****

**Diversity, Equity, and Inclusion Committee**

**Established 2021**

**Vision, Mission and Goals**

Committee members: Jeff Baldwin, Jim Bright, Jim Capshew, Earon Davis, Marcus Debro,

Jon Dilts, Sally Gaskill, Raj Haddawi, Isadore James Torry, Jim Sims, Yolanda Trevino

The work of this Committee builds on Rotary International’s commitment to [diversity, equity and inclusion](https://www.rotary.org/en/about-rotary/diversity-equity-and-inclusion).

**Vision Statement:**

As members of the Bloomington Rotary Club, we strive to accept and value all human beings as they are, appreciating our common humanity, and we believe our differences are our strength. Empowered by our commitment to Service Above Self, we want to build a community that champions Diversity, Equity, Inclusion, and Belonging.

We understand this to mean, among other things, that this committee encourages and welcomes all people of good will into our company regardless of their backgrounds or experiences, allowing them to participate, connect, engage, and collaborate in building a just and equitable community. We are committed as part of our care for others to promote fair and humane treatment of all human beings; access to educational, business, artistic and leadership opportunities; and to a shared sense of belonging and mutual purpose.

**Mission Statement:**

The mission of this committee is to intentionally seek out ways to celebrate the contributions of people of all backgrounds, regardless of their age, ethnicity, race, color, gender, religion, sexual orientation, marital status, immigration status, political ideology, or previous incarceration. We recognize that individuals have historically experienced barriers to membership and participation in Rotary, and so we are committed, all the more vigorously, to advance diversity, equity, inclusion, and belonging in all aspects of Rotary. We therefore charge ourselves to oppose racism, sexism, human trafficking and exploitation, and to promote the needed resources, opportunities, networks, and encouragement necessary to allow us and our fellow human beings to thrive together.

**Goals:**

1. Support efforts to recruit and maintain a more diverse membership.
2. Work with the Membership Committee\* to identify potential members whose backgrounds and experiences diverge from that of the majority members.
3. Use a portion of the Club’s Diversity Fund to provide financial assistance to offset membership costs when necessary.
4. Encourage current members to fund the initial cost of membership for any newly recruited candidate judged to be capable of expanding the Club’s diversity by race, gender, or status, through a contribution to the Bloomington Rotary Foundation.
5. Expand and encourage the Club’s involvement with minoritized organizations in Bloomington and Monroe County. Be pro-active in building relationships with individuals from these organizations to strengthen community ties and strategize how Rotary might be more involved in supporting their work. Investigate the possibilities of semi-formal partnerships, along the lines of “sister city” arrangements.

3. Work with the Program Committee\* to identify and invite speakers capable of addressing issues of diversity and inclusivity in American culture and history.

4. Assess the impact of the committee’s progress over time by establishing benchmark parameters, measured by candid responses to the Four Way Test:

*Truth – Have members learned new and truthful things about one another because the Club has become more diverse?*

*Fairness – Does the Club treat all its members fairly and does that show in the appointment of committee chairs, board leadership, and training opportunities?*

*Goodwill and Friendship – Do members have friends in the Club who are not like them in color, gender, or experiences, and are able to act on that friendship?*

*Beneficial to all concerned – Can members identify specific benefits of having Rotary friends who are different from them in background, education, ethnicity, gender, or life experiences?*

\*President’s note: All members of our club are asked to contribute to the work of these committees.