

2022 PENNSYLVANIA DISTRICT JUSTICE, EQUITY, DIVERSITY AND INCLUSION (J.E.D.I.) SURVEY

This survey is designed to create a benchmark regarding the Pennsylvania District's justice, equity, diversity and inclusion (J.E.D.I.) efforts. This survey will help the J.E.D.I. Committee and District leaders focus on what we are doing right, areas that need improvement, educational efforts, and member experience throughout the district. This survey will take about 10-15 minutes to complete. If at any time you have questions regarding any section of this survey, or if you would like the Pennsylvania Justice, Equity, Diversity and Inclusion Committee to reach out to you or your club, please email committee chair, Shawn "Spike" Smith at shawn@smithcm1.com.

For more information on the Pennsylvania District's Justice, Equity, Diversity and Inclusion Committee, please visit: <https://k23.site.kiwanis.org/jedi/>

Thank you for taking the time to complete this survey.

Yours in service,
The 2021-22 Pennsylvania Justice, Equity, Diversity and Inclusion (J.E.D.I.) Committee

DEFINITIONS AND KEY TERMS

There are several definitions for justice, equity, diversity and inclusion. Please use the following definitions when referencing the following terms throughout this survey.

JUSTICE: The awareness and recognition of systems and structures that create inequality within society and organizations and replacing with practices that promote fairness and equality for diverse groups to work and thrive together.

EQUITY: Ensuring equal access to the same opportunities, regardless of the individual needs of a particular group or individual.

DIVERSITY: The recognition of the similarities and differences among individuals, including but not limited to age, race, gender, sexual orientation, religion, socioeconomics, educational background, physical and mental abilities and disabilities, etc.

INCLUSION: Celebrating individuals for who they are and ensuring that everyone can participate and feel welcomed, valued, and respected.

UNDERREPRESENTED POPULATION: A subgroup of the population whose representation within a club or district is disproportionately low in relation to current membership.

When answering open-ended questions, please write from the "I" perspective: "I think", "I feel", "I have". All answers will be confidential. Please do not include personal information (i.e., names, phone numbers, club names, etc.)

PART ONE: MEMBER DEMOGRAPHICS

This section will ask questions related to you and your involvement with Kiwanis and the K-Family.
(Please note that questions with an asterisk as required.)

QUESTION 1: Please check all that apply. (Select all that apply) *

1a.) Marital Status

- ☐ Single ☐ Married ☐ Divorced / Separated ☐ Never Married

1b.) Age

- ☐ 18 – 30 ☐ 31 – 40 ☐ 41 – 50
☐ 51 – 60 ☐ 61 – 70 ☐ 71 – 80
☐ 81 – 90 ☐ 91 and above

1c.) Ethnicity

- ☐ White or Caucasian ☐ Black or African American ☐ Hispanic or Latino
☐ Native American or Alaska Native ☐ Asian or Pacific Islander
☐ Prefer not to say ☐ Other / Not Listed: _____

QUESTION 2: In which region is your home club located? *

- ☐ REGION 1 ☐ REGION 2 ☐ REGION 3 ☐ REGION 4
☐ REGION 5 ☐ REGION 6 ☐ REGION 7

QUESTION 3: Which branch of the Kiwanis Family are/have you been a member of? * (Select all that apply. Thank you to those who have belonged to more than one!)

- ☐ K-Kids ☐ Builders Club ☐ Key Club
☐ Circle K ☐ Aktion Club ☐ Kiwanis

QUESTION 4: What is your sexual orientation? *

- ☐ Straight ☐ Gay ☐ Lesbian
☐ Bisexual ☐ Other _____ ☐ Prefer not to say

QUESTION 5: What is your gender identity? *

(Gender identity is the gender in which you identify with now.)

- ☐ Male ☐ Female ☐ Transgender Male
☐ Transgender Female (Individual born Male but now identifies as Female)
☐ Transgender Male (Individual born Female but now identifies as Male)
☐ Intersex ☐ Other _____
☐ Prefer not to say

QUESTION 6: What is your religion? (This is asked so that we may educate each other by celebrating the various cultural backgrounds of ALL our members. We recognize that not all religions are listed and would love the opportunity to learn more about those that are not. You may skip this question if you choose to do so.)

- ☐ Atheism / Agnostic ☐ Buddhism ☐ Christian ☐ Hinduism
☐ Islam ☐ Judaism ☐ Rastafarianism ☐ Pagan
☐ Shinto ☐ Traditional African Religions
☐ Other / Not Listed _____

PART TWO: 2021-22 Pennsylvania Justice, Equity, Diversity and Inclusion Committee Efforts

The questions in this section refer to the work that the Pennsylvania Justice, Equity, Diversity and Inclusion Committee has done and its impact on you, your club and the district. Please answer each question to the best of your knowledge.

