



Inclusion, Diversity, Equity, and Accessibility Task Force

Purpose:

The District Governors have convened an Inclusion, Diversity, Equity, and Accessibility (IDEA) Taskforce to guide District 5100 in accomplishing Rotary International's direction.

At Rotary, we understand that cultivating a diverse, equitable, and inclusive culture is essential to realizing our vision of a world where people unite and take action to create lasting change.

We value diversity and celebrate the contributions of people of all backgrounds, across age, ethnicity, race, color, disability, learning style, religion, faith, socioeconomic status, culture, marital status, languages spoken, sex, sexual orientation, and gender identity as well as differences in ideas, thoughts, values, and beliefs.

Recognizing that individuals from certain groups have historically experienced barriers to membership, participation, and leadership, we commit to advancing equity in all aspects of Rotary, including in our community partnerships, so that each person has the necessary access to resources, opportunities, networks, and support to thrive.

We believe that all people hold visible and invisible qualities that inherently make them unique, and we strive to create an inclusive culture where each person knows they are valued and belong.

In line with our value of integrity, we are committed to being honest and transparent about where we are in our DEI journey as an organization, and to continuing to learn and do better.

Rotary International Diversity, Equity, and Inclusion Statement

Our Task Force wishes to include "Accessibility" in our inclusionary efforts, hence we have made District 5100's Inclusion, Diversity, Equity, and Accessibility Task Force.

The D5100 Inclusion, Diversity, Equity, and Accessibility (IDEA) Task Force shall address matters of Inclusion, Diversity, Equity, and Accessibility within our district and provide support to clubs and their members in doing the same.



In cooperation with the District Leadership Team:

- Provide Resources to the District to advance the goal that all potential leadership candidates are viewed through a lens of Inclusion, Diversity, Equity, and Accessibility; and
- Support our Clubs and our District to reflect our communities and provide training tools, resources, and activities to enhance and increase their knowledge and openness to Inclusion, Diversity, Equity, and Accessibility .
- The IDEA Task Force will coordinate with the District Chairs of Membership, TRF, Public Image in hosting a Vibrant Club (District Learning and Development Committee) activity annually.
- Offer support to clubs for training, resources, assessment tools, and speakers to ensure members have opportunities to learn and enrich the Rotary experience through the Inclusion, Diversity, Equity, and Accessibility lens.

On an annual basis, the IDEA Task Force will provide the district leadership team with a report.

The Rotary District 5100 IDEA Task Force will: