

IN THIS WEBINAR, WE AGREE TO:



LISTEN RESPECTFULLY

This does not mean we should ignore problematic statements.
Harassment will not be tolerated.



HONOR THE INDIVIDUAL EXPERIENCE

No one should be required or expected to speak for their entire race, gender, identities, cultural backgrounds, etc.

We can't, even if we wanted to.



TRUST PEOPLE ARE DOING THEIR BEST

Everyone has come to the table to learn, share, and grow.

Let's challenge each other to do better.

DESIGN AN INCLUSIVE PLAN FOR YOUR ORGANIZATION

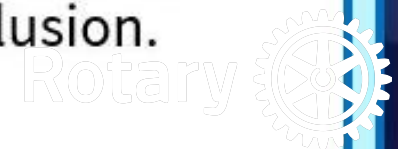
September 2020



ACCOUNTABILITY + INCLUSION

A DEI Webinar Series

Throughout 2020-2021, Rotary will host a webinar series to explore diversity, equity, and inclusion.



69%

“My biggest challenge is having the knowledge to influence change.”

DIVERSIFYING YOUR CLUB



Today we will:

- Acknowledge the regional challenges that exist when considering DEI initiatives
- Emphasize the importance of having a framework that includes everyone, extends to all activities, and has measurable results
- Encourage you to begin the discussions required to design an inclusion framework
- Hear from speakers working through the different phases of framework implementation



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(She/her/hers)
Founder & President
Synchronicity, Inc.



OFEK NURIEL
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Interact Club Amitim, Israel
Founder, “Hear My Story”



SYDNEY SCHILLING
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Director, Big West Rotaract
Co-President, Portland Rotaract Club



DR. “BOWTIE” TODD JENKINS
Global Diversity and Inclusion Leader,
Consultant, and Motivational Speaker

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Design an Inclusive Plan for Your Organization



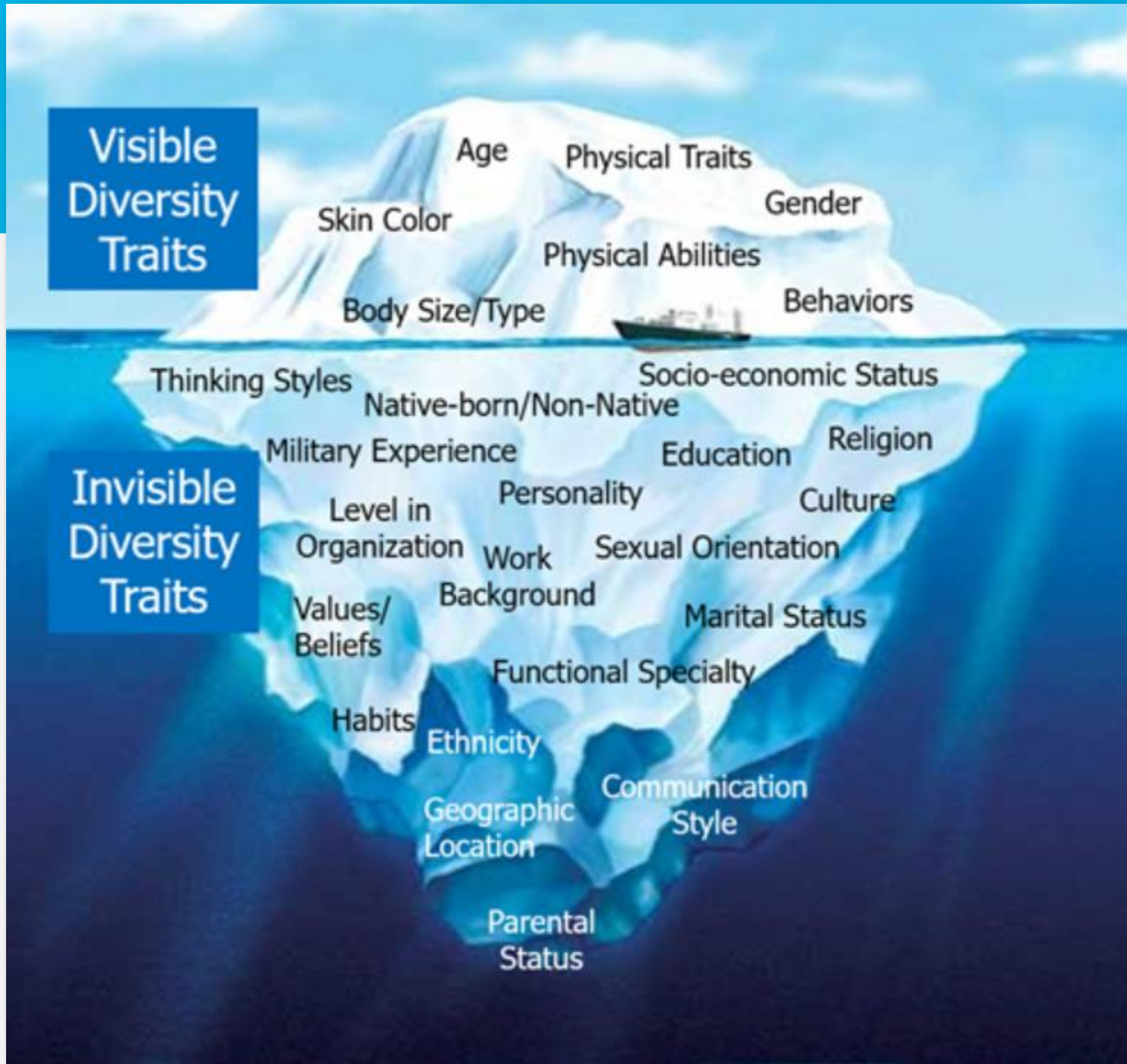
WHY ROTARY? WHY NOW?

