

Concluding Recommendations

Given the observations and trends, Justice Informed recommends the following actions be taken:

Goal 1: Increase understanding of DEI and various areas of DEI-related topics

- Working with RI or sponsored by the District, a DEI-learning series should be engaged and offered as a training for all members. Some examples include:
 - Antiracism and Racial Equity (highest voted subject in our assessment)
 - Gender Spectrum and Sexuality
 - Unconscious Bias
 - Ageism and intergenerational conversations
- Create a clear DEI Values Statement that moves beyond, but includes the RI DEI Statement language to include values for increased LGBTQIA+, People of Color, and younger generations in the work of Rotary
- Host an annual DEI forum at the Annual District Conference where a clear, specific discussion on what is driving local DEI-related issues is undertaken.
- Start an online DEI-learning bookclub. Several books to consider:
 - Braiding Sweetgrass, Robin Wall Kimmerer
 - Emergent Strategies, Adrienne Marie Brown
 - An Indigenous People's History of the United States, Roxanne Dunbar-Ortiz
 - The Fire Next Time, James Baldwin
 - The Wake Up, Michelle Mijung Kim
 - So you Want To Talk About Race, Ifeoma Oluo
 - The 1619 Project, Nikole Hannah-Jones
 - The Warmth Of Other Suns, Isabel Wilkerson
 - Winners Take All, Anand Giridharadas
 - Critical Race Theory: An Introduction, Richard Delgado et al
 - Hood Feminism, Mikki Kendall

Goal 2: Develop a goal-driven DEI Strategic Plan for District 6450, ideally using the DEI Spectrum as a guide

- This plan should include the following areas:
 - 3-year goals for increased diversity, belonging, and inclusion of minoritized and marginalized populations
 - RI, District 6450, and many clubs do not have a SPECIFIC plan for attracting, recruiting, and retaining people who hold minoritized identities. A goal and desire for growth in this area are NOT the same as a plan, and a targeted list of actions to see these goals and visions through.
 - A plan for how to organize the work (time-limited task forces, standing committees, charter groups, etc.), and who is responsible for it

- Clear articulation of the current diversity of District 6450 clubs and goals for the numbers of persons to be introduced and grown as new members with diverse backgrounds
- A strategy to create and/or update (where needed) club and district policies relating to DEI, harassment, and member expectations
- A marketing plan and budget for communicating the strategy
- Ultimately, Rotary has very few actual goals for DEI. There are stated values and a vision, but there is little in the way of accountable, measurable goals. Once goals are created, they must be funded and put on a timeline. The District DEI committee should undertake this work.
- It is clear that a racial equity, queer identity, and sexuality lens must be created in Rotary's work. This is possibly inhibiting membership diversity.
- Rotary's language does not state a dislike or lack of desire for marginalized or minoritized people, however, there is very little in the way of a clear, specific invitation to them. There is little language about how District 6450 or Clubs specifically are changing. Their patterns, practices, and expectations for existing members to be welcoming to different persons. Nowadays, organizations must be specific, and show they hold the competencies and capacities for the challenges of diversification (microaggressions, racial tensions, "but what abouts," backlash against diversification and a specificity about bringing in new identities, etc.).

Goal 3: Evolve general language of DEI into action and policy-informed conversations and actions

- Bring in issue-area experts to host monthly DEI roundtables on specific areas of DEI. Ensure these experts are seen as prominent in their field, and Rotary should establish a budget to compensate them.
- Rotary's work in philanthropy and volunteering does not also catalyze members to better understand *why* there is a continued need for philanthropy and volunteering (e.g. wealth inequality, systemic racism, etc.). The high level work of Rotary should be connected to the high level issues that create the need for more of Rotary's work.
- Include electoral and civic action as parts of Rotary's social and community engagement strategies. This involves supporting members to volunteer as poll workers, write to legislators, and embrace the growing practices of decolonized and racially-aware ways to engage in community engagement.
- The District should host a series of listening and conversation sessions across the district to learn how older, and White members specifically see their work to embrace racially, gender, and age-diverse new members should they join.

Goal 4: Develop a clear call to action and request from Rotary International

- From the Assessment, it was clear that Rotarians throughout the District are unaware of where leadership and responsibility lies for authorizing activities, engaging the work, or funding programs in service of Rotary DEI values or activities. *Less than half of Rotarians (including Club and District Leaders) knew whose job it was to lead or advance DEI efforts.* This must be clarified.
- RI generally takes a hands-off approach to directing clubs in how they should set goals, manage (versus value) DEI, or train members (outside of leadership training) on how to support DEI. A conversation must take place then at the District level for how DEI should be actionably engaged by clubs, and any supports or actions that the District cannot undertake should be part of a conversation with RI.
- District 6450 may not be able to lean on any "best practices" within Rotary to advance their goals or asks of RI, given much of the action and goal-focused DEI work is sporadically undertaken across the Rotary footprint, and the infrastructure for managing and communicating activities and challenges is still underdeveloped. For this reason, District 6450 must consider where and how it will boldly pioneer in this work (e.g. to specifically advance antiracism in clubs by reviewing how clubs work with police districts to volunteer or raise money, how clubs do or do not support civic/electoral education for all, and/or how clubs/members work to speak out when racial injustices happen within their club or District boundaries).