

Rotary

Midwest PETS



Midwest PETS 2025

INCLUSIVE CLUB CULTURE

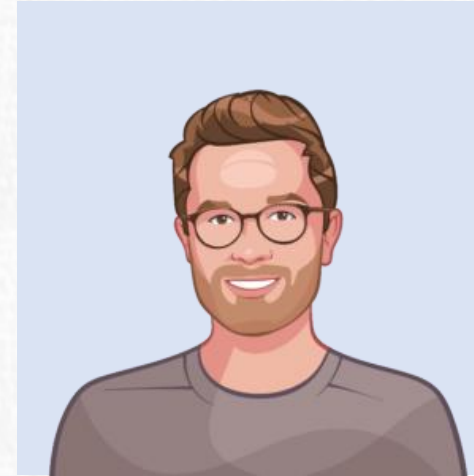
COMFORT & CARE OF YOUR MEMBERS



Succession Planning in Rotary



XXXX XXXX
Rotary Club of XXXXX
District XXXX
XXXX@gmail.com



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District XXXX
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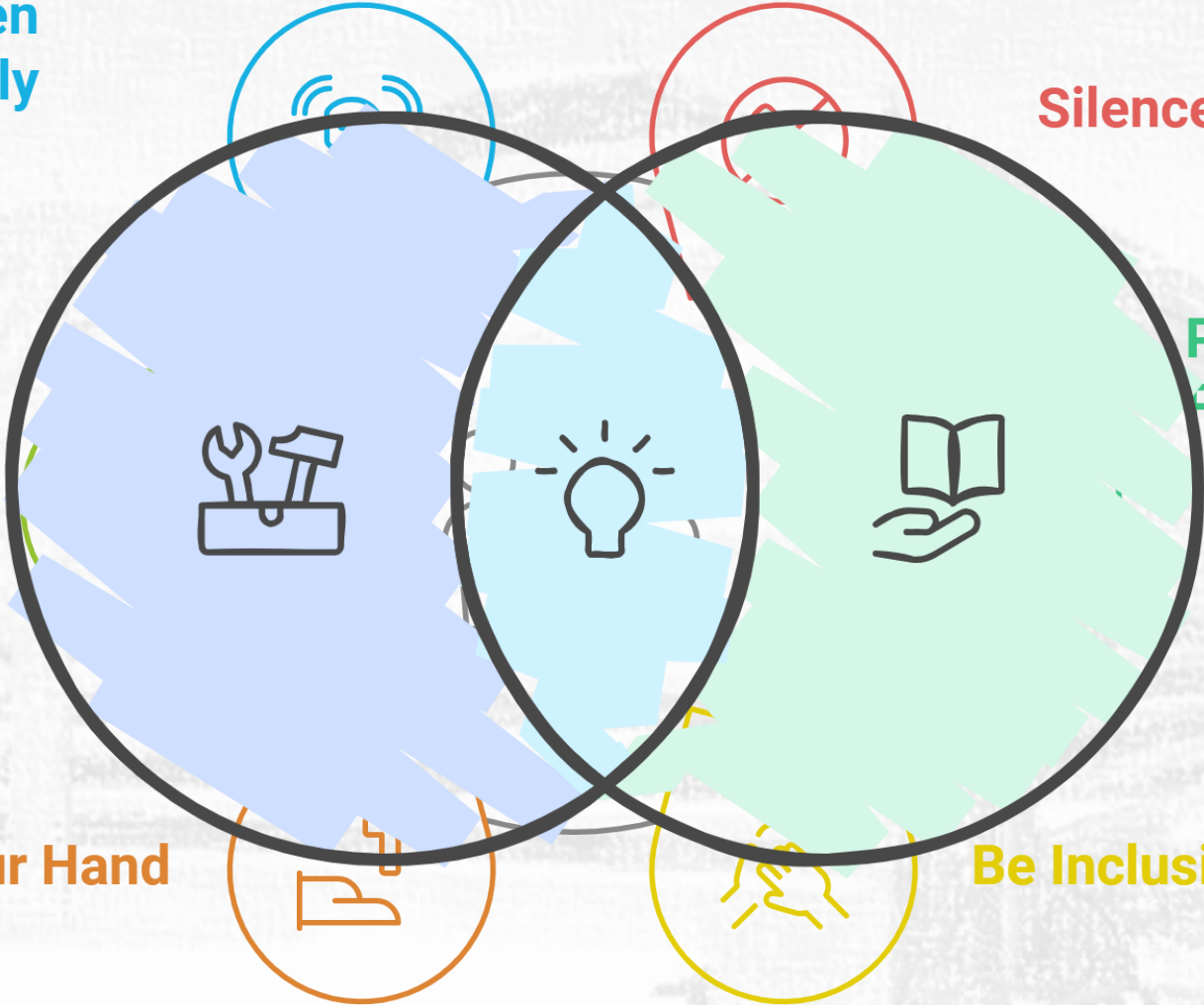
Ground Rules

