

## **Survey: Women of Rotary**

*Survey Results*  
*Published January 31, 2019*

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Separately available (120 pages long): Individual Responses, No Names

# Women of Rotary Survey

## Executive Summary

Of the 1775 Rotarians who are members of the 60 clubs in Rotary International District 6450, 617 are female or 34.8 %. Of the female members 585 have registered emails with Rotary International. They were sent a short survey and 120 responded or 20.5%. Of the 1,211,828 worldwide Rotarians, 274,900 or 22.7% are women. In Zone 28, which District 6450 is a member of, there are 28,853 members and 9272 are women or 32.1%. Thus, our district is above average for the Upper Midwest Rotary Clubs collectively and significantly higher in female membership than worldwide.

The 60 clubs have an average membership of 30. The largest with 154 (37% Female) and smallest with 9 (44%) members. A few clubs in the district have a majority of female members.

Survey respondents reported that 5.8% are new members (less than a year); 38.3% have been members for 2 to 5 years; 22.5% for 5 to 19 years; and, 33.3% for more than 10 years.

In addition to years of membership, members were asked to answer: What was your reason for joining Rotary?; What's best about Rotary?; Why stay in Rotary?; and, What can District 6450 do to enhance your Rotary experience?

**Why Join Rotary:** the number one reason given was "opportunity for service by 47.7% of respondents"; followed by "to network/make business connections by 24.5%. Respondents could choose more than one answer. The third highest reason was for "friendship and socialization by 13.2%.

**What's Best about Rotary:** this was an opened ended question with respondents' comments. Of their comments there were four primary categories for What's Best: Make a Difference – 80%; Friendships/Networking – 55.8%; Being a part of a Respected Organization with Good Ethics/Values – 19.2%; and, Learning – 5%.

### *Sample Comments:*

*Wow! When I'm with Rotarians, I get a sense of 'together we can do anything'! Brainstorming, working on solutions for the good of others here and around the world, being a part of the 'math' where 1 + 1 = whatever you can imagine it to be! I like that I can help others have a better life, work together with other Rotarians to do good in the world! I am so glad I joined Rotary!*

*I like getting to be a part of an organization that is really striving to make a positive impact on the world. On top of this I have had the opportunity to make great friends along the way!*

*Apart from the fact that I get to do services in the community as well as around the world, I never knew that I would grow such an incredible group of new friends. I have yet to meet an unfriendly, or unkind person in Rotary. I never realized that the people would help me grow as a human being and get through whatever challenges I may have in life. My only reason for joining Rotary was for service, but the benefits have been way beyond anything I would've expected. What a great group of human beings. I have also met people in other organizations I participate in, who are also Rotarians. We are everywhere! And doing great things.*

*Meeting new people, either club members or guests or speakers. Hearing their views, sharing their experiences, hearing about their passions. I also enjoy service projects such as blood drives and college scholarships*

**Why Stay in Rotary:** the number one reason given was “feel that I am contributing to society on a local level” by 96 of 120 respondents or 80%; followed by “enjoy the service projects” at 59.1%; “have friends in my club” at 52.5% and “enjoy our club meeting” by 47.5%.

Service was the number one reason for joining Rotary and ‘contributions’/‘service’ was also number one/two for staying in Rotary. Networking/make business connections (24.5%) was the second reason for joining and 20% of respondents said for why they stay “feel its good for business connections”.

**What can District 6450 do to enhance your Rotary experience:** respondents were asked to, in their own words, answer the question. There were three major categories illuminated with comments, including: on Diversity; Networking and Female Oriented Events; and, Leadership Opportunities.

**Diversity:** there were 31 comments or 27.9% of responses given.

*Sample Comments:*

*We have a very strong female membership. I will 2019/2020 President and the President Nominee is female as well. Our board is split almost 50/50. There is a strong female presence in our club and growing.*

*I do believe that our district treats women in Rotary very well and I do not know of anything that could enhance that.*

*I am a newer member and have felt very included so far.*

*After more than 30 years of women in Rotary, I don't believe we need to segregate them. There are many women who are doing very noteworthy things in and out of our district. Just encourage younger women to join for the Service Above Self-concept.*

*put Pressure on national and international board to have their membership reflect the equal importance of women. I was truly shocked when i saw the male to female ratio at the highest level. I almost reconsidered my membership.*

*Our Rotary club is very women-friendly. I enjoy the mutual respect from the both genders in the club, and I would respectfully submit that the character of the person should be the focus of the membership, not the gender.*

*I think this applies to all Rotarians - listen to each other, understand members interests and gear projects toward what the club will support. Raising the confidence of women (also of color) and cementing the acceptance and equality of women.*

