Rotary
District 7930

Diversity, Equity, & Inclusion Tracker
Club: _____

GOAL	ACTION STEPS	COMPLETE
Make it more affordable to be a member of your club	❏ Make paying for the meal portion of the meeting optional. ❏ Create a tiered dues structure based on financial need. ❏ Offer grants for attending District or Rotary-wide events. ❏ Make additional financial contributions (i.e. to club fundraisers, the foundation, conference attendance, etc.) optional rather than required (or subsidize them if needed). ❏ Offer a membership first year discount to other individuals that are part of Chambers etc. Work with other organizations to do the same.	**Total Steps Completed:** _____
Redefine what it means to be a "professional"	❏ Invite and convince a member of a community or demographic that your club serves to join you in a service project. ❏ Invite and convince a member of a community or demographic that your club serves to come to a meeting. ❏ Invite and convince a member of a community or demographic that your club serves to join your club. ❏ Collaborate on a project with another service organization within the community.	**Total Steps Completed:** _____
Replace exclusionary traditions with more inclusive ones	❏ Remove prayers, singing, and fines during meetings. (Perhaps replace them with a new tradition, such as a "Mindfulness Moment") ❏ Add a 'member minute' at the beginning of each meeting to help your members get to know each other better and practice their public speaking skills. ❏ Encourage your members to share their preferred gender pronouns when introducing themselves.	**Total Steps Completed:** _____
Educate yourself and your members	❏ At least 10% of Club Membership attends a District 7930 web training or discussion on Diversity, Equity, and Inclusion during the current Rotary year. ❏ Host an unconscious bias training with your club	**Total Steps Completed:** _____

	❏ Introduce a new meeting speaker on a topic related to diversity, equity, and inclusion. ❏ Add a DE&I section to your club's newsletter that highlights your club's commitment to DE&I and educates your readers about relevant topics.	
Make your meetings more accessible	❏ Reconsider the time of day when you meet. Is your meeting time inclusive/feasible for those who are working? Are your meetings family-friendly? *(demonstrate your thought process on a written document in order to check this box)* ❏ Think about the location where your club meets. Does it make everyone feel welcome? Would it be helpful if you arranged carpools to and from meetings? Can some or all meetings remain virtual (over Zoom)? Would a hybrid in-person/virtual model be feasible? *(demonstrate your thought process on a written document in order to check this box)* ❏ When we return to in-person meetings provide live stream access to your meetings for those who may not be able to attend. This can be done via Facebook, Instagram, or Zoom.	**Total Steps Completed:** _____
Use your platform (website, social media, newsletter) to affirm your club's commitment to DE&I.	❏ Work with the District DE&I committee to ensure your existing messages and supporting materials are equitable and inclusive. ❏ Use the district public image templates to update your website, social media, and newsletter. ❏ Use specific, inviting language on your club's membership page "We actively seek to reflect the community that we serve, and so individuals of all genders, race, sexual orientation, nationality, ability, veteran status, and educational background are strongly encouraged to inquire." ❏ Create a DE&I series on your social media page(s) showcasing your progress toward achieving these citation goals. ❏ Add members' preferred gender pronouns to their official Rotary nametags. ❏ Post a public pledge to Diversity, Equity, and Inclusion on your club's website home page, incorporating the district's DE&I Mission Statement (see Malden Rotary Club's web page for an example)	**Total Steps Completed:** _____

TOTAL DIVERSITY, EQUITY & INCLUSION POINTS: _____

SUBMITTED BY: _____