

# Rotary 7620 DEI Update



## EDUCATE! EMPOWER! EXECUTE!

The DEI Committee consists of Rotarians from District 7620. This newsletter is comprised of reports from subcommittees focusing on 3 areas: Age, Gender and Race (The first 3 of many we will focus on throughout the year). Below you will find our intent to Educate, Empower and Execute Diversity, Equity and Inclusion into our clubs, making it commonplace.

### AGE

#### Educate

For more than a decade, Rotary has placed heavy emphasis on the issue of an aging organization with older members expiring and not being replaced, as well as losing relevance in a quickly changing world. To tackle the problem, Rotary encouraged clubs to bring the average age of members down and move the organization away from the image of a club of older white men. The goal was to ensure the organization had the critical numbers to not only survive, but thrive.

#### Empower

It is critical that clubs and districts work to increase membership across all age groups and create the environment that welcomes them rather than focusing on bringing the average age down. As each age group has something different to offer, they are also looking for something to motivate and keep their attention.

#### Execute

To ensure clubs can attract the younger and older ends of the age range, it is important to keep membership costs at acceptable levels.

*Can your club create membership dues tiers?*

### GENDER

#### Educate

Although fifty percent of Rotary Clubs in District 7620 are women, and only a handful of clubs have half (or more) members who are women. (This information was gleaned from data contained in DACdb)

#### Empower

View the current stats for women in clubs in District 7620 at [bit.ly/7620genderstats](https://bit.ly/7620genderstats).

#### Execute

One club's strategy to reach more women was to have a Happy Hour that focused specifically on women. It was held in the office of a female member, and all women in the club were invited to attend and, to bring a female guest. Male members were also invited provided they came with female guests. A few of the attendees actually joined the club.

*\*What event(s) can your club sponsor that will intentionally welcome women?*

### RACE

#### Educate

Race is typically thought of as identity tags such as Black, Latino, Asian, White and other. In fact, race is much more diverse with identities ranging across a set of issues such as skin color, ethnicity, and language preference, among others. When focusing on equity, there must be some discussion about identity and engagement with the issues that impede recruitment, retention and leadership of diverse members.

#### Empower

While data on age and gender are part of DACdb at the district level, data on the issue of racial identity is not formally collected or requested by Rotary. This is an important issue for tracking progress, not only on age and gender, but racial identity as well. All this data should be confidential without identities specified in the data profile of

If you would like to join the DEI Committee, email us at [DEI@rotary7620.org](mailto:DEI@rotary7620.org) and mark your calendar to join us for our next meeting: Tuesday, July 27th @ 6:30pm via Zoom

clubs.

### Execute

Two reasons came to light when former members of color were interviewed. The former members did not feel welcome and also the (high) cost of membership.

\*Do you know why members of color left your club? Performing exit interviews may get to the core of unaddressed issues. We don't know if we don't ask.

## **Newly released DEI Statement from Rotary International Board of Directors (adopted June 2021)**

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, sex, sexual orientation, and gender identity 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.

