

Diversity Equity Inclusion



A detailed map of North America showing the traditional territories of various Indigenous peoples. The map is color-coded to distinguish between different nations and regions. Labels for various nations are scattered across the map, including Inuit in the north, Koyukon, Tanana, Hän, and others in the northwest; and numerous nations like the Cree, Anishinabewaki, and others in the central and eastern regions. A large, semi-transparent white circle is overlaid on the western part of the map, containing the title and a statement.

Land Acknowledgement

We respectfully acknowledge we are on the lands of our traditional peoples, and that our First Nations Peoples are the stewards and caretakers of these lands and waters in perpetuity, and that they continue to maintain this responsibility to ensure their health and integrity for generations to come.



House Keeping

- We won't be taking a formal break during this session – so please feel free to get up and take a comfort break when and if you need to.
- We'd love it if you would use the chat function to spark the conversation.
- Later on in the session, we'll be breaking out into smaller groups for conversation and then coming back as a big group to share the brilliance that surfaced.



Virtual Introduction – Share your name and club in the chat.



What work comes to mind when you think DEI?

Go to www.menti.com and use the code 4178 7973

Or use the QR Code to Sign on
and enter your words.



Starting the Conversation

Some of the patterns we have heard in our conversations have been words like ...

Community

All of Us

Inclusion

EQUAL

Diverse

Belonging

Equality Care

Equal

Values

Everyone

Respect

RIGHTS



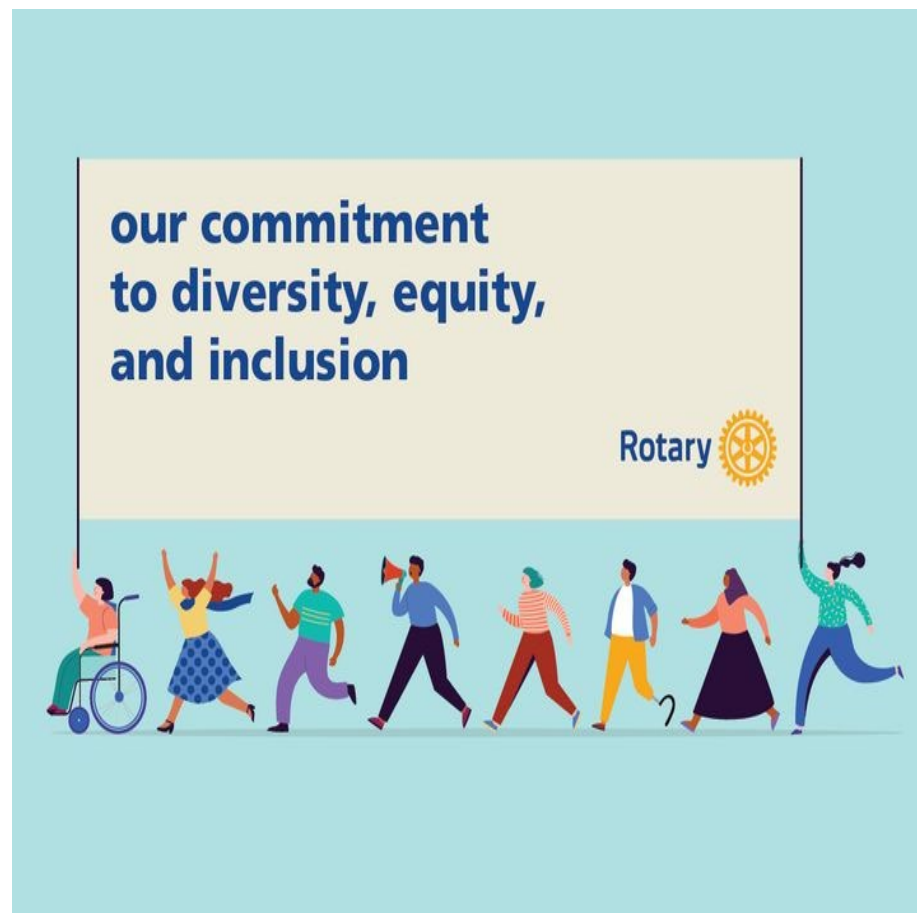
Opening – RI Commitment To Diversity, Equity and Inclusion



RI's Commitment To Change

Rotary International Diversity, Equity and Inclusion Vision

As a global network that strives to build a world where people unite and take action to create lasting change, Rotary **values diversity** and **celebrates the contributions of all backgrounds**, regardless of their age, ethnicity, race, color, abilities, religion, socioeconomic status, culture, sex, sexual orientation, or gender identity.



