



**SERVE TO  
CHANGE LIVES**

## **Diversity Equity and Inclusion (DEI)**

### **Quick Reference Check List**

#### **Key Questions**

##### **Diversity Questions for your Clubs**

- **Are the clubs in your district relevant to members and their communities? Is there diversity?**
  - Do you have targeted strategies to attract diverse groups like - Women | Young Professionals | Different Ethnic Groups | Non-traditional Professions | LGBTQIA ?
- **Do the demographics of your club match the demographics of the community?**
  - Age | Race | Gender | Religion | Sexual Orientation | Economic | Career | Handicapped
- **Is there a bias in seeking new members?**
- **Is there an active plan to increase diversity?**

##### **Equity Questions for the Clubs in Your District**

- **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 for the Clubs in Your District**

- **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?