



Our Commitment to Diversity, Equity & Inclusion

District 9640

Everyone who engages with Rotary – no matter who they are, where they are in the world, or how long they have been connected with Rotary – should feel valued, respected and welcomed

CORE PRINCIPLES

- Value Diversity
- Recognise Barriers
- Appreciate Individuality



VALUE DIVERSITY

- Welcome contributions of people of all backgrounds
 - Age
 - Gender Identity
 - Ethnicity
 - Race
 - Disability
 - Faith
- Welcome differences in ideas, thoughts, values and beliefs



RECOGNISE BARRIERS



- Recognise that individuals from certain groups have historically experienced barriers to Rotary membership, participation and leadership
- Commit to advancing equity so everyone has access to Rotary opportunities and benefits

APPRECIATE INDIVIDUALITY

- All people hold visible and invisible qualities that inherently make them unique
- Strive to create an inclusive Rotary culture where each person knows they are valued and belong



“diversity is being invited to the party, inclusion is being asked to dance”

Verna Myers,
VP Inclusion Strategy at Netflix

2022 ROTARY DEI GLOBAL SURVEY RESULTS

Don't know how to report
discrimination or harassment
at Rotary



25%

2022 ROTARY DEI GLOBAL SURVEY RESULTS

Don't believe that Rotary
leaders are actively promoting
diversity, equity and inclusion



30%

2022 ROTARY DEI GLOBAL SURVEY RESULTS

- Leadership opportunities are limited for anyone who doesn't fit the traditional profile of a Rotary leader
- Cost of joining Rotary remains an obstacle to retaining members and attracting new ones – exclusionary behavior
- Younger members not offered meaningful opportunities to get involved or showcase ideas – perceived lack of experience

HOW CAN YOU CULTIVATE INCLUSION?

1. Accessibility – location, information, timing, costs, fees
2. Purpose – what, why, passion, delegation, sharing
3. Training – discuss, clarify, language, bias, behavior, participate



DEI CODE OF CONDUCT - 2021

New DEI Code of Conduct approved by Rotary International's Board. Asks Rotarians to:

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

ROTARY DEI TRAINING

Rotary.org has a large number of training options for clubs and members



Diversity, Equity, and Inclusion Basics

Duration: 1h 45m

ABOUT THIS LEARNING PLAN

LEARNING PLAN STRUCTURE

Learn about Rotary's commitment to diversity, equity, and inclusion. Look at your own biases, learn about microaggressions, and find out how to resolve conflict.



Committing to Diversity, Equity, and Inclusion

ID: E-08W9JV

Language: English - Duration: 15m - ★★★★★5

ABOUT THIS COURSE

CONTENT

We are committed to putting diversity, equity and inclusion (DEI) at the core of the Rotary experience. Learn more about Rotary's DEI statement, what DEI means, and how you can put it into practice to create positive experiences.

Updated: June 2021

“Inclusivity means not just “we’re allowed to be there” but we are valued. I’ve always said: smart teams will do amazing things, but truly diverse teams will do impossible things”

Claudia Brind-Woody
VP, IBM



QUESTIONS