Rotary International – Assessment of Their Current Landscape To Deepen Understand and Establish a Baseline

The Rotary International Board convened the [Diversity, Equity, and Inclusion Task Force](#) to assess the state of DEI within Rotary and develop a comprehensive plan to establish these values even more firmly in our culture. To develop the plan, the task force used the responses from 31,000 members around the world who reported their experiences with DEI in Rotary through our first diversity, equity, and inclusion survey.

GENDER OF MEMBERSHIP



GENDER PARITY TIMELINE



Rotaract has achieved gender parity. Today, 51% of Rotaractors are women and 49% are men. If current trends continue, Rotary will not achieve gender parity until 2050. What steps can we take to close this gap?

AGE OF MEMBERSHIP

ROTARY

average age of a Rotary member is 61

61

ROTARACT

average age of a Rotaract member is 25

25

A majority of Rotary and Rotaract members are introduced to their club through a friend or colleague. Most personal networks though are comprised of people who are similar in age. How can we be more inclusive and welcome members of different generations and experiences?

AGE OF ROTARY LEADERS

PERCENTAGE OF LEADERS OVER THE AGE OF 60



Rotary's senior leaders are responsible for appointing members to key leadership positions. Because these positions are appointment-based, those with robust networks have a significant advantage of being named a Rotary leader, regardless of their knowledge or skills. What steps can we take to include younger members in our leadership?

DISTRICT GOVERNORS



- appoint, train, and manage a team
- manage and visit clubs
- regularly communicate with clubs
- complete administrative tasks

Many Rotary leadership roles require you to first be a district governor. The amount of responsibility and the time commitment required though leads some members to believe that this role is best suited for those who are retired, which may be why 70% of district governors are over 60 years old. This limits who can be a Rotary leader while expanding their professional careers.

What steps could we take to make the district governor role more manageable and more appealing to all members?





RI DEI Commitment Statement

- At Rotary, we understand that cultivating a diverse, equitable, and inclusive culture is essential to realizing our vision of a world where people unite and take action to create lasting change.
- We value diversity and celebrate the contributions of people of all backgrounds, across age, ethnicity, race, color, disability, neurotype, faith, religion, socioeconomic status, culture, marital status, languages spoken, sex, sexual orientation, and gender identity as well as differences in ideas, thoughts, values, and beliefs.
- Recognizing that individuals from certain groups have historically experienced barriers to membership, participation, and leadership, we commit to advancing equity in all aspects of Rotary, including in our community partnerships, so that each person has access to the resources, networks, opportunities, and support they need to thrive.
- We believe that all people have visible and invisible qualities that inherently make them unique. We will create an inclusive culture where each person feels like they are valued and belong.
- In live with our value of integrity, we are committed to being transparent about where we are in our DEI journey as an organization and to continuing to learn and do better.
- Rotary International has lots of additional resouces on [DEI](#) and how you can activate in your area.





RI DEI Code of Conduct

Rotary Core Values: Fellowship, Integrity, Diversity, Service, Leadership

This code of conduct was created to articulate our core values and reinforce the responsibility that comes with being a member of the Rotary family, which includes members and participants from over 200 countries and geographical areas, speaking over 100 different languages. We are committed to enforcing and evolving this code as our organization grows.

Like our core values, we expect our Rotary and Rotaract club members to apply the ideas contained in this code of conduct as they interact and engage with one another, Rotary program participants, Alumni, project partners, and members of the community. Specifically, the code of conduct applies to all club, district, zone, and Rotary International meetings, trainings, events, shared online spaces (My Rotary, email, etc.), social media, and other avenues where you represent Rotary.

