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**Diversity Equity and Inclusion (DEI)**

**Quick Reference Check List**

**Key Questions**

**Diversity Questions for your Clubs**

* **Are the clubs in your district relevent to members and their communities? Is there diversity?**
  + Do you have targeted strategies to attract diverse groups?
    - For example - 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 |Disabled
* **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
* Disabled 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 | Alternatives Available