

**Background:** Diversity, Equity, and Inclusion Readiness refers to the stage of development an individual or club has reached in their understanding and implementation of DEI practices. The higher the Readiness Rating, the more equipped your club is to be able to tackle more advanced DEI tactics, topics, and strategies. Rotary clubs have a tendency to prematurely implement Diversity, Equity, and Inclusion(DEI) solutions by not assessing the club's DEI maturity. By using this assessment, clubs can quantify their DEI readiness and thus be more able to implement more appropriate solutions.

**What this is to be used for:** Assess where your club and club members are on the DEI journey and identify the best starting point for implementing DEI tactics, topics, and strategies. It should be paired with the resources/strategies list provided.

**What this should not be used for:** Validating the level of Diversity in your club. The goal is to assess honestly to create the next steps.

**What does an advanced score mean?** Simply, find areas of growth from either the “advanced” section of the resources/strategies list, or if already completed, create your own methods of furthering your club's DEI maturity. Nothing is good/bad with a high score as long as you take action

**What does an intermediate score mean?** Simply, find areas of growth from the “intermediate” section of the resources/strategies list. Nothing is good/bad with a mediocre score as long as you take action

**What does an introductory score mean?** Simply, find areas of growth from the “introductory” section of the resources/strategies list. Nothing is good/bad with a low score as long as you take action.

**Instructions:**

1. Provide this assessment to your board and get buy-in into its premise.
2. Have your board members fill out the survey separately and average the values.
3. Present the resulting DRR to your board with the companion resources/strategies list.
4. Identify one or more items to implement and assign to a new or an existing committee to execute.

# DRR Diversity Readiness Rating

**Rating Scale**  
**12-16 points = Advanced**  
**7-11 points = Intermediate**  
**0-6 points = Beginner**

**Instructions:**

- Apply a true or false to each question.
- If you are unsure, please mark false.
- Each true is worth 1 point.

TRUE

FALSE

1 - At least 5% of your club is of different race/ethnicity than you.

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2 - At least 5% of your club is of the same race/ethnicity as you.

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3 - At least 5% of your club uses different pronouns than you.

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4 - At least 5% of your club uses the same pronouns as you.

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5 - At least 5% of your club’s leadership has historically been a different gender, sexual orientation, or race than your own.

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6 - At least 5% of your club’s leadership has historically been the same gender, sexual orientation, or race as your own.

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7 - At least 10% of your club programs in the past year were from organizations that support marginalized groups.

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8 - At least 10% of the organizations that you donate your time or money to support marginalized groups.

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9 - At least 10% of your club is from a different generation (Gen X, Baby Boomer, Millennials, etc.) than your own.

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10 - Your club meetings can accommodate a guest in a wheelchair AND hearing impaired.

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11 - Your club has participated in a Rotary Global Grant in the past five years.

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12 - Your club has at least one designated DEI champion.

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13 - Your club has spent at least one meeting program in the past year discussing DEI.

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14 - Your club never says prayer during a club meeting.

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15 - Your club thinks race or sexual orientation is NOT a political topic.

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☐














16 - Action would be taken if a joke about a marginalized group was made at a club meeting or event.

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

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# ELIMINATING ROADBLOCKS TO DIVERSIFYING YOUR CLUB: RESOURCE GUIDE











## INTRODUCTORY

-  [Rotary's Commitment](#)
-  [Extensive Definition of DEI Terms](#)
-  [Diversity, Equity and Inclusion Basics](#) (Rotary Learning Center)
-  [Preventing and Addressing Harassment](#) (Rotary Learning Center)
-  [Why DEI is the Right Thing for Rotary](#) (Katey Halliday)
-  [Peace Within, Peace Between, Peace Among](#) (Brian Rusch)
-  [15 Key Benefits of DEI to Communicate with Team Members](#) (Forbes Expert Panel)
-  [Intentional Inclusivity in a Five-Minute Read](#) (Amber Booth-McCoy)
-  [Why Diversity, Equity and Inclusion Matter](#) (Monisha Kapila, Ericka Hines & Martha Searby)
-  [Diversity in Your Clubs & Being an Ally](#) (Janelle Breen & Alia Ali)
-  [Infinite Possibilities: Embracing Our Differences](#) (PRIP Barry Rassin & Brian Rusch)
-  [Infinite Possibilities: Investing in Equity](#) (Xavier Ramey)
-  [Coming Out Into My Own Legacy](#) (Brian Rusch)

## INTERMEDIATE

-  [Club Assessment Tool: Diversifying Your Club](#)
-  [Diversity, Equity and Inclusion Intermediate](#) (Rotary Learning Center)
-  [Committing to Diversity, Equity and Inclusion](#) (Rotary Learning Center)
-  [Creating an Inclusive Club Culture](#) (Rotary Learning Center)
-  [Uncovering Unconscious Bias](#) (Rotary Learning Center)
-  [Design an Inclusive Plan for your Organization](#) (Rotary Learning Center)
-  [Antiracism: Intent vs. Impact](#) (Emily Meadows & Daniel Wickner)
-  [The Key to Inclusive Leadership](#) (Juliet Bourke & Andrea Titus)
-  [Getting Over Your Fear of Talking About Diversity](#) (Daisy Auger-Dominguez)
-  [Supporting Trans, Non-binary and Gender Diverse Participants in Residential Programs](#) (Grant Godino)
-  [Do Your DEI Efforts Include People with Disabilities?](#) (Caroline Casey)
-  [Exploring the Black Experience in Rotary](#) (Dr. Bowtie Todd Jenkins, Nadine Pemberton, Felipe Bento, Ijeoma Pearl Okomo & Dwayne R. Norris)

## ADVANCED PERSPECTIVE

-  [Diversifying Your Club](#) (Rotary Learning Center)
-  [Planning for an Inclusive Future](#) (Rotary Learning Center)
-  [Exploring the Black Experience in Rotary](#) (Rotary Learning Center)
-  [Microaggressions](#) (Rotary Learning Center)
-  [Building a Welcoming Community for People with Disabilities](#) (Rotary Learning Center)
-  [Building Strong Intergenerational Relationships](#) (Rotary Learning Center)
-  [The Power of Connection with Diverse Communities](#) (Rotary Learning Center)
-  [The Heart of Change Field Guide: Tools and Tactics for Leading Change](#) (Dan S. Cohen)
-  [Micro Intervention Strategies](#) (Derald Wing Sue)
-  [You've Been Called Out for a Microaggression. What do you do?](#) (Rebecca Knight)