**Networking and Female Oriented Events:** there were 29 comments or 26.1%

*Sample Comments:*

*I think there should be a campaign to add women.*

*Support other women who want to join for service or business or fun or all. I think it's really important to reach out, support and connect with other women because although the men mean well, not all the men are supportive and respectful.*

*Women supporting women should be ongoing. Women generally multi-task and frequently juggle their family, work and home responsibilities. When you connect with other women you fill a sense of community. You also know that your efforts and the time that it takes to balance these elements is truly understood.*

*I've had such a great experience in my year with Rotary, I wouldn't even know how to enhance the experience, as I've enjoyed so much already. A potential afternoon tea as a fundraiser could be a nice way for women to get together, and bring a friend maybe, and potentially expand the number of women in our district.*

**Leadership Opportunities:** there were 25 comments or 22.5%

*Comment:*

*Provide more leadership opportunities. Women are a great asset to Rotary. They are willing to do the work that is necessary. Rotary has made me more of a peer with Rotarians who had "higher up" positions.*

*Include women in more leadership roles! Have more women in leadership and more women-centered programming and support circles. Opportunities for personal and professional development would be great, too*

*Continue attracting additional female members, we've made significant progress over the last few years but it would be great to really focus efforts on attracting more women which will in turn eventually increase our leadership presence within Rotary as well.*

*Have women in top leadership positions at the RI level.*

*Create ways for women of all areas of diversity to join. Our club is expensive to join and a big time commitment. Having flexible membership levels could allow more to participate and make a difference. Getting that to happen at our local level is challenging with traditional members not wanting change.*

### **Average Profile of Female Members in Rotary within Clubs in Rotary International District 6450**

A female member of Rotary in the 60 clubs of Rotary District 6450 has been a member for 7.5 years; joined Rotary to do service for the community and network for business opportunities. What members like best about Rotary is that it is making a difference in the service provided to communities and providing new friendships and networking opportunities.

Members stay in their Rotary club because they feel they are contributing to the community through good service projects and have good friends that they like being at meetings with.

The majority of female members believe that women are treated equally, generally; however, think that more women would join if the Rotary experience provided more opportunity for networking among other female Rotarians as well as male but a little less male centric in the activities. Additionally, it's believed by many that Rotary International needs to increase the number of female Rotary leaders.

Faithfully submitted,

*District Task Force*



## Survey Info - The Questions

### Survey: Women of Rotary

#### Page: Joining Rotary

Question	Type	Req'd	Default Answer	Options
Years of Membership	Checkbox List	Yes		1;1 Less than 1 year 2 to 5 years 5 to 10 years More than 10 years
Reason for Joining Rotary	Checkbox List	Yes		1;3 Opportunity for service To network/make business connections Friendship and socialization Mentoring Other - please explain

#### Page: Why STAY in Rotary

Question	Type	Req'd	Default Answer	Options
Why do you STAY in Rotary?	Checkbox List	Yes		1;10 feel that I am contributing to society on a local level enjoy the service projects feel like I am putting my skills to good use enjoy our club meeting have friends in my club have friends in the district of Rotary Clubs feel its good for business connections appreciate the mentoring enjoy mentoring others
Best about Rotary	Long Text	Yes		4000

#### Page: Involvement in the District

Question	Type	Req'd	Default Answer	Options
Enhance your Rotary experience	Long Text	Yes		4000



## Answer Summary

### Survey: Women of Rotary

Question:	Years of Membership
Answer	Number of Responses
2 to 5 years	46
5 to 10 years	27
Less than 1 year	7
More than 10 years	40

Question:	Reason for Joining Rotary
Answer	Number of Responses
Community involvement	1
Friendship and socialization	20
Mentoring	3
Opportunity for service	72
Other - please explain	16
see below	1
see comments	1
To network/make business connections	37

Question:	Why do you STAY in Rotary?
Answer	Number of Responses
appreciate the mentoring	15
Because I keep the financial records	1
enjoy mentoring others	14
enjoy our club meeting	57
enjoy the service projects	71
feel its good for business connections	24
feel like I am putting my skills to good use	49
feel that I am contributing on a global	1
feel that I am contributing to society on a local level	96
have friends in my club	63
have friends in the district of Rotary Clubs	29
I am also a honorary member in a club in	1
I am on the fence about staying in Rotar	1
International	1
Our weekly programs are outstanding!	1
See below	2
Youth Exchange	1



## Survey: Women of Rotary

*This survey fielded in January 2019 yielded 120 responses out of 585 possible or 20.5%*

### Question: Years of Membership

	Responses	Percent
	120	
Less than 1 year	7	5.8%
2 to 5 years	46	38.3%
5 to 10 years	27	22.5%
More than 10 years	40	33.3%