**Visible
Diversity
Traits**

Age Physical Traits Gender
Skin Color Physical Abilities Behaviors
Body Size/Type

**Invisible
Diversity
Traits**

Thinking Styles Socio-economic Status
Native-born/Non-Native
Military Experience Education Religion
Level in Personality Culture
Organization Work Sexual Orientation
Values/Beliefs Background Marital Status
Functional Specialty
Habits Ethnicity
Geographic Location Communication Style
Parental Status



Equality



Equity



Performance



Style



Size



Comfort



A FRAMEWORK SHOULD

1. Involve everyone
2. Extend to all activities
3. Be measurable

Hear My Story Project

A LITTLE GUIDE

-September 2020-



@hearmystoryproject



Hear My Story Project



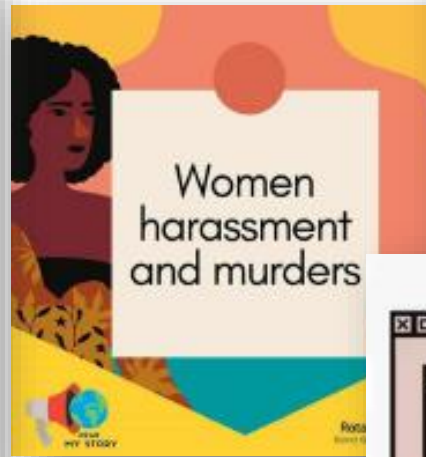
Hear My Story Project



hearmystoryproject@gmail.com

Challenges

Besides stories and educational posts we are trying to attract more people by social marketing. Every few videos we publishing a challenge about a serious topic almost everyone has it in their countries. In this way we are raising awareness for the topics, having fun and exposing Hear My Story to the world community.



BULLYING
BASED
PREJUDICE



OUR

MISSION

Educate people through information in order to create awareness in the society about the issues on the agenda.



VISION

See people more understanding and informed. Also, a conscious youth in common issues that happened in the world and preventing it from happening again.



