



Systemic Racism – Discussion Primer

Following the murder of George Floyd on May 25th, 2020, District 7820 formed the Systemic Racism Task Force with a first phase focus on anti-Black racism. Since July of 2020, with the support of our district leaders, the task force has been working towards creating an awareness campaign and tool kit that Rotary and Rotarians can use to combat anti-Black racism in their clubs and communities.

One of the first assets the Task Force developed was a mission statement for District 7820, which was released on Sept 17th, 2020 and is noted below.

Mission Statement

Everyone should be able to live in a world where individual rights and basic human dignity are respected and guaranteed. Without exception, we should all be enabled to succeed as far as our potential allows. Rotary District 7820 is against all forms of discrimination, including racism. To fulfill our commitment, all of us must be active in promoting our collective and individual values of respect for equity, diversity, inclusion and openness to change.

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As Rotary and as a Rotarian, what can you do to combat systemic racism and anti-Black racism? What impact can you have? The answer is you can do a lot and the impact is huge. One of the communication assets the Task Force developed was a graphic that set combating anti-Black racism in the context of the 4-Way Test.

Have a look and host a discussion at a meeting to see if your club passes the test.

Countering Anti-Black Racism using the 4-Way Test

Of the things we think, say or do:

➤ Is it **TRUTH**?

Learning the history of anti-Black racism and acknowledging the past is a necessary first step.

➤ Is it **FAIR** to all concerned?

Taking an inventory of policies and projects to ensure they are fair to all concerned can identify new opportunities and areas for growth.

➤ Will it build **GOOD WILL** and better **FRIENDSHIPS**?

Projects can be improved through partnerships and community assessments.

➤ Will it be **BENEFICIAL** to all concerned?

Together, we can build a path forward where Rotary and its projects are beneficial to all.



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A key part of being active partners in this change, as Rotary organizations and as Rotarians, is taking ownership for our growth and actions. The Task Force has developed a Resource Guide and a number of tools to help clubs and their members reflect and identify key action that they can do to combat systemic racism and anti-Black racism.

The key question for us to ask ourselves is - ***what are we doing and are we doing enough?*** These guides and tools will help your club identify where they are and what they might need to do to amplify their impact to combat systemic racism.

Countering Anti-Black Racism as Rotarians

A resource guide and coaching plan.

➤ Acknowledgement

Acknowledgement of the problem and the value of apologies.

➤ Awareness

History and the current state of anti-Black racism.

➤ Assessment

Self-assessments to find areas for improvement.

➤ Action

Putting everything together to provide meaningful change.

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