

Rotary International Diversity, Equity and Inclusion Task Force

As one of Rotary's Core Values, diversity should be one of our great strengths. We should be proud that Rotary reflects so many cultures, generations, and lived experiences, and offers the potential for countless leaders to tap into those experiences to make a difference. As a sign of our commitment to creating an organization that sets the standard for valuing and living the principals of diversity, equity and inclusion (DEI), the Rotary International Board adopted Rotary's Diversity, Equity, and Inclusion statement in January 2019.

While progress has been made, we need a concrete plan to make sure that DEI are ingrained into everything that we do as an organization and reflected in the actions Rotary takes as we engage with the communities we serve. In September 2020 we formed a DEI Taskforce that is charged with shaping a comprehensive action plan with achievable, measurable, and meaningful outcomes for Rotary.

We tapped into the expertise of Rotary participants around the globe for this taskforce. They will devise a plan that assesses the current state of DEI at Rotary and articulates a vision that incorporates regional differences, needs and priorities. And as key decisions are made and our plan takes shape, we will continue to share information with you.

Our thanks go to the members of the taskforce, which is led by our Chairs, and members of the Board, Valarie Wafer and Jan Lucas Ket, as well as member of the Trustees, Geeta Manek.

Rotary's DEI Taskforce

Valarie Wafer (chair)

**RI Director
Canada**

Valarie K. Wafer had a 27-year career as a Tim Hortons restaurant owner, one of Canada's iconic restaurant brands, where her restaurant operations were widely recognized for their inclusive hiring practices, particularly the employment of people with disabilities.

Valarie joined Rotary in 2005. She has served as an RI training, 2018 Toronto Convention Host Organization Committee member, assistant regional Rotary Foundation coordinator, and RI president's representative. She has led a vocational training team focused on youth suicide and depression, audited Rotary Foundation grant projects in Tanzania and Kenya, and volunteered during a 2012 National Immunization Day in India.

Valarie and her husband, Mark — who became a Rotarian after Valarie recruited him during her year as club president — are Paul Harris Fellows, Bequest Society members, and Major Donors to The Rotary Foundation. In 2012, Wafer received the Queen Elizabeth II Diamond Jubilee Medal, in recognition of her leadership with the Economic Case for Inclusion in Canada, an inclusive hiring initiative that was adopted by provincial and federal governments.

Jan Lucas Ket (vice chair)
RI Director
Netherlands

Jan Lucas Ket was a pediatrician at Waterland Hospital in Purmerend, Netherlands for 30 years — treating 20,000 children and one baby gorilla — and served as chair of the hospital's medical staff. Jan has participated in national and regional teams and networks for pediatrics and public health. He is now vice president of the Waterland School for Music.

Jan coordinated logistics for a packaged grant scholarship awarded to an Indian sanitation official to study at the IHE Delft Institute for Water Education in the Netherlands. A Rotarian since 1988, he has been a member of The Rotary Foundation Cadre of Technical Advisers and a lecturer on Rotary's role in preventive health care for mothers and children at various international conferences. During his year as club president, he co-founded the Rotary Club of Jihlava, Czech Republic.

Jan and his wife, Milou, have hosted Rotary Youth Exchange students and Group Study Exchange members. They are Major Donors, Benefactors, and Bequest Society members.

Geeta Manek (Trustee Liaison)
Rotary Foundation Trustee
Kenya

Geeta Manek is a second-generation Kenyan, graduated from business school in the United Kingdom before returning to Nairobi to join the family retail and property management business, which she still runs.

Geeta joined Rotary in 1997. Her roles have included Rotary coordinator, chair of the Health Major Gifts Initiative and of the Joint Committee on Partnerships, member of the Major Gifts Initiative Oversight Team and the Rotary Institute Host Organizing Committee, RI training leader, lead facilitator at the Regional Leaders Training Institute, and RI president's representative. She was also the only female governor of District 9200 before it was divided into Districts 9211 and 9212 in 2012-13. She also served as her district's coordinator of the Kick Polio Out of Africa Campaign.

