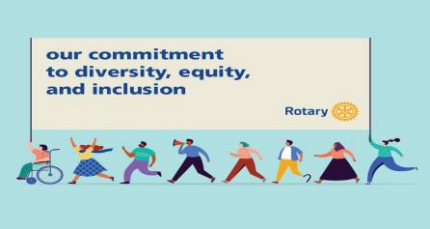
Diversity, Equity and Inclusion

A Discussion Primer



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.

From this vision statement and the newly released DEI Commitment Statement and Code of Conduct, Rotary is activating their commitment for positive change. Advancing DEI, as a cultural change in Rotary, is a critical part of us evolving as an organization and it's the right thing to do.

What comes to mind when you think of DEI? Do you feel it's an important? Do you feel it should be a priority for Rotary? Your perspectives are important. As a leader, you are ambassadors and champions of this work. We thank you in advance for stepping into this space. It means a lot. Below is a quick reference to what diversity, equity and inclusion (DEI) means with respect to content and context.

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.

To help understand personal bias and the impact it has on your world view, we encourage you to go to Project Implicit and take the quiz to learn more about your own personal biases. There are multiple quiz options, but ones related to skin tone or ethnicity are good reference points for potential unconscious bias. Click this link to take the quiz. Take a Test (harvard.edu). (https://implicit.harvard.edu/implicit/takeatest.html)

Additionally, to help you navigate this space, here are some key resouces to build your knowledge in the area of DEI and prepare you for your role as a DEI champion. To access the resources can be accessed by right clicking and chose "open hyper link".

- Rotary Learning Center: Committing to Diversity, Equity, and Inclusion
  Rotary's Commitment to Diversity, Equity, and Inclusion | Rotary International

- 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=WxIbRNag3WE

We are so looking forward to working with you to spark the DEI dialogue. If you have any questions, please fee free to reach our to one of our zone DEI leadership team - Lori Anne Jones - latjones@outlook.com , Susan Davidson - susanmdavidson77@gmail.com or Kate Sims - klsims59@gmail.com.