



Rotary District 7930 Diversity, Equity, & Inclusion Citation

Thank you so much in advance for your commitment to making Rotary District 7930 a more diverse and inclusive organization! Not only will more inclusive clubs, policies, and events grow our membership, it will also allow us to spread the amazing experiences and sense of fellowship that we receive from Rotary every day to even more people in our communities.

Your Rotary, Rotaract, or Interact club can earn a ***District 7930 Diversity, Equity, and Inclusion Citation*** for achieving goals that actively work toward making your club more diverse and inclusive. To achieve the Citation, review the available action steps, select at least 13, achieve those goals, then report your achievement to the District Governor. In return, your club will receive a written Diversity, Equity, and Inclusion certificate signed by the District Governor, as well as Rotary DE&I pins to all club members.

Achieving these goals may require actions or decisions that you or your club haven't had to make before. We invite you to read through each one with an open mind, and do further research into any that you don't quite understand.

Goal	Why This Matters	Action Steps
Make it more affordable to be a member of your club	There are many folks in our community who would love to be part of the work that Rotary is doing, but cannot afford to partake in our activities. By eliminating some of the financial barriers to joining, we can make our meetings and events more accessible and ultimately expand our membership.	☐ 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.
Redefine what it means to be a "professional"	Those who work blue collar jobs (restaurant servers, grocery store clerks, etc.) are still part of our community and can bring so much value to our clubs. By reaching beyond members who own their own business or work in corporate America, we can	☐ 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.

	expand our membership numbers and also more accurately represent our communities.	☐ 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.
Replace exclusionary traditions with more inclusive ones	Some traditions can be isolating and can deter different types of people from coming back to your meetings. For example, someone who is not religious may be uncomfortable praying in a group that's supposed to be non-religious. Think about the message each of your traditions is sending and evaluate whether they are inclusive or exclusionary.	☐ 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.
Educate yourself and your members	It is critical that everyone in our district is educated on what it means to be inclusive. It is up to you as a leader in your club to provide learning opportunities that will expand perspectives and open up meaningful conversation. Ensure that you are including diverse voices on a wide variety of topics, and consider specifically including speakers on DE&I topics.	☐ At least 10% of Club Membership attends a District 7930 web training or discussion on Diversity, Equity, and Inclusion. ☐ Host an unconscious bias training with your club ☐ 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	Some people in our community would love to join our meetings, but can't because they work hourly jobs, have young children, or can't get up for an early morning meeting. In order to attract and retain as many members as possible, it is important that you think critically about the people in your community and what would work best for them.	☐ Reconsider the time of day when you meet. Is your meeting time inclusive/feasible for those who are working? Are your meetings family-friendly? <i>(demonstrate your thought process on a written document in order to check this box)</i> ☐ 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? <i>(demonstrate your thought process on a written document in order to check this box)</i> ☐ 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.

Use your platform (website, social media, newsletter) to affirm your club's commitment to DE&I.

Share openly with prospective members and the community what your values are as a club, and how you are working to make changes internally. This will be very attractive to prospective members!

- ☐ 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)