Geeta is passionate about initiatives that help women and improve education. She was a charter member of Lohana Ladies Circle, a women's club dedicated to community service, social welfare, and cultural heritage. She's also helping lead a Rotary literacy initiative in Kenya and the region. She has volunteered as a first responder during national crises, including in post-election violence and after terrorist attacks. She has led teams of Rotarians to collaborate and coordinate initiatives with organizations such as the Red Cross, the United Nations, and community-based institutions. In recognition of her humanitarian work, Geeta was awarded an honorary doctorate of humanities in 2019.

Geeta has been honored with the Service Above Self Award. She and her spouse, Kaushik — who served as governor of District 9200 in 2008-09 — are Rotary Foundation Major Donors and Benefactors, as well

as Bequest Society and Arch Klumph Society members.

Katey Halliday (member)
Rotaractor and Rotarian
Australia

Katey Halliday is a past president and a founding member of the Adelaide City Rotaract Club, chartered in 2012. She recently joined the Rotary Club of Adelaide Light. She has served as a team leader, coordinator, and trainer for the Rotary Youth Leadership Awards (RYLA), Rotary Youth Program of Enrichment (RYPEN), and is now a participant in the inaugural RYLA Oceania Program.

Katey initiated her District's first-ever participation in the local Pride March celebrations and is a member of her Rotaract Club's Reconciliation Action Plan (RAP) working group, creating a RAP designed to develop respectful relationships and create meaningful opportunities with Aboriginal and Torres Strait Islander peoples. She was awarded a Paul Harris Fellow by her district in 2019 for her vocational contributions to Rotary.

Professionally, Katey is a Diversity and Inclusion Project Officer and training facilitator for South Australia Police where she works on initiatives aimed at creating a diverse and inclusive organization where all people are safe, respected and supported to reach their potential.

Rukmini Iyer (member)
Peace Fellow Alumnus
India

Rukmini Iyer is a leadership development consultant and peacebuilder with 20 years of international professional experience. Her connection with the Rotary family started in 1999 as a Rotaractor, where she continued until 2008, handling several leadership roles including that of Club President and District Conference Chairperson. In 2009, she was part of a Group Study Exchange to Sri Lanka, and in 2013, she went on to be a Rotary Peace Fellow. She is actively associated with the Rotary Peace Fellow Alumni Association.

Her professional practice includes a consulting firm Exult! Solutions that delivers consulting, facilitation and coaching services to global corporations including Unilever, Mastercard, Barclays, Smiths Medical, Mediaocean, and others, in the areas of conscious leadership, systemic change, diversity and inclusion, wellbeing, non-violent communication, conflict management, and more. As a peacebuilder, her work revolves around peace education and dialogue. In association with the US-based NGO Seeds of Peace, she is engaged in running interfaith dialogues in India and other peace education programs for youth. She is also currently involved with an independent initiative around inner truth and reconciliation in the South Asian context.

She's often a speaker at conferences around leadership, gender, inclusion and peacebuilding. In the DEI space, her interest lies in balancing systemic work on diversity with inner work on inclusion of external and internal diversities, including neurodiversity. She is based in Mumbai, India.

Dr. Todd Jenkins "Dr. Bowtie" (member)

**Rotarian
USA**

Dr. Todd Jenkins is a Senior Diversity, Inclusion, and Innovation leader in corporate America at a Fortune 400 company and is the founder of Bowtie Leadership and Development company. As a global inclusion executive trainer, strategist, speaker, and consultant, Dr. Jenkins has worked with companies including Walmart, Google, Facebook, American Airlines, Deloitte, Kellogg's and in sectors across healthcare, government, education, national sports teams, oil and gas companies, small and large non-profits, and with entrepreneurs. He graduated with honors from the University of South Carolina with a Bachelor of Science degrees in Psychology and Sociology, went on to obtain a Master of Science from Illinois State University, and a Doctorate from the University of Arkansas. His research focused on minority professionals, retention, and perception of their supervisor within the workplace. Currently, he is enrolled at Harvard University, completing post-doctorate studies as a Harvard Fellow. Moreover, Todd serves as a faculty member for the Executive Institute on Inclusion and a Diversity Business Journal Review Board member.

