

DEI Kickstarter for Your Club



Kiwaniis®

Diversity, Equity, and Inclusion isn't as hard as some may think. In fact, it's easy to begin to make your club inclusive to all who want to serve! By using the suggestions and questions below, you can turn your club into an "Institution of Inclusion" that will attract new members, no matter their background!

Club Evaluation

- Does our club reflect our community?
- Do we embrace all individuals as potential members?
- Are there biases that may prevent someone from joining or staying in our club?

Start a conversation to find barriers that may prevent existing members from leaving and new members from joining!



Member Engagement

- Does your club include ALL members in club operations?
- Are your members engaged and excited to be a part of Kiwanis?
- Do ALL members have the opportunity to hold leadership positions?

Giving members stake in club operations and leadership shows that their opinions and contributions are valued and respected!



Meeting Times

- Are younger members not able to join lunch meetings due to work?
- Are evening meetings hard for older members to drive?
- Is there just too much happening Saturday mornings?

Try changing your meeting time once or twice a month to accommodate members schedules.

You may even attract new members!



Meeting Location

- Is your meeting location central to ALL members?
- Is your meeting location accessible to ALL members, regardless of ability?
- Does your club offer hybrid options?

Meeting in different areas makes it easier for members to attend meetings. With today's technology it's easier than ever to have in-person and online meetings at the same time!



Use Inclusive Language

- Say "Hey Folks" instead of "Hey Guys"
- Say "Chairperson" or "Chair" instead of "Chairman" or "Chairwoman"
- Instead of "disabled person" say "a person with a disability"
- Instead of "a blind person" say "a person who is blind"

Using inclusive and "person-first" language helps to include all in the conversation!



Address Inappropriate Behavior

- Don't be afraid to call out offensive language or remarks
- Speak up if you feel uncomfortable

As Kiwanians, we hold ourselves to a higher standard. That's why if you see inappropriate behavior, call it out. For more information, see "Conduct Unbecoming of a Kiwanian" in the code of conduct.



Participate in Community Celebrations of Diversity

Learn about the different cultures that are present in your community. By participating in local cultural events, you not only show your community that you care about all cultures, but you can promote Kiwanis to new demographics! You may even find a new service project for your club!



For more information on how you can kickstart Diversity, Equity and Inclusion within your club, email Diversity@Kiwaniis.org

**Diversity is when everyone is invited to the party.
Equity is where everyone gets to contribute to the playlist.
Inclusion means that everyone has the opportunity to dance!**