**Diversity Equity & Inclusion**

**Meeting Notes**

**April 8, 2024**

**Attendance:** **Irvin Wright** (Chair)**, Barb Morgan, Colleen McCloskey**, **Charles Mason**, Helen Harris (excused), **Maria Leppert**, Devin Mathias, **Tiffany Mathias**, Dan Hendey, **Theresa Hinton**, **Vicki Zimmerman**, Kwok, Ngai**, Pam Wagoner**, Herb Smith, Helga Loncosky **(in bold attending)**

Approval of the minutes: Motion: Colleen seconded: Vicki all in favor. Motion Carried

1. Charge to the committee
   1. Education
   2. Assists Rotary Clubs in developing a DEI plan
2. Club presentations or Area Summits
   1. PowerPoint or Summit
   2. Confirmed dates of presentations:
      1. Claysburg Rotary Club, Aug 22, 2023, at 6:00 PM
      2. DEI Summit, Oct 7, 2023, Bellefonte, PA (Philatelic Society)
      3. Bias, State College Sunrise, Dec 13, at 7:15 AM, Dan
      4. DEI Summit, Jan 20, 2024, Muncy PA, at 10:30 AM
      5. DEI Summit, Jan 27, 2024, La Vale, MD, at 10:30 AM
      6. DEI Summit, Feb 10, 2024, St. Marys, PA at 10:30 AM
   3. Plan a district DEI panel discussion, tabled
   4. Standing Committee, approval pending?
   5. To be an Ally: <https://www.coloradovirtuallibrary.org/learning/edit/being-an-ally-what-it-means-and-how-to-do-it>
      1. Develop questions for Ally Summit – need volunteers to develop questions for the summit. Instead of referring to microaggressions refer to inclusion/exclusion? Use the questions used for first summit to help to develop the questions. Terry is willing to help. Vicki suggested each of us read the article and come up with a couple of questions and bring them to the group. Colleen shared the powerpoint. It was suggested to just put Allied behavior into this. All of us will bring questions in May. Cage and Cycle of Prejudice and Oppression included. Maybe extend from 1 ½ hours to 2 hours for the summits? Maybe incorporate scenarios as well for allied behavior summits. Irvin will present on the cage and then address ally behavior.
      2. Practice run of Ally questions at May’s meeting
      3. When to begin Summits? – start after July 1.
3. Area focus
   1. Writing team
      1. Colleen and Charles
         1. We need to look for another direction to communicate in the newsletter.
         2. Select May’s communication or slide (Charles’ email) – World Day for Cultural Diversity for Dialogue and Development
         3. Communications after July to the District – change how we are doing it now. Use bytes to tease out ideas on Ally ship to prepare for the summit as a pre-cursor. What do clubs want to have, to use our information most effectively? Are clubs interested? Contact Sharon to know how many people open the monthly newsletter – Irvin to ask.
4. District DEI Survey???? – address in next meeting, if we have time.
5. Brochure/Calendar
   1. Brochure, (Also printed in Spanish) – need Spanish translation before end of fiscal year. Print 400 in English and print 100 in Spanish.
   2. Pam shared the budget for fy 2024-2025 is $500.
6. District DEI plan
7. For the good-of-the-order
8. Next meeting: May 13, 2024 7-9 pm – note extra time.