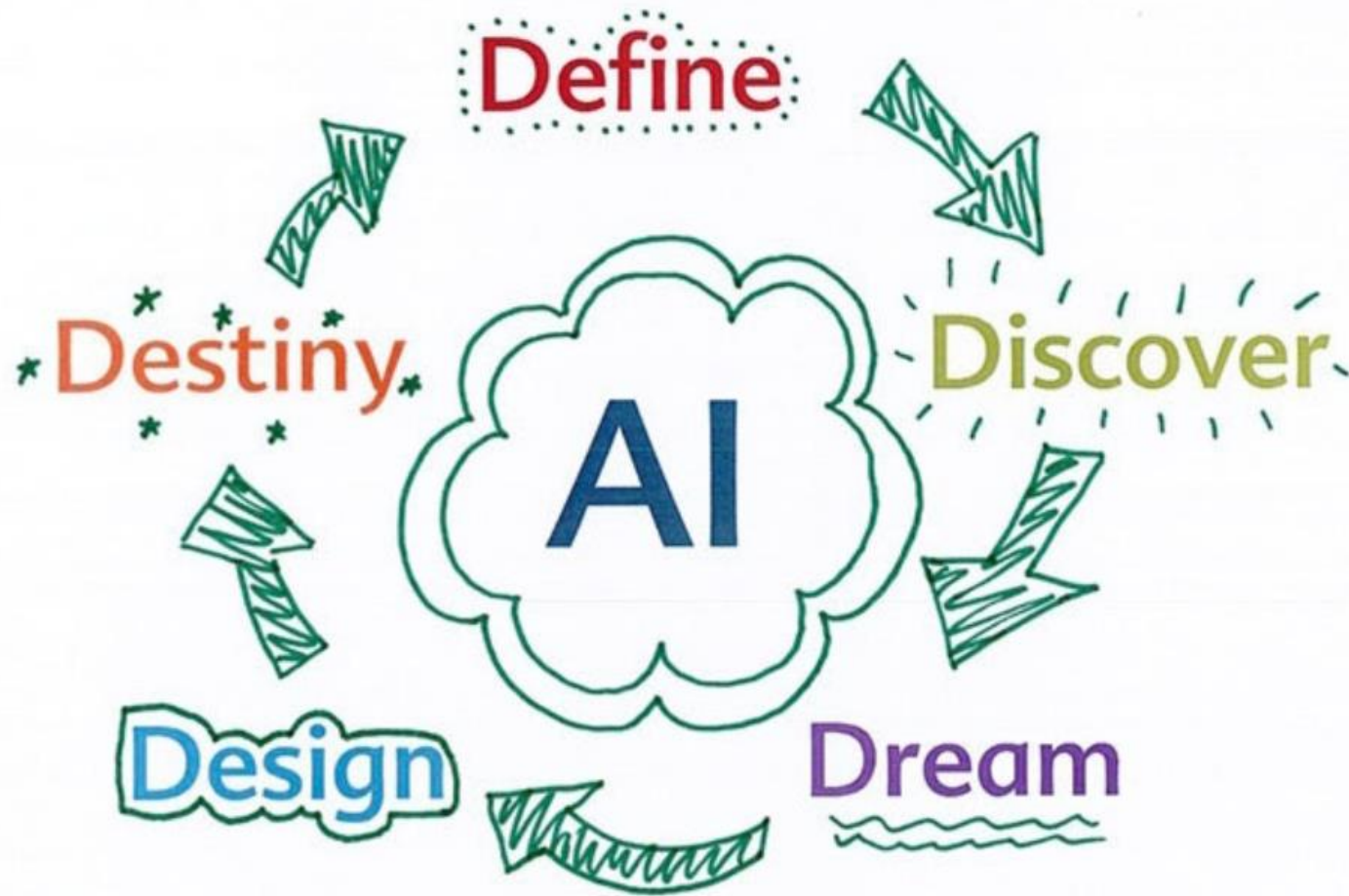
Big West Rotaract



BWR DEI Resource Committee

- Comprised of: Big West Rotaract MDIO Directors, Rotaractors, and Rotarian SME.
- Our objective: Design Rotaract-specific resources to assist clubs and districts in building more inclusive environments where every person feels included, valued, and heard.
- Website: <https://dei.bigwestrotaract.org/>





DEFINE: What is the question?

DISCOVER: What has already worked?

DREAM: What could happen?

DESIGN: What is the ideal?

DESTINY: How do we adapt or improvise to make this sustainable?

Rotary Diversity, Equity, and Inclusion Statement

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 people of all backgrounds, regardless of their age, ethnicity, race, color, abilities, religion, socioeconomic status, culture, sex, sexual orientation, and gender identity.

Rotary will cultivate a

DIVERSE, EQUITABLE, AND INCLUSIVE CULTURE

in which people from underrepresented groups have greater opportunity to participate as members and leaders.

ROTARY.ORG/DEI



Questions?

Membership.Questions@Rotary.org



TAKE ACTION

- Align stakeholders (audit)
- Understand our gaps (do a diversity assessment)
- Develop short term and long-term goals that are measurable
- Implementation (“Stand it up”)



Resources

More at rotary.org/membership

Diversity, Equity, and Inclusion Learning Topic (My Rotary login required)

Diversity, Equity, and Inclusion Statement: View Rotary's DEI statement on rotary.org

Committing to Diversity, Equity and Inclusion: Learning Center course to get you started (My Rotary login required)

Engaging Younger Professionals Toolkit: Guide to attracting young professionals to clubs

Building a Diverse Club: Online course to learn how to diversify your club so it better reflects your community, increases your capacity and makes it more attractive to prospective members (My Rotary login required)

Diversifying Your Club: Diversity assessment to raise members' awareness of the diversity in your community and build member support for increasing diversity

Ways To Make Your Club More Inclusive: Rotary Voices blog gives tips on ways to make your club more inclusive

We Are Rotary: Advancing Women as Leaders: Webinar examines benefits to organizations of women leaders and barriers women face in obtaining opportunities for leadership

Unconscious Bias Awareness and Action: Recognize and acknowledge your own biases so that you can identify them when making decisions, and prevent yourself from making calls based on a biased viewpoint.

Diversity In Your Clubs And Being An Ally: Explore your privileges (because everyone has one in some form or another) and how you can use them to be an ally for those who need your voice and partnership

MODERATED BY:



BETH KECK

Practitioner-in-Residence
Johns Hopkins University SAIS

ACCOUNTABILITY + INCLUSION

A DEI Webinar Series

**The Power of Connection with
Diverse Communities**

**12 November
3:00 PM (CST)**



**THANK
YOU!**