

## Diversity Challenge in Soroptimist Clubs

1. **Are you asking the question within your club? What should we look like?** I'm reminded of the exercise that Past Governor Janice Labadie did at some Fall district meetings during her term. She researched a districts demographics and asked clubs if their demographics matched their area. The resounding answer was no. We do not reflect the population in our clubs. So, we need to start by asking the question, "What should we look like?"
2. **Make a commitment** from the Board of Directors to the club members. We want, as a club, to be more diverse. Change is uncomfortable and for some this is unfamiliar territory. Through education, collaboration and diligence, a commitment and plan can be forged.
3. **Leadership must lead.** Strong leadership with an all on board approach is needed. We must be welcoming without being patronizing.
4. **Add diversity to our Mission Statements.** If we don't put in writing, we may not be as successful.
5. **Define diversity for your club.** It's not the same for all clubs or all communities. It needs to be relevant for your club's set of circumstances. For many clubs, it might mean inviting women of color. In another club, it might mean attracting younger members or maybe members of a different social or economic background. It may be different career backgrounds. Make it personal for your club.
6. **Set a plan of action.** Without a plan, we will not succeed.

I welcome your thoughts on how your club has been successful in diversification.