### Question: Reason for Joining Rotary - Multiple Answers Selected

	Responses	Percent	Ranking
	151		
Opportunity for service	72	47.7%	1
To network/make business connections	37	24.5%	2
Friendship and socialization	20	13.2%	3
Other - please explain	16	10.6%	4
Mentoring	3	2.0%	5
Community involvement	1	0.7%	
see below	1	0.7%	
see comments	1	0.7%	



**Question:****Why do you STAY in Rotary? - Multiple Answers Selected**

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	Responses	Percent	Ranking
	<b>425</b>		
feel that I am contributing to society on a local level	96	22.59%	1
enjoy the service projects	71	16.71%	2
have friends in my club	63	14.82%	3
enjoy our club meeting	57	13.41%	4
feel like I am putting my skills to good use	49	11.53%	5
have friends in the district of Rotary Clubs	29	6.82%	6
feel its good for business connections	24	5.65%	7
appreciate the mentoring	15	3.53%	8
enjoy mentoring others	14	3.29%	9
Because I keep the financial records	1	0.24%	
feel that I am contributing on a global	1	0.24%	
I am also a honorary member in a club in	1	0.24%	
I am on the fence about staying in Rotar	1	0.24%	
International	1	0.24%	
Our weekly programs are outstanding!	1	0.24%	
Youth Exchange	1	0.24%	

## Reason for Joining Rotary - Comments

Question:	Reason for Joining Rotary
Answer	Number of Responses
Community involvement	1
Friendship and socialization	20
Mentoring	3
Opportunity for service	72
Other - please explain	16
see below	1
see comments	1
To network/make business connections	37

Answer	Comments:
Friendship and socialization	<p>Rotary has been a wonderful supporter of my social services organization and they are a wonderful group of leaders who care about making an impact on our community. I joined to give back and say thanks, while I enjoy the friendships and opportunities for service year round as well!</p> <p>It is difficult to pick just one reason because I think the opportunity for service, friendship and socialization and to network all are primary, but at that very moment in my life I think friendship was number 1.</p>
Friendship and socialization	<p>I was recently retired, and wanted to be more involved in the community.</p> <p>My first thought was at the time that it would be great to give back to the community as we were blessed and could share. Also, to make more business was an internal</p>
Opportunity for service	<p>Rotary has been a wonderful supporter of my social services organization and they are a wonderful group of leaders who care about making an impact on our</p>
Opportunity for service	<p>International service to be more specific</p>
Opportunity for service	<p>Also, my husband is a member and it's a nice activity to do with him. Actually, I do more without him! But it's something we can do together, also.</p>
Opportunity for service	<p>even though we live in another town, all our friends in woodridge il are in rotary so we joined that club</p>
Opportunity for service	<p>Initially was asked to join by my employer. I found my club experience much more engaging and fulfilling that I was expecting.</p>
Opportunity for service	<p>I was asked to become the Rotary Youth Exchange Outbound Coordinator.</p>
Opportunity for service	<p>Also for networking.</p>
Opportunity for service	<p>Also, was asked to by another female member, who became the first female president of a very old club in our district. In that club, I was the second female I like to serve the communities that I work or live.</p>
Opportunity for service	<p>give me great satisfaction serving others</p>
Opportunity for service	<p>Connections also important</p>



Opportunity for service	My first thought was at the time that it would be great to give back to the community
To network/make business connections	as we were blessed and could share. Also, to make more business was an internal
To network/make business connections	My workplace sponsors my membership.
To network/make business connections	The primary reason that I first joined with the network and make business connections but now I enjoy it more for the friendships I have made and the socialization.
To network/make business connections	I have learned countless amounts of ways to enhance my career.
To network/make business connections	My employer sent me to Rotary.
Other - please explain	My first thought was at the time that it would be great to give back to the community as we were blessed and could share. Also, to make more business was an internal thought that impulsed me to be part of Rotary.
Other - please explain	My husband is a Rotarian. When I attended my first int convention I was overwhelmed with the scope and nature of the work Rotary does and wanted to join.
Other - please explain	The 4 way test
Other - please explain	See above
Other - please explain	I was taking care of my parents in Oak Forest and wanted to see what Oak Forest was all about. I found Rotary and went to a meeting and liked it. I like to serve and I liked
Other - please explain	To involve myself and my organization in the life of our community.
Other - please explain	Our nonprofit was invited to join after the Club decided its fundraising dollars would support our Women & Family Program.
Other - please explain	Opportunity for service and to be among my male colleagues in leadership positions in my community, to have a female voice in the organization.
Other - please explain	I was asked to become the Rotary Youth Exchange Outbound Coordinator.
Other - please explain	As the Director of Senior Services in Oak Park I felt that my input on services was invaluable.
Other - please explain	my father retired and suggested I take over his membership in Rotary as I was taking over the company
Other - please explain	I was working for the club's Treasurer who asked me to take on their bookkeeping.
Other - please explain	Husband been member since 1980's and I have enjoyed the friendship and service with other members so I joined when I retired
Other - please explain	Community connections and actions
Other - please explain	I was asked to establish an Interact Club at a local high school. I joined to be the sponsor for that club.
Other - please explain	My daughter went on youth exchange and I wanted to give back in volunteering my time because of the special gift they provide to us.
Other - please explain	To be more active in the community on behalf of our church.

