

TRAINING FOR LEADERS-
PART 2, SEPTEMBER 12TH 2020
ROTARY DISTRICT 7820
SYSTEMIC RACISM TASK
FORCE

ACKNOWLEDGING AND WORKING WITH DIFFERENCE



BACKGROUND OF AWARENESS

Lived experience and First Voice

Being guided by those who live it and how it informs thinking and actions

Recent triggers that created the momentum for the District to prioritize addressing areas of discrimination

Why as Rotarians we have a duty to be involved and act

ONE EXAMPLE OF DIFFERENCE

Countering Anti-Black Racism as Rotarians

A resource guide and coaching plan.

➤ Acknowledgement

Acknowledgement of the problem and the value of apologies.

➤ Awareness

History and the current state of anti-Black racism.

➤ Assessment

Self-assessments to find areas for improvement.

➤ Action

Putting everything together to provide meaningful change.

FROM AWARENESS TO ACTION

Countering Anti-Black Racism using the 4-Way Test

Of the things we think, say or do:

▶ Is it the **TRUTH**?

Learning the history of anti-Black racism and acknowledging the past is a necessary first step.

▶ Is it **FAIR** to all concerned?

Taking an inventory of policies and projects to ensure they are fair to all concerned can identify new opportunities and areas for growth.

▶ Will it build **GOOD WILL** and better **FRIENDSHIPS**?

Projects can be improved through partnerships and community assessments.

▶ Will it be **BENEFICIAL** to all concerned?

Together, we can build a path forward where Rotary and its projects are beneficial to all.

Rotary
District 7820



FACING DIFFERENCE

- **Acknowledgement:**
Understanding, First Voice Witness and listening
Establishing Resources to Activate Change and
Enhance Capacity For Candid Dialogue
- **Awareness**
Engage Leadership, membership, community, and
government in meaningful dialogue.
Expand awareness through speaker series, discussion
forums and education and build Rotarian awareness so
they can personally engage in dynamic discussions and
action.

ACTIVELY WORKING WITH DIFFERENCE

- Assessment

Internal - Rotary reflection of community representation, policy and practice

External – Rotary relationships and activities-local and International

Action

Overall – Engage and establish allies and have Rotary membership work as ambassadors of change for anti-racist mindset, behaviour, policies and practice.

Specifically –District- Ongoing focus through Task Force, Build Rotary Activation Tool Kit/

Local Level Rotarians –Commitment Statement, Host discussions, learning sessions, Tools