

DIVERSITY, EQUITY & INCLUSION



Steps to get your club started

By addressing some common questions, your Kiwanis club can make diversity, equity and inclusion a part of its culture. Here's a list — with suggestions to help you begin.

CLUB EVALUATION

1. Does our club reflect our community?
2. Do we embrace all individuals as potential members?
3. Are there issues that prevent someone from joining or staying?

Start a conversation to discover potential barriers that prevent existing members from staying and new members from joining. Find other resources at kiwanis.org/diversity and in Achieving Club Excellence (ACE) Tools at kiwanis.org/acetools.

MEETING TIMES

1. Can younger members join weekday meetings that take place at lunchtime?
2. Can older members easily get to evening meetings?
3. Can members easily participate in weekend meetings?

Try changing meeting times and frequency to accommodate members' schedules. Consider options such as adding satellite members who meet at a different day or location. You might find that the changes attract new members.

MEMBER ENGAGEMENT

1. Does our club include all members in projects and activities?
2. Are members engaged and excited to be a part of Kiwanis?
3. Do all members have the opportunity to hold leadership positions?

Giving members a stake in club activities and leadership shows that their opinions and contributions are valued and respected.

MEETING LOCATION

1. Is your meeting location convenient for all members?
2. Is your meeting location accessible to all members, regardless of ability? Consider all types of mobility devices and your members' and guests' needs.
3. Does your club offer "hybrid" meetings to allow both virtual and in-person attendance?

Discuss meeting in various locations rather than at the same place each time. And explore online attendance — meetings that allow both in-person and online participation are easier than ever.

WHAT YOU CAN DO NOW

- Use inclusive language — such as "Hey everyone" instead of "Hey guys" and use "chair" or "chairperson" instead of "chairman." Strive to use people-first language. For example, use "a person with a disability" instead of "a disabled person."
- Don't be afraid to address inappropriate behavior. When you call out offensive remarks and actions, you encourage others to create a culture where everyone feels welcome.
- Learn about your community's cultures and participate in their events. They are a great way to promote Kiwanis to new demographics, gain new members — and maybe even find a new service project.

Find more tips and resources at kiwanis.org/diversity. Questions? Email us at diversity@kiwanis.org.



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