Listen Respectfully

Silence Phones

Be Clear, Concise, and Brief

Plan to Participate



Raise Your Hand

Be Inclusive

Learning Objectives

- Articulate the Rotary case for inclusion and belonging
- Explore Rotary resources to support your work
- Identify ideas for improving equity in clubs
- Determine action steps for your club



Tell Me About Your Name



Inclusive Club Culture

Why are we committed to promoting diversity, equity, and inclusion?



Equality vs. Equity



Rotary International

our commitment to diversity, equity, and inclusion



Our Commitment

“We are all the faces and the voices of Rotary. We are the faces that people see when they look to join our clubs or to join in service. If they see the commitment and our actions, it strengthens our entire organization.”

*Jennifer Jones, 2022-23
Rotary International President*



The “Case” for Diversity, Equity, and Inclusion

The moral or social justice case: each person has value, and we must address barriers that have led to unfair conditions

The economic case: organizations that tap into diverse talent pools are stronger and more efficient

The market case: organizations will better serve their customers if they reflect the diversity of their market base

The results case: diverse teams lead to better outputs; and lead to better solutions for social problems

(Source: <https://independentsector.org/resource/why-diversity-equity-and-inclusion-matter/>)

What Does DEI Look Like at Rotary?

- Reflect the communities we serve
- Recognize people from marginalized groups may encounter barriers to membership and/or leadership
- Embrace transparency in membership criteria

The Payoff














- Enhances member experiences
- Attracts new members
- Increases our impact














Where Do I Start?

ELIMINATING ROADBLOCKS TO DIVERSIFYING YOUR CLUB: RESOURCE GUIDE

GETTING STARTED

-  [Rotary's Commitment](#)
-  [Extensive Definition of DEI Terms](#)
-  [Diversity, Equity and Inclusion Basics](#) (Rotary Learning Center)
-  [Preventing and Addressing Harassment](#) (Rotary Learning Center)
-  [Why DEI is the Right Thing for Rotary](#) (Katey Halliday)
-  [Peace Within, Peace Between, Peace Among](#) (Brian Rusch)
-  [15 Key Benefits of DEI to Communicate with Team Members](#) (Forbes Expert Panel)
-  [Intentional Inclusivity in a Five-Minute Read](#) (Amber Booth-McCoy)
-  [Why Diversity, Equity and Inclusion Matter](#) (Monisha Kapila, Ericka Hines & Martha Searby)
-  [Diversity in Your Clubs & Being an Ally](#) (Janelle Breen & Alia Ali)
-  [Infinite Possibilities: Embracing Our Differences](#) (PRIP Barry Rassin & Brian Rusch)
-  [Infinite Possibilities: Investing in Equity](#) (Xavier Ramey)
-  [Coming Out Into My Own Legacy](#) (Brian Rusch)