Expectations

All club members, Rotary program participants, Alumni, project partners, and representatives of Rotary are expected to be considerate and contribute to a collaborative, positive, and healthy environment in which all are respected and valued. Specifically:

- **Use respectful language.**
- **Be supportive.**
- **Foster a welcoming and inclusive environment.**
- **Celebrate diversity.**
- **Duty to Report.**

Need more information? Rotary International has lots of additional resources on [DEI](#) and how you can activate in your area.





Our Social Contract with Each Other



Coming forward with open hearts and minds.



We all have different stories, and we are creating space to hear those narratives.



Embrace being uncomfortable.



Courage in face of change.



Creating The Right Space to Engage

PRINCIPLES OF BRAVE SPACE

We are **present** in this virtual space and with each other.

We are open to new ideas, ways of thinking and feedback.

We listen **deeply** are **curious** and seek new knowledge and understanding.

We hold a space of **trust** and **confidentiality**.

We focus on **possibility** and see obstacles as opportunity for learning.

We bring **awareness** to our biases, assumptions and judgements.

We **challenge** ideas, not people.

We **acknowledge** and **appreciate** each others gifts, strengths and contributions.

We take accountability for our own learning.
Knowledge extraction vs knowledge mobilization.

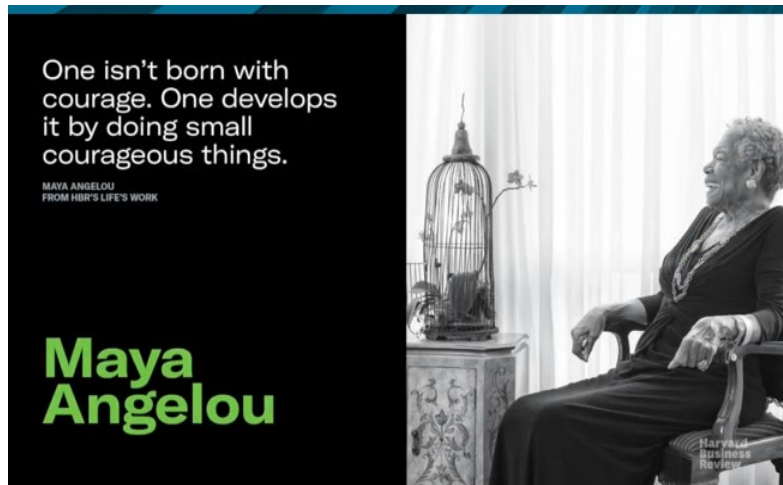
We hold **brave space** for **courageous** conversations.



Sourced From:
Tim Fox (he/him)
Vice President, Indigenous Relations and Equity Strategy
Calgary Foundation



Brave Space

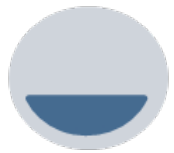


Brave spaces can look, sound and feel different from one another, but the general idea is to cultivate a productive dialogue where participants are encouraged to speak honestly and critically from their own experience toward the end of mutual learning and liberation.

This includes

- Diversity of thought
- Difficult conversations
- Respectful engagement
- Awareness and acceptance of possible consequences

Diversity, Equity and Inclusion



Diversity

Includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another.



Equity

The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.



Inclusion

The act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate.

Definition of Diversity:

**Refers to all the similarities
and differences
that define us as
“human beings”**

Diversity and Inclusion



Diversity

Inclusion





Equity versus Equality?

- **Equity**

- Equity is defined as “the state, quality or ideal of being just, impartial and fair.” The concept of equity is synonymous with fairness and justice. It is helpful to think of equity as not simply a desired state of affairs or a lofty value. To be achieved and sustained, equity needs to be thought of as a structural and systemic concept.

- **Equity vs. Equality**

- Equity involves trying to understand and give people what they need to enjoy full, healthy lives. Equality, in contrast, aims to ensure that everyone gets the same things in order to enjoy full, healthy lives. Like equity, equality aims to promote fairness and justice, but it can only work if everyone starts from the same place and needs the same things.