see below

see comments

I was recently retired, and wanted to be more involved in the community.  
Rotary has been a wonderful supporter of my social services organization and they  
are a wonderful group of leaders who care about making an impact on our

## Best about Rotary - In Your Own Words

Of their comments there were four primary categories for What's Best: Make a Difference – 80%; Friendships/Networking – 55.8%; Being a part of a Respected Organization with Good Ethics/Values – 19.2%; and, Learning – 5%.

There were 192 identified attributes of comments in the five categories.

The feeling of making a difference

I love the people in my club. Everyone works hard, is kind, and is a pleasure to be around. I leave meetings feeling energized from great conversations with all my fellow rotarians.

Community improvement with like minded neighbors

The friends I have developed over the years.

I originally joined to network and grow my business. However, I remain a member to do service projects with people I enjoy. I like the idea of Service Above Self and want my children to embrace this idea as they grow up. I

The friendships, the speakers, helping others

I like being a member of such an impressive organization and appreciate the opportunities for service. I enjoy the power of being able to make big differences by a lot of small efforts. It's a very well respected organization.

'Service above self' but with a team.

It's a welcoming community where you can meet people from all over the world that have something in common. They also give you a platform to give back to the community.

Worldwide Network of friends with similar interests; opportunities to travel and do good while doing it. Also, the friendships I've made along the way and being proud of the contributions I've made.

Being a member of a very well-respected international service organization that really makes a difference locally, nationally and internationally.

Being able to make a difference in the lives of others.      Friendship and projects      Service, fellowship.

Networking and meeting cool people who are down to earth and making strides in life

The opportunity to do service projects worldwide

Service, fun activities to do with my husband and great people  
expanded vision of the world

service

Opportunities for service with like-minded, like-hearted people.  
No better way to leave a positive legacy.

The commitment to help others.



## Best about Rotary - In Your Own Words

The people that I have met.

The projects and service.

Friendships and projects

Meeting new people, networking and staying connected with the local community.

Community service projects and international projects are my passion. I joined Rotary to give back to my community. I find it rewarding and I learn a lot from those I have served.

I enjoy working with similarly minded individuals to provide service above self.

Volunteering and helping those in need.

The opportunity to be engaged in service locally and globally with partners, the opportunity to help people help others, the opportunity to meet people from many cultures.

The giving spirit. Their ability to collect money and give time to worthy causes and there are many out there.

Socialization

to be active participate in the community and give back.

the fellowship and making a difference in our community.

Service and work with youth.

Fellowship and service

Being a part of a group that is doing good for its community.

Hearing from local speakers about programs and services happening in my area; serving others and fundraising for local charities; fellowship with other Rotarians.

I like the focus on action our club takes.

The ability to get to know other leaders in the community.

I like the opportunity to do good work with people I would have otherwise never met and connected with.

The friendships I have created so quickly with people that I would have likely never met otherwise.

We change lives

Having a voice in the Rotary community and the ability to foster and promote programs and services that are important to me.

Service opportunities within the community



## **Best about Rotary - In Your Own Words**

I like the opportunity to serve in my local community and know there is an international network of other members doing the same

Service opportunities and being the YE Outbound Coordinator

The fellowship and the ability to be involved in service around the world.

I was able to meet people and get involved in the community I work in since I do not live in the area. Participating with a community of people interested in

having a positive impact on their community.

working with youth, doing service in the community, and fellowship

being with good hardworking like minded service oriented people  
meetings nice people, being able to participate in actions, in the community, but also in actions to raise money and help at home and internationally.

Nothing. I suspect that the original purpose for Rotary has changed and do not understand it's current goals.

Friendships and opportunity to give back.

Service and socialization

I like knowing that I am doing something that makes a difference globally and locally. Rotary has helped me feel more connected to my community.

Wow! When I'm with Rotarians, I get a sense of 'together we can do anything'! Brainstorming, working on solutions for the good of others here and around the world, being a part of the 'math' where  $1 + 1 = \text{whatever}$

Being able to support our community in particular our schools!

The fact that I meet other like-minded individuals who share my values to serve others above self and I gain access to people I wouldn't normally meet in my line of work

Provides a framework for service projects around the world. Additionally, I have made very close friends through Rotary - both in my clubs and by hosting exchange students and international Rotary visitors.

