



ROTARY SOUTH PACIFIC DEI CLUB FRAMEWORK 2025-2026

EMBRACE DIVERSITY, PROMOTE EQUITY AND FOSTER INCLUSION





BACKGROUND:

A commitment to Diversity, Equity, and Inclusion (DEI) plays a crucial role in creating an inclusive environment where every individual is seen, heard, valued, and empowered. This fosters a sense of belonging and respect to attract new members who share the same purpose of service above self, and positive, purposeful community impact.

The Rotary South Pacific DEI Club Framework has been developed aligning to the RI DEI statement [Rotary's Commitment to Diversity, Equity, and Inclusion](#) | [Rotary International](#) and global Rotary Action Plan (RAP) priorities: [Action Plan Overview \(PDF\)](#)



OUR PURPOSE STATEMENT:

The responsibility of the Rotary South Pacific DEI Team is to champion and advocate the benefits of a diverse and inclusive culture across the region in alignment with the work of the RI DEI Advisory Council.



OUR VISION STATEMENT:

Rotary South Pacific becomes a global leader in championing DEI transformation.



OUR COMMITMENT:

Rotary South Pacific exemplify and weave DEI into everything we do.

DEI CLUB FRAMEWORK 2025-2026:

The DEI club framework logic is based on and adapted from the [McKinsey 5 A strategy framework for success](#).

THE FIVE "A's":

1. ASPIRE: SET A BOLD BUT ACHIEVABLE DEI ASPIRATION

Embrace diversity, promote equity and foster inclusion

2. ASSESS: BUILD THE FACT BASE

Develop a quantitative and qualitative DEI baseline.

3. ARCHITECT: DEVELOP THE PLAN

Identify initiatives to support the bold DEI aspiration.

4. ACT: MOBILISE CAPABILITIES AND RESOURCES

Support DEI initiatives with appropriate resourcing.

5. ADVANCE: MEASURE PROGRESS TO PLAN AND SUSTAIN MOMENTUM

DEI evaluation to reflect on achievements and build on new skills and knowledge

ASPIRE

Set a bold but achievable DEI aspiration

Review and reflect on what is already known

Align club vision with RI DEI statement

ASSESS

Build the fact base

Identify the gaps

ARCHITECT

Develop the plan

ACT

Monitor the steps taken and reflect on outcomes

Mobilize capabilities and resources

ADVANCE

Measure progress and sustain momentum

Review and identify what strategies and actions are sustainable

CALL TO ACTION

Invite members to reflect individually on their own knowledge and understanding of DEI.

Use the resources to review and build on member knowledge to align with the club vision and RI DEI statement.

RESOURCES

[Rotary's Commitment to Diversity, Equity, and Inclusion | Rotary International](#)

[DEI Learning & Development: Committing to Diversity, Equity, and Inclusion](#)

[Update to RI DEI Code of Conduct.](#)

[Diversity is part of Rotary's core values](#)

CALL TO ACTION

Invite members to complete the DEI Basics resource to build a club member DEI knowledge fact-base.

Use the Member diversity assessment resource to identify gaps and potential actions to increase DEI.

RESOURCES

[DEI Basics: 4 modules](#)

[Understanding DEI key terms and phrases](#)

[Member diversity assessment](#)

CALL TO ACTION

Invite members to utilise the range of resources to develop a plan of action to improve DEI inclusive club practices.

Note that the action plan can also be scaled up into a Rotary Community Group Growth Plan if appropriate.

RESOURCES

[Fit for purpose](#)

[Creating an Inclusive Culture](#)

[Rotary in Australia on the road to reconciliation](#)

[Rotary's People of Action: Champions of Inclusion](#)

CALL TO ACTION

Invite members to use the resources to implement the action plan, that includes tangible, measurable goals that can be internally or externally facing.

Some strategies can include:

- Increasing diversity in membership
- Creating an inclusive environment at events
- Adopting inclusive practices
- Planning and adopting a Reconciliation Action Plan or statement
- Planning and creating your own clubs DEI action plan

RESOURCES

[Working Toward Diversity, Equity and Inclusion: A Toolkit for Rotary District 5360 Clubs](#)

[D9675 See Reconciliation Action Plan](#)

CALL TO ACTION

Members to:

- Monitor the goals and analyse the outcomes and findings of the plan.
- Review their DEI plan.
- Expand the commitment to DEI amongst RCGs.
- Continue engaging with DEI learning opportunities across clubs, districts, and Zone 8.

RESOURCES

[DEI Intermediate: 4 modules](#)

[Learning and Development on preventing and addressing harassment](#)

[Uncovering unconscious bias](#)

ROTARY SOUTH PACIFIC DEI FRAMEWORK DEFINITIONS:

ASPIRE: SET A BOLD BUT ACHIEVABLE DEI ASPIRATION

Weave DEI through everything we do in Rotary: Rotary members to act intentionally to embrace diversity, promote equity and foster inclusion through working with our *DEI Statement and DEI Code of Conduct* as the foundation documents for member commitment to DEI.

ASSESS: BUILD THE FACT BASE

Quantitative and qualitative DEI baseline: Rotary members to gather individual and club collective evidence of where they are on the framework continuum using a range of DEI resources.

ARCHITECT: DEVELOP THE PLAN

Initiatives to support the bold DEI aspiration: Rotary members as 'People of Action' demonstrate how we are embracing concepts of DEI through our work.

ACT: MOBILIZE CAPABILITIES AND RESOURCES

Supporting DEI initiatives with appropriate resourcing: Rotary members to develop a collective plan of action utilising the available resources, skills and knowledge within Regional Council DEI team, DEI district leads, Rotary Clubs, Rotary Community Groups, Specialists within the District and Zone.

ADVANCE: MEASURE PROGRESS TO SCALE AND SUSTAIN MOMENTUM

DEI plan review to gauge progress: Rotary members to use the review process to sustain momentum and commitment to DEI within clubs, RCGs, districts across the zone.





CONTACT US:

DEI@rotarysouthpacific.org