ACCOUNTABILITY AND INCLUSION: A DEI SERIES

Throughout 2020-2021, Rotary will host a webinar series to explore diversity, equity, and inclusion. Registration will be announced eight weeks prior to each webinar, and recordings will be posted [here](#). Topics are subject to change.

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| Design an Inclusive Plan for Your Organization 17 September, 15:00 Chicago time (UTC-5) | Rotary values diversity and celebrates the contributions of people of all backgrounds, and we’re committed to reflecting the communities we serve by being inclusive of all cultures, experiences, and identities. So, we need to take action. Before we can effect real change, we need to create a plan that welcomes all people, extends to all activities, and has measurable results.  
Join us to explore how you can create an inclusion framework for your organization! |
| The Power of Connection With Diverse Communities | The RI Board of Directors [challenges us](#) to ensure that underrepresented groups have greater opportunity to participate in Rotary as members and leaders, regardless of a person’s age, ethnicity, race, color, abilities, religion, socioeconomic status, culture, sex, sexual orientation, and gender identity. Building authentic and lasting connections with diverse communities is critical to demonstrating that we mean what we say. |
| Holding Each Other Accountable | Accountability is all about setting expectations by clearly defining a mission, values, and goals, and then modeling the behavior you want to see. Accountability doesn’t just happen — it must be implemented. Holding each other accountable is not always easy, but it’s everyone’s responsibility. |
| No Justice, No Peace | Peace is a cornerstone of Rotary’s mission. We believe that when people work together to create peace in their communities, it has a global impact. But peace is more than just the absence of violence; peace means ensuring justice for all. Rotary has partnered with the Institute for Economics and Peace, an independent research organization, and leader in the study of peace and conflict, to help us address the causes of conflict and learn to create conditions that foster peace. |
| Intergenerational Relationships | Generational diversity is one of our competitive advantages. Few organizations span generations and build personal connections the way that Rotary does. Yet we can find ourselves segmented by our age groups, unable or unwilling to challenge our biases about people of other ages. A recent study found that people are less likely to work well with someone from another generation than with someone of a different gender or race. Explore ways to move from awareness to effective action. |
| Building an Inclusive Brand | Now that you’re equipped with a new understanding of DEI, it’s time to consider the culture you want to create — ideally, it’s one that’s authentic to your brand and meets the needs of your community. Make inclusivity a core part of what you do rather than just a one-time effort. You may have members who find the changes you’re making difficult, so it’s important to remember the values those changes are based on. |