



GYRO INTERNATIONAL DIVERSITY GUIDE

Preamble

Gyro International has been a Fraternal organization for over 110 years in the United States and Canada. It is based on a model where men of good character and reputation meet in a club setting to enjoy each other's social friendship. A traditional Ideal of Gyro is:

Gyro carries with it no label of race, creed, political or other club affiliation. It imposes no limitations. On the contrary, it broadens vision and extends social contacts. Gyro stimulates personal achievement. It is the hallmark of an understanding personality joined in agreeable voluntary social relationship with other men of kindred mind and purpose.

Diversity Guide

Introduction:

The concept of diversity encompasses acceptance and respect. It means a recognition that each individual is unique and that we have individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

Gyro International recognizes that its fraternal members typically recruit friends and acquaintances from their own social networks. As a result, the membership has, to date, tended to not be demographically diverse.

Purpose of the Guide:

The Initial purposes of this Diversity Guide are for the organization to publicly recognize the unconscious perceptions of bias that accompany a Fraternal organization as well as to encourage Gyro members to think about diversity and unconscious bias so they can think differently when they consider asking someone to come to a Gyro event.

Gyro International's Position and Expectations on Diversity:

Position:

Gyro International is committed to fostering, cultivating and preserving a culture of diversity.

Expectations:

Our membership is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-

expression, unique capabilities and talent that our members share with each other represents a significant part of not only our culture, but our reputation and organizations' long history as well.

We recognize and encourage our members' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our members unique.

Gyro International's diversity is applicable - but not limited to - practices on member recruitment; social events; and the ongoing development of a club environment built on the premise of diversity that encourages:

- Respectful communication and cooperation between all members and their partners.
- Teamwork and member participation, permitting the representation of all clubs and member perspectives.
- Member contributions to the communities we reside in to promote a greater understanding and respect for diversity.

All members of Gyro International have a responsibility to treat others with dignity and respect at all times. All members are expected to exhibit conduct that reflects inclusion at Gyro events or business meetings.

Recourse:

Members who believe they have been subjected to any kind of Inappropriate conduct or discrimination that conflicts with this Diversity Guide should seek assistance from their Club President or alternatively their District Governor or the President of Gyro International.