Service to my community

Friendships

I enjoy meeting individuals dedicated to service and who wish to work internationally to do so. I enjoy the social aspects, and the continued opportunities to meet interesting people from all over the world while fostering local I like getting to be a part of an organization that is really striving to make a positive impact on the world. On top of this I have had the opportunity to make great friends along the way!

The projects I have worked on--both local projects and international. Also, the wonderful friendships I have cultivated among my fellow Rotarians.

I enjoy being part of a service oriented club. I have always been a part of giving back to the community where I live and work. Rotary allows me to contribute both here in the local neighborhoods and abroad.

I enjoy the relationships we have formed with each other and I feel good about the service projects we support and participate in.

Making a difference in our community and around the world. Also, I enjoy the fellowship with community minded people that have similar values and service priorities.



## **Best about Rotary - In Your Own Words**

I love serving my community, the leadership training, and fellowship.

working with good people to do good things

I like being part of an organization with a global impact

Friendships I made and helping others

completing service with others who are like minded.

Being with good people who care and with together.

Friendships and making an impact.

Friendship and service and the opportunity to serve In a variety of capacities.

Getting to know other leaders in the community on a personal level.

Ability to provide service within a network of business individuals who have become lasting friends.

Apart from the fact that I get to do services in the community as well as around the world, I never knew that I would grow such an incredible group of new friends. I have yet to meet an unfriendly, or unkind person in

The people I have met and the friendships I have made.

The personal and professtional relationships I have made. Rotarians make a positive impact in their communities as well as the world.

Being a part of the best service organization in the world and to continue to make the world a better place.

I was looking for an opportunity for service and Roatary's service pillars matched the type of organizations I was looking for. It allows me to help several causes with a group of people I know.

Working with youth and the friendships I have made!

Socializing with other professional in my community

The difference we make in our community and the world.

I feel connected to the entire world and excited to be a part of this historic club.

Serving others and puting smile on childrens that we help

Opportunity to meet others, at local and national events, conferences, and activities. Ability to assist and work with individuals (students, seniors)

Friends I have made

Opportunity to work in community projects.

spirit of giving

## Best about Rotary - In Your Own Words

The opportunities offered. The opportunity to Lead, meet new people from around the world, participate in life changing projects both locally and internationally. I appreciate the opportunity to give back by sharing my time, Opportunity to join forces with like minded people to make a difference to the citizens of our community and the world. I love our Club -- many very good friends now, District acquaintances & opportunities, and keeping

Good connections, good mission

Service above self

Service, fellowship

service above self

I enjoy the camaraderie among the members of the club and I feel like I am giving back to the community.

Opportunity to serve and the fellowship I also appreciate being a part of something as big as Rotary.

The relationships and the ability to serve together.

Comradeship Like minded people seeking to make a difference global vision Encourages cooperation and partnership

The youth exchange program.

The opportunity to serve my community while developing myself and connecting with others locally and globally

Serving the community with ethical people who inspire me to do more for others.

I like the good we do in our community, specifically our schools. Also, international involvement.

Various ways to serve the community

Being connected

I look forward to the meetings with great programs

The fellowship of great people.

New group of friends and the opportunity to alongside them in service.

Meeting people and access to new ideas, projects, etc

Being part of an international organization that changes the world.

The feeling of helping make the world a better place. Knowing we can make a difference.

Finding out what's happening in our community

networking with business people to make the world a better place to live

## **Best about Rotary - In Your Own Words**

Providing service. Co-sponsorship of the Interact Club is very important to me.

Building relationships with like minded people with common goals of improving our world, our country, our community, and ourselves.

Serving others in our community.

Being around and learning from service minded business people.

Meeting new people, either club members or guests or speakers. Hearing their views, sharing their experiences, hearing about their passions. I also enjoy service projects such as blood drives and college scholarships

I like to help with the service projects that are simple to do and follow through. I like to make new friends in the club, I like to be of help to people in need. I truly enjoy being active knowing that we are giving back.

## Women of Rotary Survey

### Enhance your Rotary experience - what can District 6450 do? In your own words

There were five arenas of comments that seem to fit the following categories:

Category	Number of Comments	Percent of 111 Comments
Diversity	31	27.9
Networking / Female Oriented Events	29	26.1
Leadership Opportunities	25	22.5
Projects Appealing to Women	6	5.4
Club Flexibility / Meetings	6	5.4
And, un grouped Miscellaneous	14	
Not sure, no comment	11	

The following pages are organized by the categories above.

