Muskegon Rotary Club

DEI Committee

Muskegon Rotary Club

Greetings from Muskegon Rotary Club DEI Commitee

Muskegon Rotary Club

HOW DID WE GET HERE

- On August 14th, 2017 a noose was reported found on the school playground at Glenside Elementary
- Community Leaders responded, Rotary responded.
- This began the creation of our DEI Committee and Love Lives Here- that brought together positive peace and love following acts of hate and racism in our community and nationally.
- Under the leadership of Brianna T. Scott, MSU Board of Trustee and Jeff Lewis, City of Muskegon Police Chief

Police investigate report of noose found on Muskegon school playground

Updated: Aug. 14, 2017, 2:21 p.m. | Published: Aug. 14, 2017, 1:21 p.m.

Muskegon Rotary Club

Education and Awareness

OBSERVATION: MUSKEGON CLUB DIVERSITY

- The Muskegon Club currently lacks diversity
- Predominantly older and white membership

ACTION POINTS

- **INTERNAL DEI ASSESSMENT:**
  - IDENTIFY AND ADDRESS THE LACK OF INTERNAL DIVERSITY, EQUITY, AND INCLUSION (DEI) INITIATIVES WITHIN THE CLUB.
  - ENCOURAGE MEMBERS TO PARTICIPATE IN CREATING A MORE INCLUSIVE ENVIRONMENT.
- **CULTURAL CELEBRATION INITIATIVE:**
  - INTRODUCE PROGRAMS AND EVENTS THAT CELEBRATE THE RICH CULTURAL DIVERSITY OF OUR CITY.
  - FOSTER AN INCLUSIVE ATMOSPHERE THAT APPRECIATES AND RESPECTS THE VARIOUS CULTURES REPRESENTED IN OUR COMMUNITY.

OBJECTIVE

- ENHANCE DIVERSITY WITHIN THE MUSKEGON CLUB AND CELEBRATE THE VIBRANT CULTURAL TAPESTRY OF OUR CITY.

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ACTIONABLES

Community Mixers

Community mixer with Muskegon Heights, held annually at a lakefront park in conjunction with the community's Juneteenth Celebration.

Book Discussions/ Big Read

Small groups of 10-12 facilitated by a white person and a POC, reading a book together and meeting monthly to discuss.

Collaboration with MADL on their annual Big Read Program, presenting a 45-minute pageant to the entire Club based on the book Homegoing by Yaa Gyasi through the use of story boards, narrative and character actors.

Rotary Programs

Working with Program Committee to have regular programs that educate club members on issues of Diversity, Equity and Inclusion.

Strategic Plan

Working with a small committee to create a strategic DEI plan for the DEI committee

DEI Training

Collaborated with MCC to host community wide DEI training, ensuring Rotary board members and DEI committee members attend.

Reflections

DEI committee members reciting reflections related to inclusivity, awareness, and belonging

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PUSHING FORWARD

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Strategic Plan

Working with a small committee to create a strategic DEI plan for the DEI committee

DEI Awareness in All Committees

Working with all committees to ensure crate awareness, and increase understanding

Recruit a Diverse Membership

As we persist in cultivating a welcoming environment, our goal is to foster a diverse membership that authentically mirrors our vibrant community

Thank you

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