

<https://dei.bigwestrotaract.org>

Problem Statement: Rotary and Rotaract clubs are seeking to improve their commitments to Diversity, Equity, and Inclusion (DEI), though there are few resources to approach this topic within Rotaract specifically.

Objective to Resolve: Big West Rotaract's (BWR) Diversity, Equity, and Inclusion (DEI) Committee is developing Rotaract-specific resources to assist clubs and districts build more inclusive environments where every person feels included, valued, and heard. The BWR DEI Committee will be composed of Rotaractors, BWR Directors, and a Rotarian subject matter expert that will work together to develop DEI resources for direct implementation. As we work with Rotaract clubs to better understand their cultures and climates, we will develop a strategic toolkit based on opportunities for growth.

Challenges, Wins, Recommendations:

- **Creating A Team**
 - **Challenge:** Establishing a committee focused on Diversity, Equity & Inclusion takes time, intentionality, mental capacity and strategic planning.
 - **Recommendation:** Take the necessary time needed to build a strong foundation, allow perspectives from your team to be shared, and make sure everyone involved clearly understands the vision of the committee. Make sure to also allow adequate time for committee members to decompress.
 - **Recommendation:** Involve a subject matter expert (SME). BWR's DEI Resource Committee involves a Rotarian SME who is well-versed in the field. While committee members have experience in the DEI arena in various forms, involving a SME provides an objective 'big picture' lens, as well as a strong foundational framework for the formation process.
 - **Win:** Serving amongst committee members that are passionate and dedicated to advancing Diversity, Equity & Inclusion. Turning an idea into a tangible and well thought out plan while learning from each committee member's perspectives builds relationships, advances personal growth/learning and creates a positive impact.
- **Trusting the Process**
 - **Challenge:** Diversity, Equity & Inclusion is an endless process of learning and growth. Even with a committee devoted to advancing DEI efforts, there may come a time when a misstep happens.
 - **Recommendation:** Create space in your committee for authentic discussion, inward and outward transparency and a positive learning environment.
 - **Recommendation:** Be intentional with including various voices at the table. A Diversity, Equity & Inclusion Committee should be representative of people with varying perspectives, identities and backgrounds. Get in the habit of asking questions such as, 'Who is in the room/who is not in the room? What might the impacts be if we don't have the representation we need? How can we make sure to create a positive impact within all of our actions and processes?'
 - **Win:** The more we practice a DEI framework, the more it becomes embedded within our volunteer, work and personal lives. By committing to transparency and accountability within the learning process, we can create trust within the communities we serve, respect within the teams we work and growth in our own leadership skills.