

An Inclusive Rotary for Membership Attraction & Retention

DEI District 2452 Committee

District 2452 | RY 2022/2023

OUR SESSION TODAY

Rotary's Commitment to Diversity, Equity, and Inclusion

- Diversity, Equity & Inclusion (DEI) at Rotary
- Our DEI goals and DEI toolkit for the clubs
- Are you an inclusive Rotary leader or not?
- Q&A / Discussion

DEI at Rotary



FIRSTLY, LET US ALIGN ON DEI DEFINITIONS

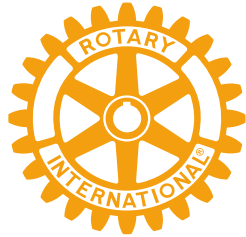
Diversity – Variety in a group of people’s backgrounds, experiences, and identities, including their age, ethnicity, race, color, disability, learning cycle, religion, faith, socioeconomic status, culture, marital status, languages spoken, and gender identity

Unconscious bias – Feelings, impressions, assumptions, or fears that we’re unaware of and that can influence our decisions and judgments or cause negative behavior or harm toward a person or group

Inclusion – Creating experiences in which all people are welcomed, respected, and valued

Equity – Differing levels of support, opportunities, and resources so all participants have a welcoming and productive experience according to their needs or circumstances

Our DEI Commitment Statement



In 2021, the Rotary International Board, with guidance from the DEI Task Force, strengthened the Rotary commitment statement on diversity, equity, and inclusion, which had been adopted in 2019.

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, learning style, religion, faith, socioeconomic status, culture, marital status, languages spoken, and gender 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 the necessary access to resources, opportunities, networks, and support to thrive.**

We believe that all people hold visible and invisible qualities that inherently make them unique, and we strive to **create an inclusive culture where each person knows they are valued and belong.**

In line with our value of integrity, we are **committed to being honest and transparent about where we are in our DEI journey as an organization**, and to continuing to learn and do better.

Rotary Core Values



Fellowship



Integrity



Diversity



Service



Leadership

Rotary Code of Conduct

The **code of conduct explains the responsibility that comes with being a Rotarian and Rotaract**, which includes members from nearly every country in the world, speaking over 100 different languages. We are committed to upholding and evolving this code as our organization grows.

Like our core values, **we expect Rotarians and Rotaract to exemplify this code of conduct** as they interact with one another, and others. Specifically, the code of conduct applies at all club, district, zone, and Rotary International meetings, trainings, events, and anywhere else a member represents Rotary and on My Rotary and social media.

All club members and other participants including Rotary program participants, Alumni, project partners, and representatives of Rotary are expected to comply with this code of conduct, be considerate and contribute to a collaborative, positive, and healthy environment in which all are respected and valued.



USE RESPECTFUL LANGUAGE



BE SUPPORTIVE



FOSTER A WELCOMING AND INCLUSIVE ENVIRONMENT



CELEBRATE DIVERSITY

ROTARY CODE OF CONDUCT

All club members and other participants including Rotary program participants, Alumni, project partners, and representatives of Rotary are expected to comply with this code of conduct, be considerate and contribute to a collaborative, positive, and healthy environment in which all are respected and valued.



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CELEBRATE DIVERSITY

In 2021, the Rotary International Board, with guidance from the DEI Task Force, strengthened the Rotary commitment statement on diversity, equity, and inclusion, which had been adopted in 2019.

Diversity & Inclusion scope includes but is not restricted to:

Age, ethnicity, race, color, disability, learning style, religion, faith, socioeconomic status, culture, marital status, languages spoken, and gender as well as differences in ideas, thoughts, values, and beliefs.



Cultivating a diverse, equitable and inclusive culture

Valuing diversity and celebrate the contributions of all backgrounds

Advancing equity in all aspects of Rotary

Creating an inclusive culture where each person knows they are valued and belong

Being honest about where we are in our DEI journey as an organization

Realizing our vision of a world where people unite and take action to create lasting change

Believing that all people hold visible and invisible qualities that inherently make them unique

Ensuring each person has the necessary access to resources, opportunities, networks and support to thrive

Our DEI goals

DEI Toolkit for the clubs

DEI IN OUR DISTRICT 2452 – OUR GOALS

What we aim for?

- Grow Rotary in our District and diversify clubs to better represent communities
- Reflect the communities we serve and be inclusive of all cultures, experiences and identities
- Broaden membership base by reaching underrepresented groups of potential new Rotarians such as women and younger generations
- Cultivate a diverse, equitable, and inclusive culture at District and Club level
- Ensure every Rotarian and Rotaract is treated with dignity and respect, have equal opportunities for fellowship and service, and be given the same platforms for their voice to be heard
- Create a culture of “NOT-ONLY” mixing different classifications, but also of “working all together” through a “Diverse Team and Perspectives”



- Our Rotary District 2452 is 90 years old.
- We are already diverse: **multiple countries, cultures, and languages. 9 countries, in 3 continents:** Lebanon, Cyprus, Jordan, Sudan, Bahrain, UAE, Georgia, Armenia and Palestine.
- We have always embraced diversity, but we know **there is more for us to learn and do in order to ensure that our culture reflects and exemplifies wider diversity, equity and inclusion** in all ways.
- Our district shows good new members retention, but **we can and need to do better in attracting and retaining members** and particularly more women in our clubs and having better representation of younger generations under 40 (Millennials, Gen Z, etc.).

We have created a Diversity, Equity and Inclusion toolkit for District 2452 clubs. It contains guidance and tools to assist club leadership and club members in their journey. Here is a list of the tools:

1. DEI- Goals and focus areas 2022-23- [One pager and other material to introduce DEI to leaders, current and new members](#)
2. [Diversifying your clubs- A member diversity assessment. Provides guidance on how to discuss diversity and inclusion in each club around diversity assessment questions and actions the club can take](#)
3. [New members Induction- Club members DEI learning resources. Curation of resources to be added to clubs' induction material and communicated to current club members. To include DEI basics, preventing and addressing harassment, microaggressions, conflict resolution](#)
4. [DEI Article to Clubs Bylaws. The District Governor has asked that all clubs introduce this new article to their bylaws](#)
5. [External Comms and social media DEI- Suggested messaging by our district and clubs](#)
6. [Imagine-DEI brochure- RI Presidential-DEI initiative by Jennifer Jones, 2022-23 Rotary International President](#)
7. [Rotary-diversity-equity-inclusion-code-of-conduct](#)
8. [Rotary-diversity-equity-inclusion-terms-and-explanation](#)



DEI District 2452 Clubs Kit- vf.zip

Are you an inclusive Rotary leader or not?

