DEI Meeting

September 5, 2023

**Attendance: Irvin, Barb, Colleen, Charles**

1. Culture Wars: Does it have a chilling effect on group DEI discussions? People who own businesses are reluctant to have open discussions for fear of retribution. Change is not easy but we need to deal with the cognizant and implicit biases. Rotary is a large organization and we need to put our energy in the people who are driving the focus.

2. Develop a plan by identifying the AG areas to be grouped together and when to hold these events.

* Region 1 – Areas 4-8 (Muncy) (January 20 tent)
* Region 2 – Areas 3, 9-12 (Bellefonte) October 7, 2023
* Region 3 – Areas 13-16 (Keyser?) Charles investigating (January 27 tentative)
* Region 4 – Areas 1-2 (St Marys) (February 10?) Barb call Fran

3. How to move forward with the monthly slides. We need feedback from the entire committee. Charles will write chunks and have them reviewed by a couple of folks, then send them through Irvin to the whole committee for comment.

Respectfully submitted,

Barb Morgan