

Instructions to Attendees:

Please pick ONE of the scenarios below as a group once you are in your breakout rooms. Read the requirements on page 2 and put your solution to the scenario that your group selects on page 3 below. Only one person from each group should record the official solution into this document. Once you come back to the main session, you will be provided a link to upload your solution document to before the end of the session.

Scenario 1

In Chennai sits the Wheelchair Basketball Federation of India. Wheelchair basketball allows for many individuals with disabilities to continue to engage in the competitiveness and fun of basketball. However, as of right now it is challenging for folks outside of large cities to participate in the sport due to lack of access to information about wheelchair basketball as well as a lack of access to wheelchairs and basketball courts. Put together a project plan to address this challenge and increase both the number of people who are informed about wheelchair basketball as well as the number of people who are able to play, with an emphasis on including smaller villages.

Scenario 2

During a conversation at a district conference, a fellow member mentions that while Rotary & Rotaract are making significant progress towards an improved diverse, inclusive, and equitable culture, the district could also contribute to progress in this area in their hometown. The district does not currently have a team dedicated to these initiatives however the members of the district are excited to pursue the development of a plan and make this conversation a priority. As a team, think of groups in your own experiences in Rotary/Rotaract who you have noticed be excluded, as well as not purposefully included. For example, in the U.S., it took a Supreme Court decision in 1987 to begin allowing female members. Put together an initial plan to help the district in this scenario reach their goals. Your group's plan should be able to apply to many different groups who may experience exclusion.

Scenario 3

Prior to the COVID-19 pandemic, many restaurants and retailers world-wide were prioritizing environmentally conscious options for shopping and food delivery. However, due to health concerns emerging as a result of the COVID-19 pandemic, these trends have shifted. A growing number of restaurants are now offering primarily carry out/takeaway options, often contained in plastic bags and single-use plastics, for which many people do not have recycling options at home. Put together a project plan for a geographic area of your choice to address this challenge by decreasing the amount of single-use plastic being thrown away and increasing awareness of the issue.

Solution Requirements:

Instructions to attendees: Please read before proceeding to brainstorm your group's solution. Please proceed to pages 3 & 4 of this document to put your group's solution together.

Mandatory requirements to be included in your solutions:

1. Must explain how the solution is sustainable
2. Must highlight how you are involving Rotaractors & Rotarians
3. Must highlight a public image idea or plan to promote the solution
4. Must highlight how the solution will be inclusive & equitable for various audiences, backgrounds, and experiences
5. Must highlight how you will effectively engage current and potential club members in the solution

Suggested items to include in your solutions:

1. Partnership with a community organization or external audience not current involved in Rotary/Rotaract
2. Include Interact if possible
3. Include the opportunity for feedback from the community
4. Include The Rotary Foundation in some way if possible

Your Group's Solution to the Scenario Selected:

Instructions to attendees: We recommend that you spend 5 minutes going around to each person in your group for an introduction. The times beside each item below are suggestions to ensure you have enough time to put your solution together. Please feel free to follow your group's pace as long as you are able to complete all parts below.

1. 1-3 minutes: Scenario selected we are addressing:

Scenario 2

2. 10-15 minutes: Brief summary of our proposed project to address the challenge given:

Create a District DEI Committee of 7-9 members, co-chaired by a Rotaractor and a Rotarian. The DG and/or DGE would be members to demonstrate that this is a priority. It would be recommended for DGN to be a member.

The goal is to select members balanced in terms of race, gender, age, and Rotary/Rotaract membership.

The committee would then have 3 sub-committees focused on: identifying existing DEI shortcomings and areas of improvement; implementing organizational changes to address shortcomings and improve DEI efforts; and designing training materials for DEI workshops and sessions at trainings – PETS, district conferences, etc.

The members would need to be committed to DEI and interested in learning about DEI and progressing the district's efforts towards promoting and prioritizing DEI. Other desired skills include experience in adult training and education, communication skills to share these efforts with Rotary and Rotaract clubs, public image skills so that the DEI efforts can be translated to social media and public outreach, and writing skills that include drafting articulate articles and memos that address sensitive and difficult topics.

The committee would have its first meeting during the first week of August with the subcommittees established by the first week of September. The committee would meet bi-monthly with detailed notes provided to interested parties until a structure is established, then the committee would meet monthly.

The club would receive input to address needs and issues. This includes surveys to collect information from the clubs, a demographic analysis of the district demographics compared to the district members to determine if the club represents the community, regular outreach inviting feedback, and open meetings that can be attended by all members as observers. The committee would also include an advocate position that would represent members who want to raise items anonymously. The Advocate would represent members at the committee meetings to ensure all parties and identities would be represented and be trained on how to elevate items to proper leadership if needed. Similar to an EEO corporate officer.

3. 5 minutes: Explain the public image plan for your solution:

District Governors would consistently include in communications that DEI is a priority and sharing efforts the District is making in this direction. This demonstrates internally our dedication to DEI.

The committee efforts would be translated in refining and improving club and district public image so that we outwardly demonstrate our commitment.

4. 5 minutes: Explain how your solution demonstrates partnership between Rotary Rotaract:

The committee would be co-chaired by a Rotaracter and Rotarian. The club would be balanced between Rotaract and Rotarian members.

5. 2 minutes: Explain how the solution is sustainable:

This would become a permanent District committee and can be replicated by other Districts.

6. 3 minutes: Explain how the solution is inclusive and supports critical DEI (diversity, equity, & inclusion) efforts:

N/A – focus is DEI

7. 2 minutes: Explain how the solution will engage external audiences or organizations:

An independent party can be brought in for trainings to ensure proper training is provided.

Consult a DEI expert to ensure that the proper improvements are made.

Implement DEI efforts into public image to demonstrate outwards that we are addressing and improving our DEI efforts.

8. 1 minute: Explain the role of current members in your solution:

The members would make up the committee.

9. Remaining Time: Any items from the suggested requirements list on page 2 you would like to include in your solution ?

We can partner with community organizations focused on DEI.

10. Optional: If you'd like to provide contact information for your group to discuss your solution further with Ascension, please provide it below.