Equity versus Equality

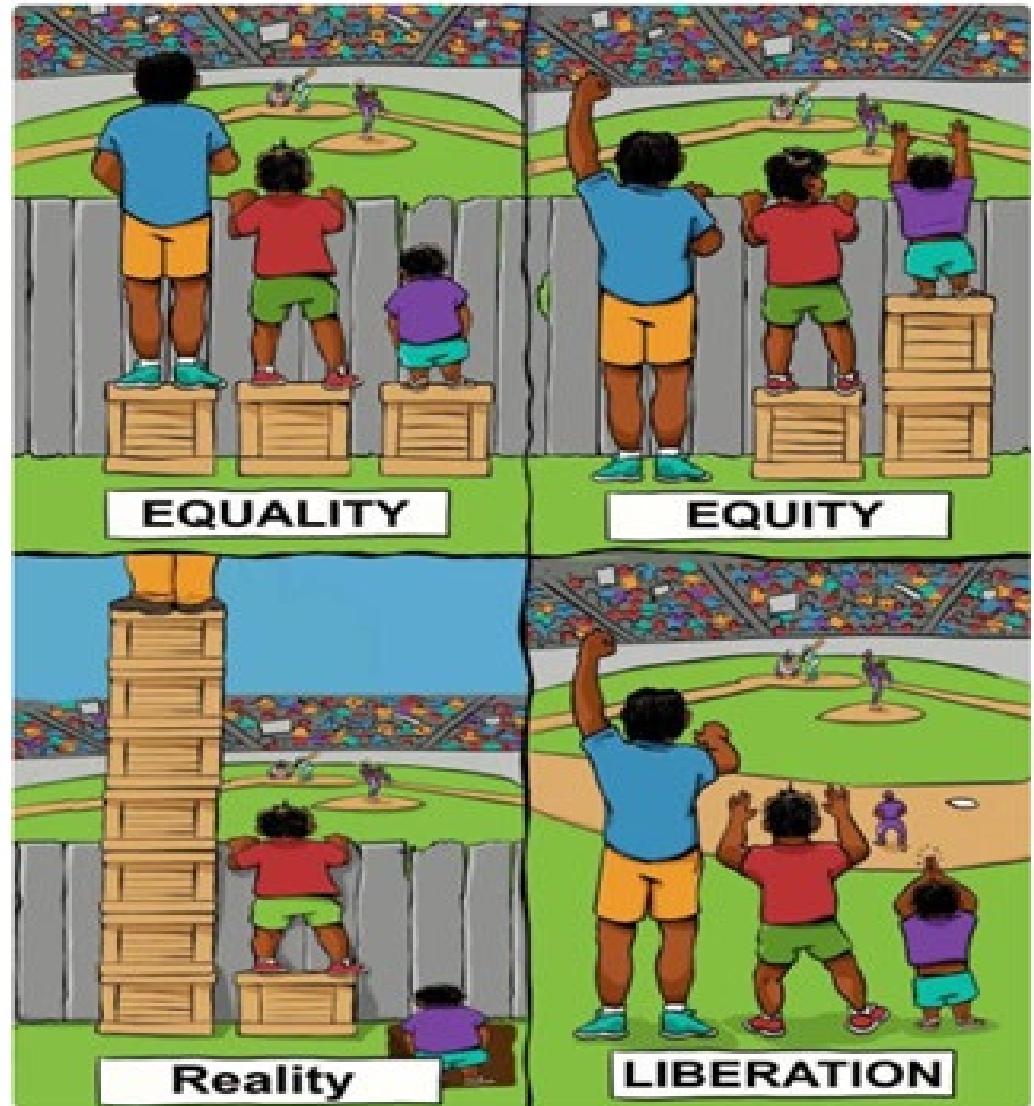
- Diversity ≠ Inclusion
- Equity ≠ Equality

Equality

– the state of being equal

Equity

- the quality of being fair






Definition of Inclusion:

The climate we create to help organizations and individuals benefit from diversity of ideas, knowledge and experience.

