(many years) learning skills and capabilities of others to realize results. But It is the only way we can reach our best and that our potential is far greater that we realize to reach out to capable others that believe in their potential and others.

I am Kent Grier, current District Governor of Rotary District 5930 (South Texas), and Todd's father. Several years ago, Peggy and I shared an oven baked meal of pizza with Alex and his family, Todd and Kat our daughter in law. Alex's family is his wife and two daughters.

- When the oven was ready Alex rose from his wheelchair, walked to the outdoor table oven in one of his greenhouses on the farm and prepared several pizzas. He was assisted by two armed braced walking canes.
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NEVER UNDERESTIMATE YOUR  
ABILITY TO HELP OTHERS...

Rotary



Rotary  PEOPLE OF ACTION

*ADVANCE*

# What is a Rotarian



**"Rotary takes  
ordinary men and  
women and gives  
them extraordinary  
opportunities to  
do more with their  
lives than they ever  
dreamed possible"**

@rotarianevanburrell



SIR CLEM RENOUF

# Diversity, Equity, and Inclusion

## Code of Conduct

- Reflects Rotary's core values and explains the responsibility that comes with being a Rotarian and Rotaractor.
- Rotarians and Rotaractors are expected to exemplify this code of conduct as they interact with one other, Rotary program participants, Alumni, project partners, and members of the community.
- Code of conduct applies to all club, district, zone, and Rotary International meetings, trainings, events, and anywhere else a member represents Rotary, including My Rotary and social media.

# 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.

# Use Respectful Language

- ☐ When you first meet someone, introduce yourself and explain how you would like to be addressed.
- ☐ Call others by their preferred name, rather than a nickname.
- ☐ When addressing larger groups, utilize gender neutral words (e.g., Rotarians) .
- ☐ Use active listening to deepen your understanding of others.
- ☐ Be conscious of language use and adapt language (e.g., words) to fit the region.
- ☐ Avoid slang and idioms that do not translate across cultures or clearly explain them to share our diverse cultures and languages.
- ☐ Speak plainly; avoid acronyms and jargon. If used, clearly explain them.
- ☐ If you are curious about someone's cultural background or another characteristic, ask if they are open to sharing more about themselves.
- ☐ Foster an atmosphere of intergenerational dialogue and avoid describing anyone by their age.

# Be Supportive

- ❑ Be an ally, advocate for others , and be ready to intervene, when you see a need.
- ❑ If you see or hear something inappropriate, address the behavior in way that offers support to those affected.

# Foster a Welcoming and Inclusive Environment

- ☐ Ensure every member and participant can fully engage in any meeting, event, or activity that you organize in person or online by offering an accessible venue, simultaneous interpretation, closed captioning, and/or transcripts, and other resources, as needed.
- ☐ Review club or program traditions and stop or change activities that may be offensive or alienating to a specific group.
- ☐ Create a welcoming environment and include all in conversations, projects, and events.
- ☐ Pay attention to nonverbal communication (e.g., eye contact, facial expressions, tone of voice, gestures, personal space, and posture) and how it impacts your ability to engage with and relate to others.
- ☐ Know important dates of various religions and schedule events and activities in a way that is inclusive and considerate of people who observe them.
- ☐ Be aware of dietary and health restrictions.
- ☐ Open opportunities for everyone to hold leadership roles in your club and district or engage with your community partners.

# Celebrate Diversity

- ☐ Include your club's awareness, understanding, and acceptance of people with disabilities.
- ☐ Celebrate a variety of cultural events and religious observances, instead of those associated with a single culture or religion.
- ☐ Acknowledge and celebrate significant dates relevant to diversity.
- ☐ Avoid stereotyping and mocking any specific group.
- ☐ Acknowledge and celebrate different genders.

# Adult Harassment Issues

If you are notified of any allegation of harassment involving an adult, or you feel you have been harassed, follow these steps:

- If anyone's safety is in doubt, contact local law enforcement.
- Notify a club officer (e.g., president, secretary), district leader (e.g., district governor, district-governor-elect), or zone leader (RI Director).
- Report the incident to Rotary International's Club and District Support team by contacting [cds@rotary.org](mailto:cds@rotary.org).
- Any allegation of harassment or abuse that involves young people must be reported to Rotary International at [youthprotection@rotary.org](mailto:youthprotection@rotary.org) within 72 hours.

# What the Future holds.



# Current District Grant

## Business Incubator for People with Disabilities

The “Business Incubator for Individuals with Disabilities” is an entrepreneurship/ mentoring program managed by the Mission Rotary Club and Mission Rotaract Club and incorporating local community partners from Hidalgo County.

The program targets young adults with disabilities who have, have diverse talents and interests, and imagine a future with a business that will enable them to achieve self-employment and independence.



# Business Incubator for People with Disabilities Cont.

Individuals with disabilities face significant challenges and barriers in job searches and employment such as physical or architectural barriers, informational or communicational barriers, technological barriers, and attitudinal barriers.

By utilizing the Diversity, Equity, Inclusion, & Belonging (DEIB) strategy for greater readiness for innovation and the creation of small businesses, our program will raise awareness of what individuals with disabilities can achieve, help combat stigma and discrimination, and achieve more significant inclusion in society.



# Rotary DEI+B Vision

- 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.

# D5930 DEI+B Goals for Spring 2023

increasing impact of others  
being emphatic empathy equality  
appreciation of everyone  
collaboration anyone fairness teamwork love  
understanding including everyone we are one  
together unity everyone belongs  
be aware of everyone's needs. impact  
we are better together

Word Cloud details can be found in the Notes section below

# The Future of Rotary

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*“If Rotary is to realize its proper destiny, it must be **evolutionary** at all times, **revolutionary** on occasions.”*

*Paul Harris, Founder of Rotary*



# Thank you

Stephanie Picazo

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