**SIR Branch 116 Diversity Committee**

**Present State of Our Branch:**

Our branch like many other SIR branches in California is aging (Branch 116 average age: 80).  Our membership is almost exclusively Caucasian - with no Black members and a very few other persons of color. With such demographics, it is imperative that our Branch reflect the diversity of our local community.

New members are important to any organization, but they are especially important for SIR branches. New members are and will be needed to replace outgoing members and maintain a healthy balance of interested and active members.  Given the demographics in California and Bay Area, unless we recruit from all segments of seniors population, we will continue to shrink in size.

**Our Vision:**

Our vision is to have members from all walks of life and backgrounds and retain them through fun activities – while making friends for life. Then our membership would reflect the rich diversity of our broader community - East Bay. This requires our organization to have a culture of inclusion of all individuals, regardless of race, ethnicity, national origin, religion, disability or age. All members will have opportunities to enjoy and enrich their lives through participation in a wide variety of our branch activities.

**Our Mission:**

Our mission is to recruit men from all races, ethnicities, and national origins aggressively to attain our vision.

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