CAPITAL DISTRICT KIWANIS INTERNATIONAL

Quarterly Committee Report & Committee Evaluation

Committee: DEIBA **Date:** 07/31/2024

Chairperson: Cheri and David Hartman

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 fully staffed: Yes ☐ No ☑ [Note: Regions without representation below.]

We have representation from various arms of the Kiwanis family - Aktion Club, Key Clubs, and Kiwanis Clubs - but no CKI rep this year - to date. We did hear about CKI work in the DEIBA space at one of our webinars and learned that CKI relaxed their dress code for conference participation that will lend itself to improved inclusion. Progress made!

2. KIWANIS YEAR GOALS (list all committee's annual goals)

GOAL	% Complete
Goal #1: to offer regular online DEIBA educational opportunities (at least quarterly) and in person DEIBA education at the midyear and annual DCON events, engaging at least 25 individuals at each session, and to archive the online trainings for ongoing access.	50
Goal #2: Build a library shared on the DEIBA page of the Capital District website of resources for clubs, individuals, Capital District leaders, and other interested parties to have available for furthering their understanding of DEIBA concepts and best practices for applying DEIBA principles.	80
Goals #3: to clarify the requirements necessary to complete DEIBA activities/educational experiences at one's club to achieve distinguished club status working with Governor Eric Lamb with the goal of reaching 100% of one's club's membership.	80
Goal #4: to conduct monthly DEIBA meetings that include the various levels of the Kiwanis family (CKI, Aktion Clubs, Key Clubs, Kiwanis Clubs in the Capital District) to further the business of the committee.	80
Goal #5: to encourage clubs to identify a DEIBA "champion/committee leader" during this 2023-24 year.	75

3. **CHALLENGES OR ASSISTANCE NEEDED** (use continuation sheet if necessary):

The biggest challenge was not knowing the budget and making plans that were based on a budget we thought had been approved. Next year be sure the Chair knows the approved budget.
Attendance has typically been good at meetings - except for the February one when we switched the date to the first Wed. of the month. The webinar by our Governor Eric Lamb was very well attended - 27 participated. It was well received - much positive feedback obtained. This webinar helped us achieve another goal: encouraging clubs to pursue distinguished club status. A 2nd webinar held on May 22nd was attended by 15 participants and was highly interactive. Informat feedback was that the session conveyed new knowledge and promoted skills such as self-awareness and the realization that we have influence in small as well as as big ways - making us all leaders. Sometimes the less obvious interactions are the most significant. Learning not judging was emphasized as a style that makes one an effective leader who promotes inclusion. A third webinar is planned for September 2024 on "psychological safety" as it related to DEIBA to be provided by Bettina Mason on the 18th from 7 to 8:30 pm. Each webinar has been recorded and is available in the DEIBA library.
Midyear conference was held in February in West Virginia when a DEIBA workshop was offered - small group discussions were conducted on how to start the DEIBA conversation. Attention to Kiwanis International resources as well and Capital District resources were highlighted. Conducting a DEIBA training for one's club is a criteria for achieving distinguished club status - this was discussed in the workshop at midyear. DCON will feature another DEIBA workshop led by Wendy Cooper.

4. **COMMENTS** (use continuation sheet if necessary):

It is an honor to work toward DEIBA awareness - and to chair an outstanding group of people involved with the committee. Ideas are always forthcoming. A very positive team has evolved. Doing in person workshop at midYear and DCON and providing the virtual webinars keeps the momentum moving forward. DEIBA is a sensitive topic -- and sensitivity is needed to clarify what it is and is not. Skill building toward effective leadership is a promising result of this DEIBA training arena. The proposed DCON workshop on Equipping One's Club for the Future through DEIBA is spot on! We look forward to seeing our Kiwanians develop the relevant skills to further enhance the impact of our leadership activities.

SIGNED: Cheryl W Hartman 7/31/2024