Diversity, Equity and Inclusion



**“Diversity is being invited to the dance.
Equity is playing music we all can dance to.
Inclusion is being asked to dance.”**

Willie Ratchford, Community Relations Director



There are Many ISMs



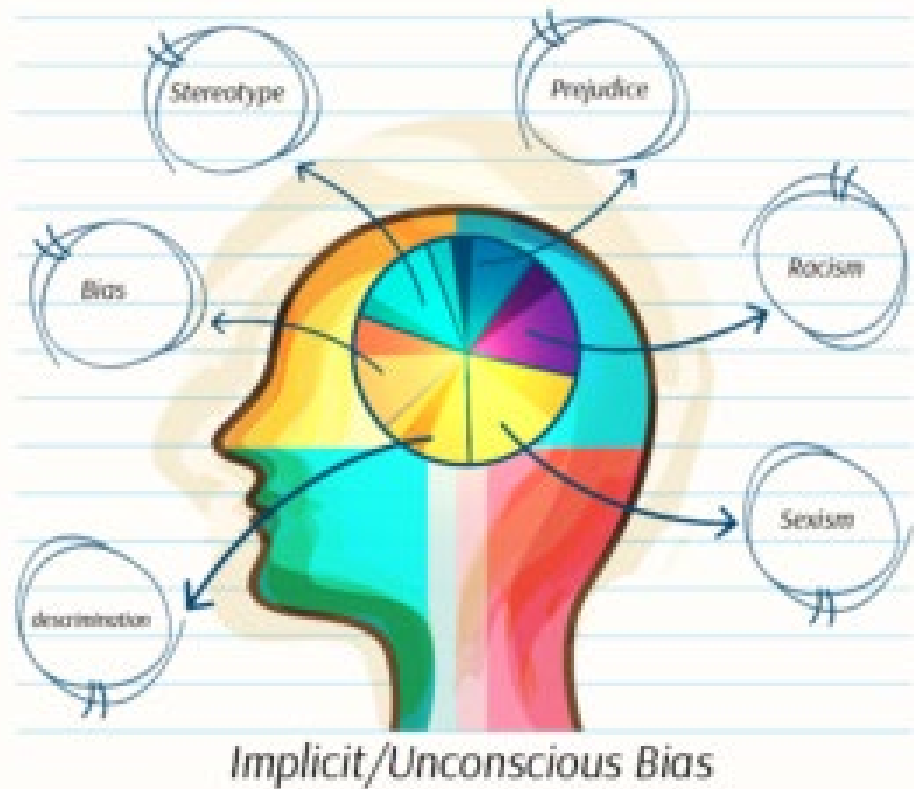
Complex Landscape of ISMs

- **Ageism** – Prejudice or discrimination on the basis of a person's age.
- **Sexism** – Prejudice, stereotyping, or discrimination on the basis of a person's sex or gender.
- **Racism** – prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior.
- **Ableism** - the intentional or unintentional discrimination or oppression of individuals with disabilities.

Unconscious Bias

Unconscious Bias is:

- Everyday
- Automatic
- Hard-Wired
- None of us are immune



We don't see things as they are

We see things as we are

Unconscious Bias – Are you aware?



Focus Within:

- Tune into your emotions
- Recognize how your experience has shaped your perspective
- Stick to facts, and don't make assumptions.
- Turn frustration into curiosity.

Learn about others

- Recognize how their experiences have shaped their perspective
- Consider how they might see the situation and what is important to them
- Think about how your actions may have impacted them

Engage in dialogue

- Ask open-ended questions
- Listen to understand, not to debate
- Offer your views without defensiveness or combativeness
- Disentangle impact from intent
- Avoid blame, think contribution

"eXpand" the options

- Brainstorm possible solutions
- Be flexible about different ways to reach a common goal
- Experiment and evaluate
- Seek out diverse perspectives



Rotary



3 Things You Should Know About Bystander

Definition

is a person who observes a conflict or unacceptable behavior.

Concept

An individual who observes a situation or potential situation in which an individual may experience harmful or hurtful acts.

Effect

An individual who is less likely to offer help or intervene in a situation where others are present because they assume someone else will do it.

UPSTANDER

So What Can you do?

Are you a Bystander or Upstander?



Breakout Discussion

Brave Space

What do you think you need to do both individually and collectively, to create the brave space to host the DEI Conversation?

