

A PERSON IS A PERSON... NO  
MATTER HOW SMALL:  
**PSYCHOLOGICAL SAFETY IN  
ROTARY CLUBS**

**Presenters**

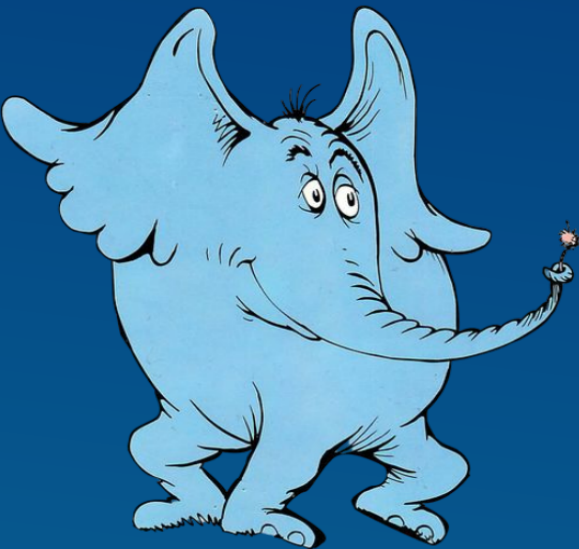
Angela Spranger, Rotary Club of Oyster Point

Sue Carter, Rotary Club of Farmville



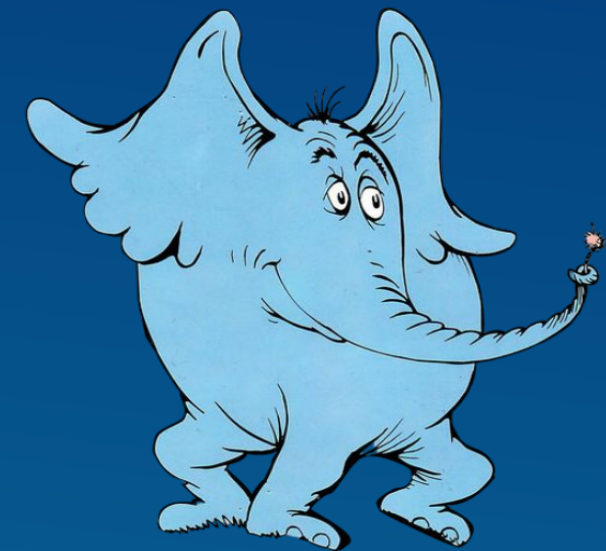
▶ WHAT THE HECK IS ALL THIS FLUFF?

- ▶ Amy Edmondson of Harvard - Club members feel psychologically safe when they share the belief that within their club that:
  - ▶ They will not be exposed to interpersonal or social threats to their self or identity, their status, role, or standing within the club
  - ▶ They are engaging in learning behaviors: asking for help, seeking feedback, admitting errors or lack of knowledge
  - ▶ They voice dissenting views!



HUH? PSYCHOLOGICAL  
SAFETY? MUMBO  
JUMBO?

- ▶ IT IS A MORAL THING TO DO!
- ▶ It increases members' wellbeing, welfare, and satisfaction with the club.
- ▶ Project Aristotle (Google): psychological safety was both the aspect most reliably shared by High Performing Teams AND without it, you cannot have High Performing Teams.
- ▶ Psychological safety = members are happy = better functioning club = **more members** = more people helped!



Yea but why?

- ▶ How comfortable are your members with one another?
- ▶ What do members say about one another?
- ▶ What do members say about the club?
- ▶ Can members be themselves?
- ▶ Can members bring up tough issues and problems, take risks?
- ▶ Can members ask others for help?
- ▶ Does your club utilize each member's unique skills and talents?



It is NOT politeness, Pollyanna, or lack of conflict!

