



**ABIDE**

ABIDE Approach to Club  
Management



**ROTARY**

**ACCESS**

**BELONGING**

Rotary should provide **access** to all  
in an environment where all feel  
genuine **belonging** through  
**inclusion** producing **diversity** and  
requiring **equity**.

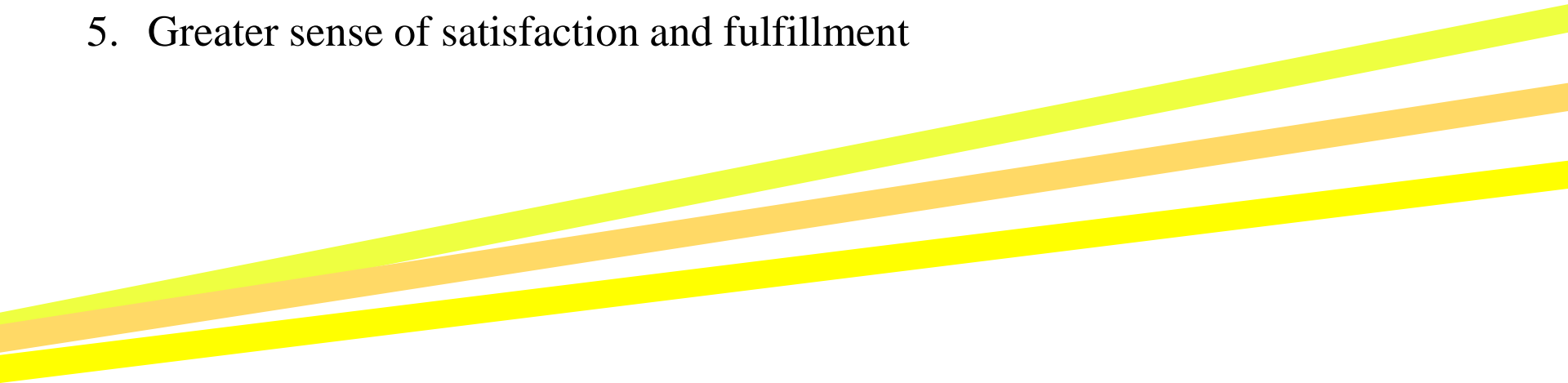
**INCLUSION**

**EQUITY**

**DIVERSITY**

# Why?

1. Membership
2. Broader community impact
3. Reputation enhancement and management and public image
4. Increased club morale and participation
5. Greater sense of satisfaction and fulfillment

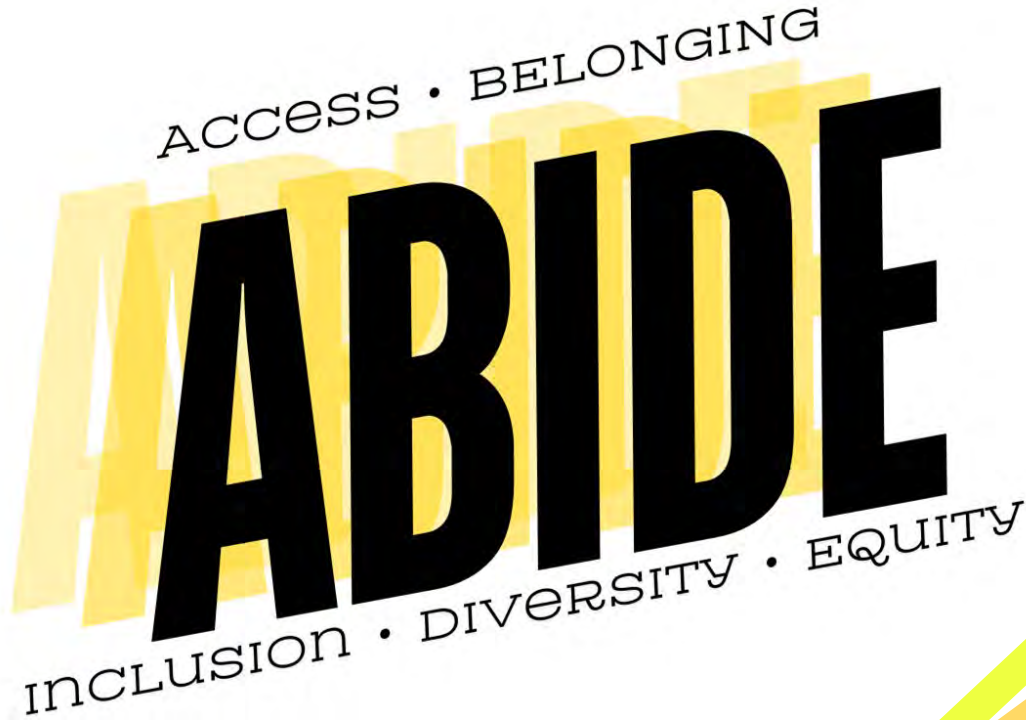


# The ABIDE Model

ACCESS • BELONGING

**ABIDE**

INCLUSION • DIVERSITY • EQUITY

The logo for the ABIDE Model features the word "ABIDE" in large, bold, black, sans-serif capital letters. Above it, the words "ACCESS • BELONGING" are written in a smaller, black, sans-serif font, slanted upwards. Below "ABIDE", the words "INCLUSION • DIVERSITY • EQUITY" are written in the same smaller, black, sans-serif font, also slanted upwards. The background consists of several overlapping, semi-transparent yellow rectangular shapes behind the word "ABIDE". In the bottom right corner, three diagonal stripes in shades of yellow and green extend from the bottom edge towards the top right.

# Access

every person has the opportunity to meaningfully participate in all club functions regardless of any deviation from the traditional composition of membership



# Let's talk about the YOU in DEI

Reflect on your flower and all that is represented in the design—everything about who you are.

When have you struggled to access something through physical or mental health?

What was it?

Who could have provided you access?

What did they need to provide you?





# ACCESS REFLECTION



# Belonging



the re-creation and co-creation of club spaces and culture to fit the various needs of every member.





# **BELONGING REFLECTION**



# Inclusion

the invitation and involvement of every member in club programs and activities





# INCLUSION REFLECTION



# Diversity

the appearance and representation of difference of every sort in club membership





# DIVERSITY REFLECTION



# Equity

the allocation and distribution of club resources according to need rather than number—more resources are given to those with the most deviations from traditional membership






# EQUITY REFLECTION



# Further Thoughts and Content

1. Putting ABIDE into practice
    - a. How can we embed ABIDE in club culture?
    - b. How can we embed ABIDE in club policies?
    - c. How can we embed ABIDE in club programs?
    - d. How can we embed ABIDE in club practices?
  2. Explanation of available resources and training course
  3. Closing thoughts
- 



# ABIDE Tool

The ABIDE Assessment Tool is helpful for measuring access, belonging, inclusion, diversity, and equity

See handout





# DISCUSSION