Personal Biases

- What can you do as a Rotary leader to create the right environment to challenge unconscious bias?

Bystander vs. Upstander

- Have you been an upstander or a bystander? What do you think you can do to encourage more Rotarians to be upstanders?



Group Discussion

- **Brave Space**
- **Personal Biases**
- **Upstander vs. Bystander**

What did you discover?



Action

DEI Champions

RI has called us to action – both individually and collectively to actively be part of the change.

You are a key component in creating a culture of DEI in Rotary at the District level. What does being a DEI champion mean?

You build your own awareness about DEI – like this session today.

You are visible in your support of DEI - talk about the value of DEI, across your leadership network, at your district leadership table, at various Rotary forums.

You are consistent in your messaging about your expectations - encourage your district leadership team to have similar conversations across their networks and within their own local clubs.





As a DEI Champion – Your Role is to Guide the District From Here.....

Lead by example – Listen for understanding







Diversity is a fact.
Equity is a choice.
Inclusion is an
action.
Belonging is an
outcome.



QUESTIONS?





Focused Reflections for Your District Tool Kit

Are the Clubs in your District relevant to their members and their communities?



Is there Diversity?

Do you have targeted strategies to attract diverse groups like . . .

- Women
- Young Professional
- Different Ethnic Groups
- Non-traditional Professions
- LGBTQIA





Diversity Questions for the Clubs in Your District

- 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?



Age of Personalization

- Rotary – are we stuck between an age of standardization and our new age of personalization?
- Have we built a culture that is agnostic to differences?
- Weekly dinner meetings (standardization) or e-club (Personalization)
- Has our thinking, our vision, our systems been so dependent upon focusing on standardization that we haven't provided the room to serve personalization?
- Individuals are no longer inclined to hide their diversity or feel pressured to fit into the standardized version of mainstream.....
- If we want to influence our organization and marketplace how do we lead in this age of personalization?

Recommendations:

- Increase DE&I awareness and knowledge through District Leadership Tables and Through Rotary Club Engagement and Club Meetings & District Support
- Design and implement a DE&I district strategic plan.



Commitment – Action Activities

- **Talk about diversity** with your district leadership team and encourage them to have discussions with their respective club leadership teams to create a member diversity and inclusion action plan using the Diversifying Club Assessment.
- **Invite local diversity**, equity, and inclusion experts to speak at your club's next gathering.
- **Connect with local organizations** that are supporting diversity, equity and inclusion efforts and work with them on projects or events.

Commitment – Action Activities

- **Encourage and support people** from under-represented groups to take on leadership positions in your club and district.
- **Encourage District Leadership Team members** to take the Building a Diverse Club course in the Learning Center to learn more about diversity, equity and inclusion.
- **Create a community advisory board** and invite diverse members from the community and from your club to take part. You will learn what's important to the community and discover ways to work together and take action.

Rotary Links

- RI Diversity, Equity, and Inclusion Statement
 - <https://www.rotary.org/en/about-rotary/diversity-equity-and-inclusion>
- Rotary Learning Center: Committing to Diversity, Equity, and Inclusion
 - <https://learn.rotary.org/members/learn/course/679/committing-to-diversity-equity-and-inclusion>
- DEI in Rotary Youth Exchange
 - http://msgfocus.rotary.org/files/amf_highroad_solution/project_190/Youth_Exchange/LGBTQ_Resource/2020_LGBTQ_RYE_FINAL.pdf
- Rotary 2020: Moving from Diversity to Inclusive Actions
 - <https://www.youtube.com/watch?v=WxlbRNag3WE>

External (non-Rotary) Resources

- LinkedIn Learning Path on Diversity, Inclusion, and Belonging for All
 - <https://www.linkedin.com/learning/paths/diversity-inclusion-and-belonging-for-all>
- LinkedIn Course on Inclusive Leadership
 - <https://www.linkedin.com/learning/inclusive-leadership/welcome>
- The Look: A Story About Bias in America
 - <https://us.pg.com/talkaboutbias/>
- 10 Best Diversity Videos
 - <https://blog.ongig.com/diversity-and-inclusion/top-diversity-videos/>