INTERMEDIATE

-  [Club Assessment Tool: Diversifying Your Club](#)
-  [Diversity, Equity and Inclusion Intermediate](#) (Rotary Learning Center)
-  [Committing to Diversity, Equity and Inclusion](#) (Rotary Learning Center)
-  [Creating an Inclusive Club Culture](#) (Rotary Learning Center)
-  [Uncovering Unconscious Bias](#) (Rotary Learning Center)
-  [Design an Inclusive Plan for your Organization](#) (Rotary Learning Center)
-  [Antiracism: Intent vs. Impact](#) (Emily Meadows & Daniel Wickner)
-  [The Key to Inclusive Leadership](#) (Juliet Bourke & Andrea Titus)
-  [Getting Over Your Fear of Talking About Diversity](#) (Daisy Auger-Dominguez)
-  [Supporting Trans, Non-binary and Gender Diverse Participants in Residential Programs](#) (Grant Godino)
-  [Do Your DEI Efforts Include People with Disabilities?](#) (Caroline Casey)

Rotary International Resources

Resources for every club

Kathy Fahy | Jason Browne | Brian Ruch

DRR Diversity Readiness Rating

Rating Scale
12-16 points = Advanced
7-11 points = Intermediate
0-6 points = Beginner

Instructions:

- Apply a true or false to each question.
- If you are unsure, please mark false.
- Each true is worth 1 point.

TRUE FALSE

- 1 - At least 5% of your club is of different race/ethnicity than you.
- 2 - At least 5% of your club is of the same race/ethnicity as you.
- 3 - At least 5% of your club uses different pronouns than you.
- 4 - At least 5% of your club uses the same pronouns as you.
- 5 - At least 5% of your club's leadership has historically been a different gender, sexual orientation, or race than your own.
- 6 - At least 5% of your club's leadership has historically been the same gender, sexual orientation, or race as your own.
- 7 - At least 10% of your club programs in the past year were from organizations that support marginalized groups.
- 8 - At least 10% of the organizations that you donate your time or money to support marginalized groups.
- 9 - At least 10% of your club is from a different generation (Gen X, Baby Boomer, Millennials, etc.) than your own.
- 10 - Your club meetings can accommodate a guest in a wheelchair AND hearing impaired.
- 11 - Your club has participated in a Rotary Global Grant in the past five years.
- 12 - Your club has at least one designated DEI champion.
- 13 - Your club has spent at least one meeting program in the past year discussing DEI.
- 14 - Your club never says prayer during a club meeting.
- 15 - Your club thinks race or sexual orientation is NOT a political topic.
- 16 - Action would be taken if a joke about a marginalized group was made at a club meeting or event.

RI Resources: Basics



Diversity, Equity, and Inclusion Basics

4 courses



Learning Plan Progress
3h 8m | 1h 45m

[DOWNLOAD YOUR CERTIFICATE](#)

About this Learning Plan

Learn about Rotary's commitment to diversity, equity, and inclusion. Look at your own biases, learn about microaggressions, and find out how to resolve conflict.



Committing to Diversity, Equity, and Inclusion

We are committed to putting diversity, equity and inclusion (DEI) at the core of the Rotary experience. Learn more about Rotary's DEI statement, wh...

E-Learning | Duration: 15m



Preventing and Addressing Harassment

This course reviews Rotary's policy on a harassment-free environment. It defines harassment, provides steps for those being harassed, and for thos...

E-Learning | Duration: 45m



Microaggressions

Microaggressions are statements or actions that offend people or make them feel unwelcome by reinforcing negative stereotypes or asserting pow...

E-Learning | Duration: 15m



Uncovering Unconscious Bias

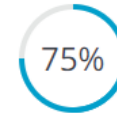
All of us have unconscious biases that affect our decisions and interactions. Uncovering these biases and learning how to counteract them can help ...

RI Resources: Intermediate



Diversity, Equity, and Inclusion Intermediate

4 courses



Learning Plan Progress

3h 22m | 1h 45m

RESUME THIS COURSE

About this Learning Plan

Design a plan to create and maintain an inclusive club and understand the power in connecting with diverse communities. Learn how to lead change to diversify your club in a way that promotes equity and builds consensus.



Leading Change

Every organization must adapt and evolve to stay effective and relevant, but change isn't always easy. In this course, you'll learn the basics of how t...

E-Learning | Duration: 30m



Creating an Inclusive Club Culture

Each of us has something unique to contribute, and we should all have the opportunity to do so. Creating a club culture that is welcoming to everyo...