A few thoughts for your consideration and discussion

Awareness 

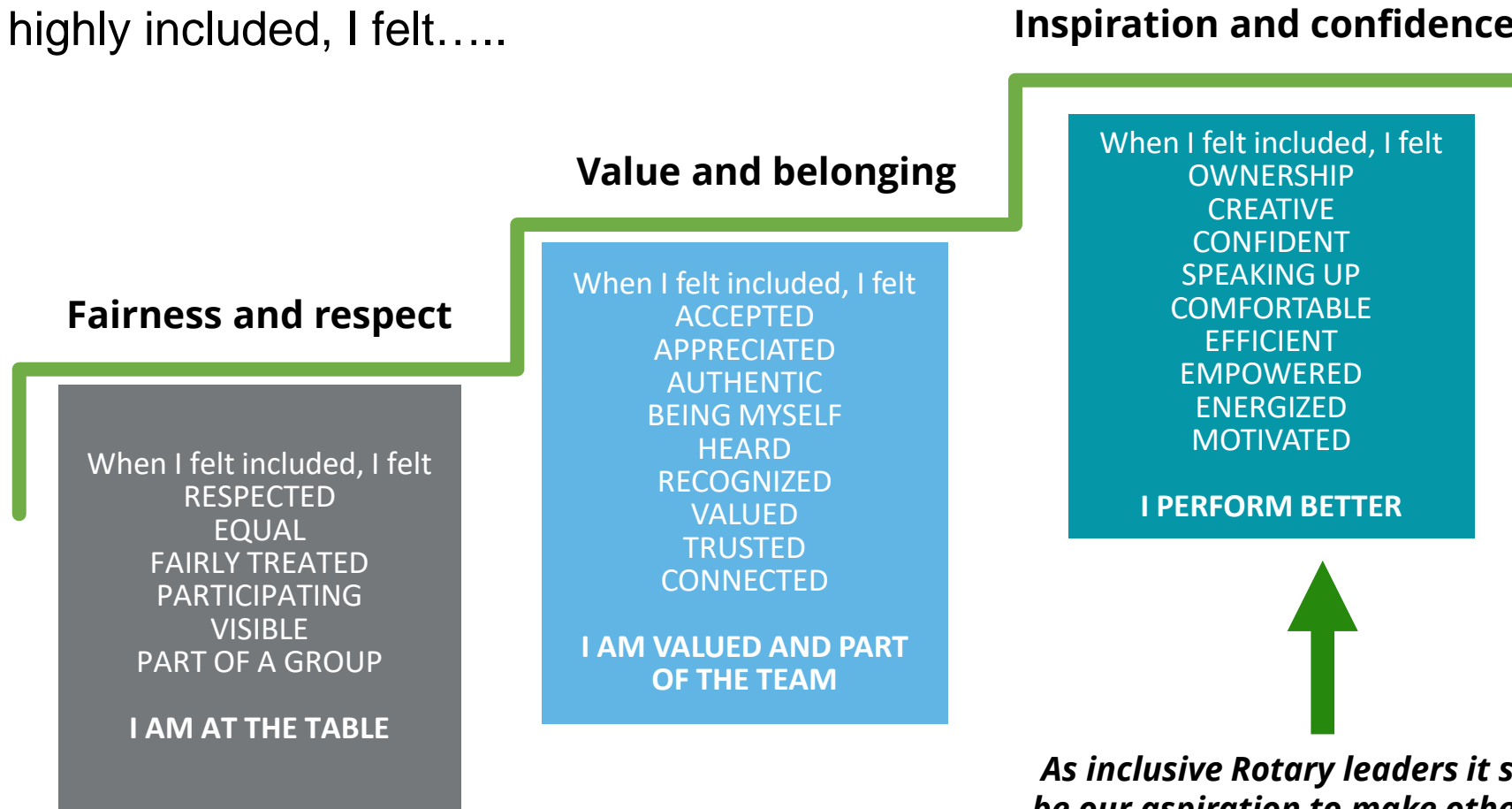
Reflection 

Action 

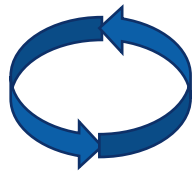
INCLUSION STAIRCASE

People were asked to provide statements on their experiences.

When I felt highly included, I felt.....



As inclusive Rotary leaders it should be our aspiration to make others feel this in all our interactions



Affinity Bias

Showing preference for people who share qualities with you or someone you like



Horn & Halo Bias

Allowing one trait to overshadow other traits, actions, or beliefs



Confirmation Bias

Seeking information that supports your point of view and/or discrediting information that challenges it



Authority Bias

The tendency to defer to more senior or experienced people, attributing greater weight or accuracy to their opinion

SOME TRAITS OF INCLUSIVE LEADERS

PERSONAL VALUES

- Treat all team members with fairness and respect
- Understand the uniqueness of each team member
- Take action to ensure each team member feels connected to the group/organization
- Proactively adapt their work practices to meet the needs of others

TAKING ACTION

- Treat diversity and inclusion as a business priority
- Take personal responsibility for diversity and inclusion outcomes
- Clearly and authentically articulate the value of diversity and inclusion
- Allocate resources toward improving diversity and inclusion within the workplace

- Learn about their personal biases, including through feedback
- Follow processes to ensure personal biases do not influence decisions about others
- Identify and address organizational processes that are inconsistent with merit

HUMILITY

SELF REGULATION

- Acknowledge personal limitations and weaknesses
- Seek the contributions of others to overcome personal limitations
- Admit mistakes when made

- Assemble teams that are diverse in thinking
- Work hard to ensure that team members respect each other and that there are no out-groups within the team
- Anticipate and take appropriate action to address team conflict when it occurs

TEAMING

VOICE

- Create a safe environment where people feel comfortable to speak up
- Explicitly include all team members in discussions
- Ask follow-up questions

TAKEAWAYS

Rotary's Commitment to Diversity, Equity, and Inclusion

- “If we are not intentionally inclusive, we are unintentionally exclusive.”
- Our DEI journey requires “DEI Action by ALL”

Q&A

Rotary's Commitment to Diversity, Equity, and Inclusion