CAPITAL DISTRICT KIWANIS INTERNATIONAL
Quarterly Committee Report & Committee Evaluation

Committee: Diversity, Equity, Inclusion & Belonging

Date: August 2023

Chairperson: Josh Hiscock

To be completed by the Committee Chairperson and submitted to the District Secretary and supervising District Trustee no later than 21 days before each quarterly District Board Meeting.

1. COMMITTEE MEMBERSHIP

Committee mostly staffed: __ __

Kiwanis: Nine (9) members
CKI: One (1) member
Key Club: Three (3) members
Aktion Club: Working to devise a plan to add a member before 2023-2024

2. KIWANIS YEAR GOALS

GOAL	% Complete
Establish a committee of no less than four (4) Kiwanis members, three (3) Key Club members, two (2) CKI members, and one (1) Aktion Club member	*Progress:* Committee is populated with Kiwanis (9), Key Club (3), and CKI (1) members
Conduct no fewer than eight (8) monthly DEI meetings during the 2022-2023 Kiwanis year	*Progress:* Nine (9) meetings complete
Conceptualize and deliver a DEI-related educational workshop at CKI DCON 2023, Kiwanis Mid-Year 2023, Key Club DCON 2023, and Kiwanis DCON 2023	*Progress:* Sessions Delivered @ CKI DCON / Kiwanis Mid-Year & Key Club DCON
Conceptualize and deliver quarterly DEI-related online educational offerings for Capital District Kiwanis Family members (November, February, June, September)	*Progress:* November, February, June Sessions Complete; Sept Session Planned
Create resources for Capital District Kiwanis family clubs that encourage inclusive practices while also serving as a resource and ombudspersons for clubs and members with concerns about issues of diversity, equity, inclusion, and social justice	In Process

3. CHALLENGES OR ASSISTANCE NEEDED:

The Capital District Kiwanis Family Committee on Diversity, Equity, Inclusion & Belonging has seen many successes during the 2022-2023 Kiwanis year. The committee placed a DEIB consideration topic for each month in the Capital District Club Resource Guidebook. This gives clubs a conversation starter each month to launch into a relevant DEIB-related topic. The committee is using a task force model this year, allowing committee members to assist with specific short-term projects. This has increased committee participation, with every member already volunteering to assist with at least one project.

The first task force was created in October 2022 and successfully planned and executed the committee's first online educational offering – a webinar titled "Why DEI?" on November 30 via Zoom. The second session on "Creating a Sense of Belonging In Your Club" took place on February 22 via Zoom. A third session on implicit bias was held in June 2023. A final online session is tentatively planned for September 19, 2023.

Discussions have begun on how we might propose a new position within each club – the DEI Coordinator or DEI Chairperson, much like all clubs are expected to assign a member to serve as the Membership and Public Relations chair. This idea is in development, and a recommendation, position description, and proposal for implementation are forthcoming. This is in coordination with plans the committee is making to fulfill Governor-Elect Eric Lamb's desire for a club-level DEIB education requirement to earn distinguished club status in 2023-2024.

A small group of committee members planned the successful in-person workshop session for CKI DCON / Kiwanis Mid-Year. Another small group of Key Club members planned and executed a DEIB workshop for the Key Club District Convention, a session that was repeated twice during the conference. A group is completing planning the in-person offering for Kiwanis DCON in August.

The District Bylaws & Policies Committee has completed the paperwork to propose that this committee become an official standing committee for Diversity, Equity, Inclusion, Belonging & Accessibility. We are proud of the groundwork we have laid and look forward to expanding efforts in the years ahead.

4. COMMENTS:

After successful events in November, February, and June, and in light of the fact that our final September event is fast approaching, all members of the Capital District Kiwanis Family leadership must work with Kiwanis Lt. Governors, Key Club Lt. Governors, and CKI District Board members to spread the word about our online educational offerings to ensure adequate participation and engagement. Diversity, equity, inclusion, belonging, and accessibility are important, and all clubs should participate somehow! This information is only getting to a few clubs and members, and there it needs to be in the hands of even more Kiwanis family members.

SIGNED: Joshua V Hiscock