**Diversity Equity & Inclusion**

Meeting Notes

March 11, 2024, 7pm

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

1. Approval of the minutes – motion to approve Vicki, second Colleen all in favor
2. Charge to the committee
   1. Education
   2. Assists Rotary Clubs in developing a DEI plan
3. 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? To be voted on at DTA
   5. To be an Ally: <https://www.coloradovirtuallibrary.org/learning/edit/being-an-ally-what-it-means-and-how-to-do-it> - discussion on ally behavior within our clubs, when have we needed to use it. Colleen shared from District Conference that Israel was included in the prayer but did not include Palestine. Terry shared that a political statement was shared in a negative way and the way that she prefaced the statement to him was made in an ally manor. When an issue is raised, do we reply or remain silent? Irvin shared from his club, a club member was a local faculty member and shared that his son was denied a position because it was given to a black person. This was a response to affirmative action. People hold back for several reasons – they are afraid they will lose their cool or just want to shut them down. Irvin also shared that he had three people reach out with very strong opinions about the district discussing DEI and he spoke to them at length. Reviewed the need for ally behavior. We can probably sponsor another summit addressing this. Possibly offer a session at District conference.
4. Area focus
   1. Writing team
      1. Colleen and Charles
         1. April article on Autism reviewed
5. Brochure/Calendar
   1. Brochure, done – in English. Updating to be in Spanish
6. District DEI plan
7. For the good-of-the-order – Noel Williams has joined a club in Texas. Welcomed Terry to the committee.
8. Next Meeting: April 8, 2024 7 pm

Respectfully submitted,

Barb Morgan