

10 Things Rotarians Can Do to promote Diversity, Equity & Inclusion



As people of action, we have a responsibility to stand with marginalized communities and help dismantle systems that impede any individual or group from reaching their potential.

1 Listen

Listen to what marginalized people are saying – face-to-face, on your social media feed or in the articles you read. It's not about you, your feelings or opinions; it's about hearing theirs.

Seek out books, articles, films, etc., about the history and current issues facing marginalized communities, and attend formal anti-oppression trainings. Book clubs are great for this.

3 Get Involved

Join local groups working for social justice. Subscribe to their e-mail lists, follow them on social media and show up to support their work.

2 Get Educated

When someone is being targeted – physically or verbally – intervene only with their permission. Focus on supporting them rather than engaging the aggressor.

5 Speak Up

When a friend, family member, co-worker or stranger says something hateful or ignorant, call them out on it. Silence allows oppression to continue.

4 Show Up

Listen to what marginalized people are saying – face-to-face, on your social media feed or in the articles you read. It's not about you, your feelings or opinions; it's about hearing theirs.

6 Intervene

When you encounter something that makes you uncomfortable, don't dismiss it. Sit with it, ask yourself 'why?' and welcome it as an opportunity to grow.

8 Learn From Your Mistakes

You will make mistakes. When someone calls you out, don't get defensive. Listen, apologize and change your behavior going forward.

9 Stay Engaged

Even when the work gets difficult, stay engaged. Oppression is constant, and marginalized people do not have the privilege of "turning off".

7 Welcome Discomfort

Seeking to promote diversity, equity & inclusion is an ongoing journey, and the list below simply represents a starting point. Please refer to the below sources and continue to seek out and practice ways that you can make a difference. The resources below are available on District's DEI page at [Rotary7670.org](https://www.rotary7670.org).
Principles for How We Treat Each Other
Rotary 7670 DEI Statement 2020
What Your Club Can Do

10 Donate

Commit to financially support a local organization doing social justice work in your community; not just once but on an ongoing basis.

