



ACCOUNTABILITY AND INCLUSION: A DEI SERIES

Throughout 2020-2021, Rotary will host a webinar series to explore diversity, equity, and inclusion. Registration will be announced eight weeks prior to each webinar, and recordings will be posted [here](#). Topics are subject to change.

TOPIC	DESCRIPTION
Design an Inclusive Plan for Your Organization Watch Recording	Rotary values diversity and celebrates the contributions of people of all backgrounds, and we're committed to reflecting the communities we serve by being inclusive of all cultures, experiences, and identities. So, we need to take action. Before we can effect real change, we need to create a plan that welcomes all people, extends to all activities, and has measurable results.
The Power of Connection With Diverse Communities Watch Recording	The RI Board of Directors challenges us to ensure that underrepresented groups have greater opportunity to participate in Rotary as members and leaders, regardless of a person's age, ethnicity, race, color, abilities, religion, socioeconomic status, culture, sex, sexual orientation, and gender identity. Building authentic and lasting connections with diverse communities is critical to demonstrating that we mean what we say.
Stand up and Speak out: Inclusion is Everyone's Responsibility TBD	We have 1.2 million opportunities to be inclusive every day. By modeling inclusion in ourselves, our clubs, and communities, we create a culture where everyone belongs and contributes. As members of the Rotary family, it is our responsibility to inspire, empower, and hold each other accountable as we continue this journey. Equity and inclusion don't just happen — they must be acted upon. Challenging and supporting each other is not always easy, but it's everyone's responsibility.
No Justice, No Peace	Peace is a cornerstone of Rotary's mission. We believe that when people work together to create peace in their communities, it has a global impact. But peace is more than just the absence of violence; peace means ensuring justice for all. Rotary has partnered with the Institute for Economics and Peace, an independent research organization, and leader in the study of peace and conflict, to help us address the causes of conflict and learn to create conditions that foster peace.
Intergenerational Relationships	Generational diversity is one of our competitive advantages. Few organizations span generations and build personal connections the way that Rotary does. Yet we can find ourselves segmented by our age groups, unable or unwilling to challenge our biases about people of other ages. A recent study found that people are less likely to work well with someone from another generation than with someone of a different gender or race. Explore ways to move from awareness to effective action.
Building an Inclusive Brand	Now that you're equipped with a new understanding of DEI, it's time to consider the culture you want to create — ideally, it's one that's authentic to your brand and meets the needs of your community. Make inclusivity a core part of what you do rather than just a one-time effort. You may have members who find the changes you're making difficult, so it's important to remember the values those changes are based on.