## Diversity

Provide opportunities for women equal to those of men.  
educate the "older" members to be more open to women

create a path to district leadership for women

encourage programs on diversity and inclusion

promote womens events

Make sure that the women are involved in club activities via personal invitations.  
My club seems evenly split M/F which I'm really happy to see.

I'm a newbie to this District (6 months) so I need a little more experience/exposure to give a more definitive answer.

put Pressure on national and international board to have their membership reflect the equal importance of women. I was truly shocked when i saw the male to female ratio at the highest level. I almost reconsidered my membership.

I am new to the organization so I am unsure of that. Women feel very appreciated in our local club

I think a greater push needs to occur for women membership. Even though our club has recruited more women to the group, there is still an old boy feel to the Club.

In my own club, we may have more women then men, so I think we are doing fine. I do not know enough about at the district level to answer the question, but I have heard that the conventions give off a vibe of the "old boys club" still, but that is second-hand knowledge.

Continue to listen and support their ideas

Continue to see women as a vital part of the organization.  
I have no idea.

For me, the experience is the same for all, regardless of sex, nationality and any other social groups.

Perhaps, you should also reach people with different sexual orientation, I do not see too many of these kind of people, as well as to handicapped people.

After more than 30 years of women in Rotary, I don't believe we need to segregate them. There are many women who are doing very noteworthy things in and out of our district. Just encourage younger women to join for the Service Above Self concept.

Our club has enough women members that I cannot think of anything that will enhance my experience. I usually turn to other women members with questions and/or ideas and we run with them.

I can't really offer any feedback as I have only interacted in my local club which is equally divided between men and women.

I have had many uncomfortable experiences with Rotarians based on my gender. I can only compare this to how I see the behavior of Rotarians towards my male colleagues. Often, I feel that my career has been the subject of jokes. For example, being asked "how I stay busy" versus my male colleague who is asked about his career. I notice this more based on my husband's participation and the way that he is often spoken to. I have been at events where Rotarian men have made distasteful and outdated jokes, and even gone so far as to grab my hand while intoxicated and comment on my appearance. As a younger Rotarian community member, I feel that this creates an unfair power dynamic as I do not want to be disrespectful, but also am not treated respectfully as a professional. I question continuing to participate because I do not think that Rotary takes seriously how small subtle behaviors makes it still seem like a "boys club." Perhaps Rotary needs to think about inclusivity and push for the "dad" joke" to go.

We have a very strong female membership. I will 2019/2020 President and the President Nominee is female as well. Our board is split almost 50/50. There is a strong female presence in our club and growing.

I do believe that our district treats women in Rotary very well and I do not know of anything that could enhance that.

I think women are well regarded, respected in our district.

I think that when a committee is developed at the district level I think local clubs should be invited and included in the process.

Welcome women and realize they may be busy.

I'm truly not sure of Rotary in its entirety as our club is large opportunities abound if asked or if you want to do something. They also listen to initiatives for other ideas

Incentivize adding non-male members to clubs in the district through awards or other means.

Keep it professional continue a high level of speakers and engagement in the community. continue to have variety of speakers and engagement in the club form all members. I do not feel we should do thing special for women, keep it equally professional for all members

I am a newer member and have felt very included so far.

Do more outreach to women of color and younger women.

Have the men do more



Our Rotary club is very women-friendly. I enjoy the mutual respect from the both genders in the club, and I would respectfully submit that the character of the person should be the focus of the membership, not the gender.

This is something I would need to have some time to think about. Rotary, especially our local unit, involves women at every level.

I am not certain why you would differentiate between male and female- we are all simply humans.

I think this applies to all Rotarians - listen to each other, understand members interests and gear projects toward what the club will support.

Raising the confidence of women (also of color)

and cementing the acceptance and equality of women

Break away the old-school, socialite clique mentality.

## Networking / Female Oriented Events

I think there should be a campaign to add women.

Make it a focus for each member to find a woman.

It is also important that the culture be welcoming and not a "men's club".

I would be happy to work on this!

Maybe organizing some woman networking events would be beneficial. Additionally, focusing on women-centric service projects would be a great way to keep women invested in their club.

More young adult female oriented events and programs.

Stress the professionalism of Rotary where you meet like-minded people. It's fun.

gatherings for women who are leaders and CEO's in business

Women are their own worst enemies. When women separate themselves out, they are weak. We have a very mixed club. We had a group of 10 or so women that would always sit together. Never sitting with men in the club. It was called the "tampon" table behind their back. I never sat at that table and those ladies supported nothing I lead. They eventually started their own club "after dark" which is now referred to as the Lesbian club.

When I first joined Rotary I didn't realize there was such a gender divide around the world because our group is so diverse. We need to spread the word about who we are what are cause is and make sure women ( and everyone) know they are welcome.

have special events geared for us! Not sure what the focus would be; but perhaps something special would appeal to more women...

