



Anti-Racism Rotary Assessment

Organizational Knowledge & Anti-Racism

Why Is Organizational Knowledge Important?

Addressing and actively contributing to changing the current realities related to systemic racism, organizations need to reflect on their own cultures, structures and practices to determine if they are inadvertently contributing to perpetuating systemic racism and then identify key actions to change that narrative. This consideration holds true for local Rotary clubs as well. Take the quick assessment below to determine where the club is their anti-racism organizational knowledge and identify key opportunities for growth.

Area	Reflection	Reflection Rating (Yes/Unsure/No)
Culture	Our club values diversity, equity and inclusion.	
	Our club has a diversity, equity and inclusion policy.	
	Our membership is representative of our communities.	
Structure	Our leadership team and committees are diverse.	
	We have an anti-racism committee.	
	Our members feel included and welcome.	
Practice	The way we conduct our meetings, social activities and fundraising events illustrate our commitment to diversity, equity and inclusion.	
	We invest in community projects and initiatives that support and promote anti-racism practices.	
	We are partnered with community partners that support and promote anti-racism.	

Growth - If you more than three “unsures” or “nos” – there may be a need to build additional organizational knowledge around anti-racism through education, member engagement and equitable criteria community investment strategies. Need more information – go to [Rotary District 7820 \(rotary7820.com\)](http://rotary7820.com).