

Diversity, Equity and Inclusion (DEI) Rotary Club Health Check

Key Questions

Diversity



Equity



Inclusion



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|--|-------|--|--|
| Our club is representative of our community. | | | |
| We have targeted strategies in our club to build diversity. | | | |
| We are proud of our diversity in our club. | | | |
| We have embedded equity in our club's strategic plan, policies and all club activities. | | | |
| Our club is welcoming and accessible. | | | |
| Our club has a broad spectrum of opportunities for members to engage, participate and lead. | | | |
| Our Club provides an environment for the free and open expression of ideas, opinions and beliefs. | | | |
| Racial, ethnic and gender based jokes are not tolerated at our club. | | | |
| Our Club demonstrates a commitment to meeting meeting the needs of members with disabilities. | | | |
| Diversity & inclusion is one of my club's stated values and/or priority areas. | | | |
| Results - add up for each column. | | | |
| <i>Add up all the check marks for all the areas. If you have less than 10, you may have work to do to build a richer DEI culture within your club.</i> | TOTAL | | |

Based on the above results, are there any actions your club should take right away to build a richer DEI culture?

DIVERSITY QUESTIONS

- Do the demographics of your club match the demographics of the community?
 - Age
 - Race
 - Gender
 - Religion
 - Sexual Orientation
 - Economic
 - Career
 - Handicapped
 - Neuro-diverse
- Is there a bias in seeking new members?
- Is there an active plan to increase diversity?



EQUITY QUESTIONS

- Is your meeting accessible to all?
 - Place
 - Handicapped Accessible
 - Time Accessible
 - Cost Accessible
 - Alternative Meetings/Times
- Is there an Ethnic Bias to your Meetings/Menu?
- Do you offer Hybrid Meetings?
- Does everyone have the technology capabilities to join our zoom meeting?
- Are the meetings non-political?
- Non-Denomination Reflection versus Spiritual versus Specific Religious Prayers versus Moments of Reflection versus Rotary Moments

INCLUSION QUESTIONS

- Are all members involved on at least two committees or activities?
- Are new members assigned a mentor?
- Is every member considered for leadership positions?
- Are members invited to participate, not just an announcement from the podium?
- Are activities accessible so all can join?
 - Day/Time/Location
 - Physically Accessible
 - Not conflicting with work or family
 - Cost Accessible
 - Are Alternatives possible?
 - Sensory-friendly when needed?



CONTACT YOUR DEI COMMITTEE

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