QUESTION 7: On a scale of 1 to 10, with “1” being no knowledge and “10” being very experienced, please rate your knowledge level about Justice, Equity, Diversity and Inclusion. *

No Knowledge 1 2 3 4 5 6 7 8 9 10 Very Experienced

QUESTION 8: Have you attended a J.E.D.I. workshop at MidYear, District Convention, Regional Governor’s Visit, or Roundtable Discussion via Zoom or had a representative of the J.E.D.I committee speak to your club? (Please check all that apply) *

- ☐ J.E.D.I. 101 – The Basics of Justice, Equity, Diversity and Inclusion
- ☐ J.E.D.I. 102 – Privilege Walk and Group Discussion
- ☐ J.E.D.I. 103 – Group Activity and Creating the Inclusive Club of the Future
- ☐ J.E.D.I. 104 – Roundtable Discussion #1
- ☐ J.E.D.I. Roundtable Discussion #2 (December 14th, 2021)
- ☐ I participated in the J.E.D.I. portion of the 2022 Virtual MidYear on Bias presented by David Bubas
- ☐ J.E.D.I. Roundtable Discussion #3 (May 4, 2021)
- ☐ I saw the J.E.D.I. Presentation at my Regional Governor’s Visit
- ☐ I had a representative of the Pennsylvania J.E.D.I. Committee speak to my club

QUESTION 9: In the next Kiwanis administrative year (2022-23), in which of the following ways can the J.E.D.I. Committee better serve you, your club, and the Pennsylvania District? (Please check all that apply) *

- ☐ Targeted social media blasts recognizing cultural focuses (*Black History Month, Asian History Month, LGBTQ History Month, Women’s Month, Religious Holidays, etc.*)
- ☐ A Diversity, Equity and Inclusion Toolbox with ways your club can become more inclusive
- ☐ Changes to policy code to make our district more open and inclusive
- ☐ The creation of “best practices” at all levels of district and club leadership to include more women, people of color and underserved populations within the district
- ☐ Training opportunities for clubs and their members
Which topics would you like to see discussed? _____
- ☐ Speakers specializing in diversity during meetings and district events (MidYear and District Convention)
- ☐ Materials to help recruit people who reflect our communities’ demographics
- ☐ District Incentives to encourage more diverse club membership
- ☐ Mentorship programs
- ☐ Better direction and statements from District Leadership
- ☐ Real-life stories about DEI featured in the Keystone Kiwanian
- ☐ Other _____

PART THREE: 2021-22 Justice, Equity, Diversity and Inclusion within the Member Experience

This section relates to how you see the topics of Justice, Equity, Diversity and Inclusion represented and treated currently within the membership of the Pennsylvania District

QUESTION 10: I have witnessed an inappropriate action, comment, or an offensive joke at a Kiwanis meeting or event. *

- ☐ Yes ☐ No ☐ I'm not sure

QUESTION 11: If I were to report a concern, I feel it would be addressed fairly by my club or district leadership and would not fear retaliation. *

- ☐ Yes ☐ No ☐ I'm not sure

QUESTION 12: I see efforts from my club's leadership in the areas of diversity, equity and inclusion. *

- ☐ Yes ☐ No ☐ I'm not sure

QUESTION 13: Open discussions and training about diversity, equity and inclusion should occur during club meetings and among members. *

- ☐ Strongly Disagree
☐ Disagree
☐ Neither Agree nor Disagree
☐ Agree
☐ Strongly Agree

QUESTION 14: On a scale of 1 to 10, with "1" meaning NO EFFORT and "10" being EXTREMELY ACTIVE, please rate how well YOUR CLUB actively recruits members from underrepresented populations within your community*

No Effort 1 2 3 4 5 6 7 8 9 10 Extremely Active

QUESTION 14a: If you gave a score of "8" OR ABOVE, please share your club's recruitment tactics.

QUESTION 15: On a scale of 1 to 10, with "1" meaning NO EFFORT and "10" being EXTREMELY ACTIVE, please rate how well the DISTRICT actively supports clubs in their recruitment efforts of underrepresented populations. *

No Effort 1 2 3 4 5 6 7 8 9 10 Extremely Active

QUESTION 15a: If you gave a score of "4" OR BELOW, please tell us how we can improve.

QUESTION 16: Does your club recognize various religious holidays (other than Christian holidays) and heritage months (i.e., Black History Month, Asian Heritage Month, LGBTQIA+ Month, etc.) with special recognition, meals and/or service projects or speakers? *

- ☐ Yes ☐ No ☐ I'm not sure

QUESTION 16a: If you said YES, please share how your club celebrates / recognizes these events.

QUESTION 17: My club's leadership and members are open to change and would adopt new ideas. *

- ☐ Strongly Disagree
☐ Disagree
☐ Neither Agree nor Disagree
☐ Agree
☐ Strongly Agree

QUESTION 18: Which of the following have made you feel unwelcomed, unsafe, unheard or not empowered as a member of Kiwanis. (Check all that apply) *

- ☐ My ideas are not considered
- ☐ New or younger members don't have a voice or say in my club
- ☐ Lack of flexibility with meeting times (my schedule does not allow me to attend meetings)
- ☐ Club leadership is stagnant, or the same member/members is/are always the leader(s)
- ☐ Favoritism towards the most influential leaders or members
- ☐ Denominational prayer at the beginning of the meeting
- ☐ Sexist, ageist, racist, discriminatory, or inappropriate jokes
- ☐ Politics (US National and/or local, non-Kiwanis related) inserted into meetings
- ☐ Politics (Kiwanis related) inserted into meetings
- ☐ Members are singled out through the use of fines or other traditions
- ☐ Inside jokes
- ☐ Other: _____
- ☐ None of the above

QUESTION 19: Do you have any additional comments, suggestions or questions for the Pennsylvania J.E.D.I. Committee?

Thank you for participating in the Pennsylvania District's first Justice, Equity, Diversity and Inclusion Survey! Your feedback will help our district become one of the most inclusive, equitable and diverse districts in Kiwanis!