Todd is a Paul Harris Fellow from the Rotary Club of Fayetteville, Arkansas, having joined at 23. He served as the former Rotaract Advisor, Interact Sponsor, RYLA speaker, Youth Services Chair, two terms on Club Board of Directors, New Generations Service Exchange Alumni, and graduated from his District and Zone Leadership Academy. Todd is currently one of the youngest Youth Exchange District Chairs in Rotary International. He has spoken at various Rotary districts, zones, and international conventions globally about diversity, equity, inclusion, leadership development, and youth services. Todd serves on multiple boards locally and internationally in education, business, and inclusion initiatives.

**Brian Rusch (member)
Rotarian
USA**

Brian has managed organizations for Nobel laureates Archbishop Desmond Tutu and the Dalai Lama, taking the knowledge they have imparted to him and created programs to inspire youth on their own explorations of ethics, and that reshape conversations on peace, equality and forgiveness. He is currently working on projects in India with Kailash Satyarthi and sits on the board of Leymah Gbowee's U.S organization. He was the founding executive director of the Human Thread Foundation, an organization with a mission to educate the public and drive awareness about human dignity and human trafficking. In addition, Brian was a co-creator of The Ubuntu Lab, an organization created to facilitate a better public understanding of our common humanity. He regularly consults with NGOs, governments, corporations and celebrities to help them strategize on how to best optimize their platforms to be change makers for good.

Brian was a Rotary Youth Exchange Student to Brazil and became a Rotarian in his 20s when he joined the Rotary Club of Hollywood, California. He helped to create the Rotary Club of San Francisco - Castro, Rotary's first LGBT-cultured club, and is currently the charter president of the Rotary Club for Global Action, an e-club based in District 5150 with membership from countries around the world including some countries where Rotary is not currently allowed to establish an in-country presence.

Ugo Nichetti (member)**Rotarian****Italy**

Ugo is a member of the Inclusion Team of Snam Spa, where he is a Senior Counsel in the Legal Affairs Department. Ugo graduated from the Faculty of Law of the University of Milan, enrolled in the Milan Bar Association. He served as a non-commissioned officer of the Cavalry Army for one year, member of an Italian municipal council for twelve years, president for nine years of a voluntary association registered in the official list of the Province of Cremona and the Lombardy Region.

He was a founding member of the Rotary Club of Soncino and Orzinuovi, and has held Rotary leadership positions at the club and district levels. Ugo has been awarded seven Paul Harris Fellows. He is the Governor of District 2050 (North Italy) for the 2020-21 Rotary year.

Nadine Pemberton (member)**Rotarian****England**

Nadine Pemberton is a coach, lawyer and diversity and inclusion educator, who lives in Sheffield, England. Nadine has extensive experience in front line, senior and executive leadership roles spanning regulatory, criminal law and civil law fields across the UK government. Throughout her career Nadine has specialized in strategic organizational development, team change and transformation; and has a well-established and proven commitment to equity and inclusion in all areas of her work. Nadine recently founded Pemberton+ Coaching and Consulting, where she works internationally as a change consultant, helping people, teams and organizations on the cusp of change gain the freedom they need to flourish.

Nadine has been a Rotarian for eight years and is currently an Assistant Governor in District 1220 (East Midlands & South Yorkshire). She is formerly an Assistant Governor for Rotary in London and Past President of Westminster International Rotary Club. Nadine also founded Rotarians against Racism, a global community of Rotary family, friends and supporters, all committed to being a voice for peace and to taking action in the fight against racism.

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