Support other women who want to join for service or business or fun or all. I think it's really important to reach out, support and connect with other women because although the men mean well, not all the men are supportive and respectful.

Create more business networking and referral hubs

Invite them and tell them about the outstanding programs and speakers we have.

Recruit more women and have some kind of Women's retreat.

Mentoring and networking opportunities would be great.

Women's Networking sessions (lunch/dinner/activities)

Showcase leadership ops for younger potential members. Sponsor women recognition events.

Connect them to a mentor in an area of interest or career path for them.

Women that are already in Rotary? I would say to have social events where we can get to know each other a little more - to encourage each other - to laugh - to boast - to do what women do. What about doing a 'speed networking' event? There is moderator at each table that will ask 'insightful' question pertaining to Rotary or whatever. Everyone has a minute to answer and then the moderator can encourage conversation for another bit of time. I think that there would be a lot of 'good stuff' that could come out of it. Then everyone moves to another table and another question is asked...and so on. Sorry - I'm rambling - I can actually talk better than I can type...

Women supporting women should be ongoing. Women generally multi-task and frequently juggle their family, work and home responsibilities. When you connect with other women you fill a sense of community. You also know that your efforts and the time that it takes to balance these elements is truly understood.

I think mentoring young professionals would encourage more women to join, but I also think we need to ASK more women

I've had such a great experience in my year with Rotary, I wouldn't even know how to enhance the experience, as I've enjoyed so much already. A potential afternoon tea as a fundraiser could be a nice way for women to get together, and bring a friend maybe, and potentially expand the number of women in our district.

I am a woman Rotarian with a disability. Rotary should reach out to women with disabilities as part of its recruitment efforts, both in the US and globally.

Women in Rotary events maybe?

Host more meeting/conferences that will empower women in Rotary. Recognition of women making a differences in their own communities.

Maybe a female event or project. Women mentoring young girls.

Women sharing their work and professional stories.

Have events or workshops that focus on the role of women in Rotary.

More events perhaps leadership-focused events?

I would love to see more business networking events. I love working with Rotarians because I know they have similar values as I do. I would like to develop more business contacts.

Host Ladies Nights Out in 2 to 3 locales within the district so no one needs to travel far.

I think that in the business/networking, not much is being done. I would like to have more members of the club and District call upon each other for business. For example, we have a new member who owns her State Farm Ins. Office, I made sure I had her quote me insurance for my home and vehicle so that I can give her business, that is what I would like to experience from fellow Rotary members. Maybe making it more public among Rotary members that its encouraged to use our fellow members' business for their needs.

Meet and greets

## Leadership Opportunities

Provide opportunities for women equal to those of men.

Provide more leadership opportunities.

Women are a great asset to Rotary. They are willing to do the work that is necessary. Rotary has made me more of a peer with Rotarians who had "higher up" positions.

Promote leadership roles and training for women in a world that has been layed out for men to lead. Continue to recognize the positive contributions women have made/continue to make.

Support the promotion of women to District and International positions.

Completely and effectively end the "good ol' boy" mentality/behaviors.

Partner with those who support the advancement of women & minorities.

I like the leadership training I have received. There could be more.

Encourage family-friendly events. Provide mentoring opportunities for women joining Rotary. Encourage leadership development.

- Women in leadership.

- More women members.

- Recruitment of younger women.

Maybe opportunities for Women's events within our district. I think we do a good job of having women in leadership roles.

Give women the opportunity for leadership positions. Give stronger consideration to professional qualification for roles instead of Rotary tenure. District leadership should communicate to the RI Director the need for diversity at all levels of the organization-- including the board of directors and the Rotary president role.

I am seeing more women in leadership roles at our club level. The president elect and nominee (Myself) are both women. The nomination of Jane Hopkins should set a good precedent for women to hold roles in leadership at the district level.

More mentoring of newer Rotarians and programs to enhance leadership skills.

Include women in more leadership roles!

Have more women in leadership and more women-centered programming and support circles. Opportunities for personal and professional development would be great, too

Continue attracting additional female members, we've made significant progress over the last few years but it would be great to really focus efforts on attracting more women which will in turn eventually increase our leadership presence within Rotary as well.

Have women in top leadership positions at the RI level.

Create ways for women of all areas of diversity to join. Our club is expensive to join and a big time commitment. Having flexible membership levels could allow more to participate and make a difference. Getting that to happen at our local level is challenging with traditional members not wanting change.

Continue to make them feel welcome and have them at all levels of leadership.

Rotary can continue to offer women leadership positions. Should reach as many young women as possible to engage them in volunteer projects. I would never support an all female club ever. That would defeat all the progress made for full inclusion for members.

