**DEI Committee June 1, 2021**

I have taken our notes from our break-out discussions and combined them with our survey results to create a summary which we will develop into a draft plan for our meeting discussion June 8, 2021.

**Overview**

Rather than developing new programs, we will link and leverage our current programs to be more inclusive.

**The need for a Salisbury Rotary Club DEI statement:**

Rather than writing our own DEI statement, we will reinterpret the Four-Way test to be more inclusive.

* Consistent with Rotary International the Salisbury Rotary Club will affirm that diversity, equity, and inclusion are values to be lived and acted upon.

**Programs**

Rather than relying entirely on our current method of program planning (alphabetical order by member), we will be more intentional in scheduling POC speakers and topics. We can:

* Manage the dates at least one speaker, topic, theme, or activity per quarter to keep the DEI topic current.
* Utilize other local Rotarians as speakers on the subject.
* Explore and take advantage of DEI programs from Rotary International.
* All speakers are encouraged to be attentive to diversity, equity and inclusive.

**Increase our partnerships for events and program support**

* Happy Feet is a partnership between Rowan Salisbury Schools helping third graders Could we add another co-sponsored event such as a relationship with Power Cross (focused on males and Christian values).
* Identify appropriate partnerships as needed within the minority community.

**Recruitment opportunities**

* Work with the Chamber's Minority Business Council committee to recruit additional Rotarians.
* Every Rotarian is encouraged to invite a person who does not look like them to be their guest at a Rotary gathering.

**Educational Opportunities**

* Work with Racial Equity Rowan to obtain seats in upcoming education opportunity sessions.
* Contract with Racial Equity Rowan for our own shorter four-hour session.

**Sponsorships of DEI Members**

* F&M will sponsor the chair of the Rowan Chambers Minority Business Council for a year membership.
* Explore other opportunities for special member sponsorships.

**Youth**

* + With the Increase to 16 in the number of college scholarships for graduating seniors to attend Rowan-Cabarrus, work with the Salisbury Rotary Education Foundation to ensure minority representation selection through scholarship criteria.
	+ Invite our three colleges' student government leaders to attend our meetings twice a year (fall and spring).
	+ Recruit, cultivate, and select a diverse group to attend the Summer Leadership Academy.
	+ Continue our Junior Rotarian program and add additional two slots for diversity, equity, and inclusion.
	+ Build a more robust Rotaract program (provide a stipend to the faculty mentor).

**Accountability**

* Monitor and report the demographics of the Salisbury Club annually.