**About my club...**

CARE  
PERSONALLY

RADICAL  
CANDOR

CHALLENGE  
DIRECTLY

SILENCE

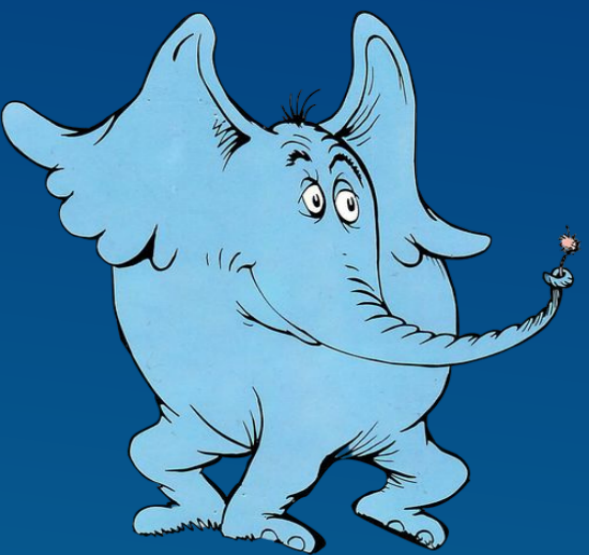
Ruinous  
Empathy

Manipulative  
Insincerity

Obnoxious  
Aggression

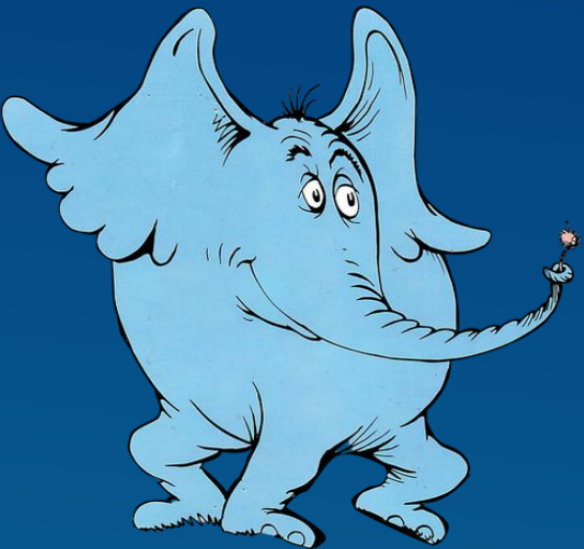
\$#@!

Put simply...



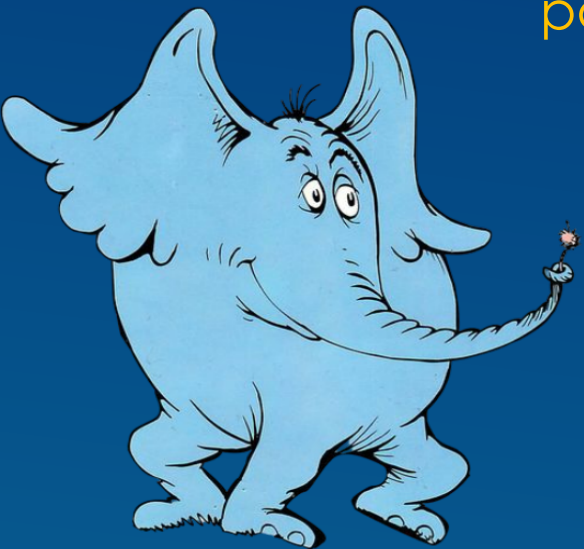
Two things Rotarians despise:

1. The way things are!
2. Change!



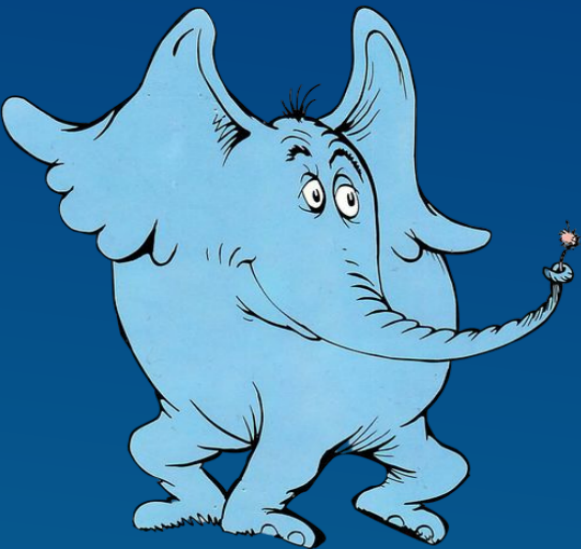
**BUT... HOW?**

- ▶ “As a global network that strives to build a world where people unite and take action to create lasting change, Rotary values diversity and celebrates the contributions of people of all backgrounds, regardless of their age, ethnicity, race, color, abilities, religion, socioeconomic status, culture, sex, sexual orientation, and gender identity. Rotary will cultivate a diverse, equitable, and inclusive culture in which people from underrepresented groups have greater opportunities to participate as members and leaders.”



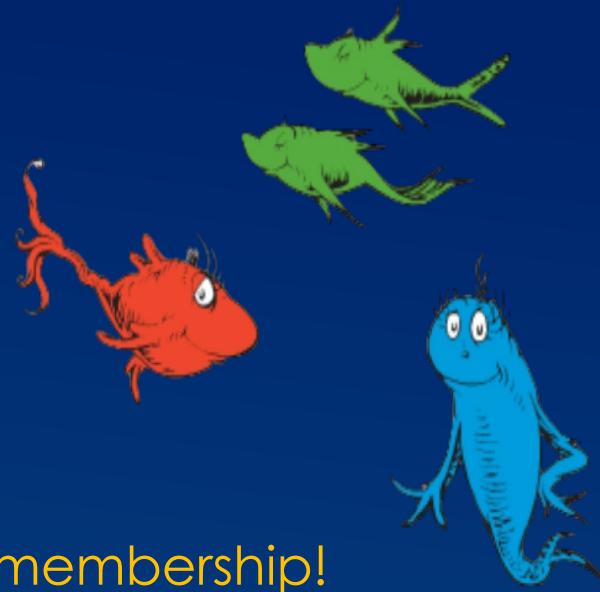
**DEI: what is it?**

- ▶ Not a priority
- ▶ Desire for SAMENESS
- ▶ Personal biases, blind spots
- ▶ Fear of the unknown
- ▶ Lack of knowledge
- ▶ Unaware of the compelling reasons to change



**Barriers to CHANGE**





1. TALK: Discuss the benefits of having a diverse membership!
2. READ: Understand and research YOUR community; evaluate your club demographics; reflect on the findings; engage the experts.
3. DO: Develop an action plan to DIVERSIFY!

**BE STRATEGIC ABOUT IT!**



REMEMBER THE NEED!

THANK YOU!