E-Learning | Duration: 15m



Diversify Your Club

Having a diverse club allows you to better represent and serve your community. A club that includes people with different backgrounds and perspe...

E-Learning | Duration: 45m



Building Consensus

This course focuses on developing the skills needed to demonstrate effective, inclusive leadership. The topics advanced in this course include creati...

E-Learning | Duration: 15m

Rotary's Diversity Assessment

UNDERSTANDING HOW YOUR CLUB REPRESENTS YOUR COMMUNITY: A DIVERSITY ASSESSMENT



Rotary is committed to diversity, equity, and inclusion (DEI). Thinking about whether your club is diverse means evaluating how well it reflects factors such as the different ethnicities, ages, and professions in your community and whether it has an appropriate gender balance. This assessment will help you identify people, skills, and experiences that are underrepresented in your club and develop a plan to address that. It's equally important to provide the support each person needs so they can have the same kind of experience, which is what we mean by equity. We always want to create a culture of inclusion, where people's differences are respected, supported, and valued.

WHAT YOU'LL GAIN

Conduct this diversity assessment and act on its results to:

- Raise your members' awareness of the diversity in your community

[801B-member-diversity-assessment-en \(1\).pdf](#)

How to Create Equity and Belonging

Lead with integrity and have ethical expectations

- Consider what a situation is like for others and make it fair for them
- Consider the difference between equality and equity
- Use The Four-Way Test as a guide



What Can You Do?

At Club Events



What Can You Do?

When identifying club and district leaders?



What Can You Do?

When recruiting new members?



Questions that Build Relationships

What do you think is special about our community?

What local institutions, private or public, do you work with?

How do you think community members demonstrate that they care for and trust their neighbors?

What would make our community a better place to live and work?

What needs aren't being met in our community?

What is happening in our community that should concern us most?



Club Flexibility (Equity)

Take advantage of Rotary's club flexibility options to make your club more accessible to a wide variety of members

Listen to your members and adjust your meeting schedule or costs to make sure everyone can participate

Offer a variety of membership types to meet the needs of current, new, and prospective members



A Work in Progress!

- **Assess** using Member Diversity Assessment
- **Adjust** by sharing results and asking for ideas, develop a plan
- **Revisit** by evaluating progress

Take Action!

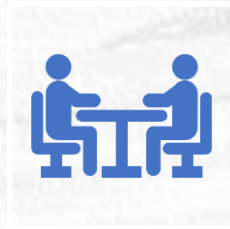
- Conduct honest conversations
- Complete Member Diversity Worksheet
- Invite people



Your Take-aways



What are your post-session action items?



What goals / changes do you have for your Club?

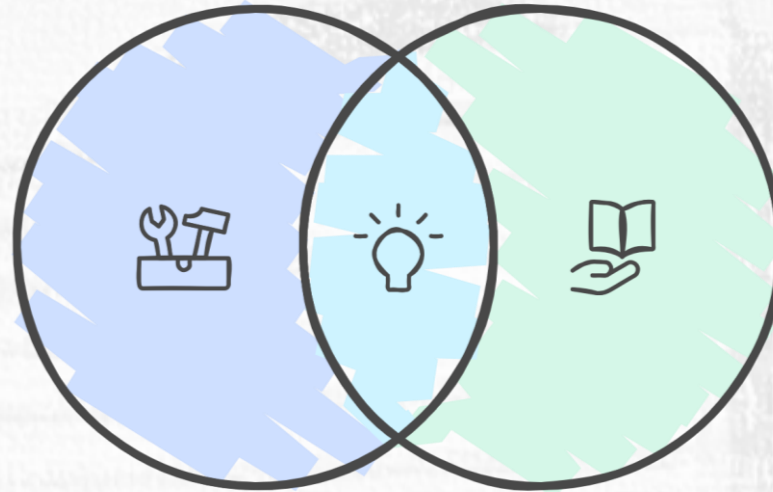


Who are you going to recruit to implement your action items?



How are you going to share your vision?

Thank You!



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