I feel Rotary has moved ahead in the past few years in its acceptance of women in Leadership Roles but I have to admit that I look forward to the day we will have a female in the role of RI President.

Continued opportunities for leadership positions and growth. More "Fellowship" opportunities in our District for women (similar to Cigar).

More women in RI leadership roles

I'm not sure. We have some amazing women in our district that have inspired me. Continue with opportunities to work together

I feel the district has made great strides since I joined, as I see far more women stepping up for leadership roles. I see the need for enhancing women's experiences in many of the very large, older clubs where mentalities may not have shifted as much as smaller clubs.

Include women in leadership positions in all clubs

Encourage 2-year terms for Presidents of local clubs. I have been a member less than 2 years and I feel I am being pressured to become President when I am enjoying being involved as a member.

## Projects Appealing to Women

Design new projects that appeal to women.

I would like to see projects that focus on local issue. I thought the year that domestic violence was a focus was great but my club did little with it even thru I tried to raise awareness. I am struggling with defining projects as men or women focused since we all want to improve our world. But I have seen either global or more male focused project to have more attention then a project that focus on a issue closer to home or of more interest to women.

Come up with more projects that would attract women

Create more events both social and service projects perhaps with themes geared at women (ie volunteer at domestic violence shelters but also have fundraising event for breast cancer) encourage men to attend the events as well and have icebreakers so the members actually get to know each other. For almost a year I was actively going to my club's meetings and really only got to know a small handful of people and they were predominately women. The members of the club who already knew each other seemed to stick together and it made it hard to "break into the group" or to feel like a true part of the group. Maybe also have a mentoring program

I would like to have Rotary's next flagship program focus on women -specifically, an HPV immunization program to eradicate cervical cancer. I have spoken to several clubs about this, and the women are always very receptive.

As much as I want to see polio completely eradicated, I don't think we can wait any longer before getting started with a new initiative that will spark the enthusiasm of younger and women members. Ending cervical cancer could be "a new campaign for a new generation of Rotarians!"

Get involved with more women-focused service projects.

## Club Flexibility / Meetings

Meetings are too long and too frequent at our particular club. Running a business and being a mother (basically two full time jobs) is a lot of work. Plus, the HUGE time commitment to be a Rotary member creates stress for me. I want to be active and engaged with my club, so I need shorter meetings (or maybe not lunch every single week). Also, I would like to see more options to engage women: book clubs, special events for women only, etc.

The move to increase flexibility for clubs - costs, number of mtgs per month, etc. while still maintaining core purpose of Rotary, has been a boon to our community for both women and men.

Be aware that the traditional ways of having meetings may not

work for many women. Having a regular lunch meeting does not work for teachers or some other professionals who are not just locally based.

I do not feel being a woman is limiting my experience in the District. Within my club, they prefer early morning meetings which are challenging for me as a single mother, but I make it work.

I think what can be done to enhance women's experience in Rotary, would also help with younger professionals. Keeping the rules flexible and inviting. Make it feel as much as a partnership as an exclusive club. It's hard for me to give too many examples since my club is majority women.

In our club women have leadership positions and have succeeded in adding new members however we need to get some publicity for the work at venues addressing younger women offering lower membership dues and convenient meeting time college seniors and graduate students would be a pool to attract

## Miscellaneous

My suggestion is not pertinent only to women, but having some of the training opportunities available online (e.g. navigating the Rotary websites), as well as other meetings would make a lot of sense for working people whose free time is limited - especially when evening and weekend events take time away from family.

I do not think of myself as a woman in rotary. I am a Rotarian.

I am willing to interview women in Rotary to create an awareness for more women to join

It is hard to say. I find the people in my club are not very friendly although I like the club because it is active. Not sure. I believe the experience for both men and women is equal. You have to engage in the experience your local club offers as well as at the district level.

I think more awareness at the local level about what Rotary is/does, along with highlighting women in Rotary, would help attract both women, and more members. Not sure how to do that, because clubs (at least our club) has no money for local marketing. Perhaps a marketing grant?

Stop all of this nonsense with the websites and updates. Business people do not have all day to figure out Rotary websites and changes. It is ridiculous. We can't even get our officers signed in for both Rotary One and Dist, 6450. I won't even try anymore.



Showcase our current strengths

Create opportunities for women and men to work together collaboratively, not just create task forces comprised of women members.

NOTE: After forwarding to Page 5 I realized that the survey noted as "Thank you for participating". Survey responders were not permitted to make comments outside the prepared questions. This survey structure is problematic.

Why should we attend the weekly meetings? Why does the club exist? What services are we providing to our communities?

Get the word out about Rotary. The district is doing great ~ just need to attract members and remind new members that business benefits take time, Rotary is not a quick win but will be meaningful.