

**PROPOSED AMENDMENT TO THE FIVE COLLEGE LEARNING IN
RETIREMENT BYLAWS ON DIVERSITY AND NON-DISCRIMINATION**

This proposed amendment aims to remedy an unintended oversight in 5CLIR's Bylaws. Council became aware of this oversight in December of 2019, and, after discussion and review of alternatives, voted to approve wording of the proposed statement at its February meeting. The wording may seem redundant upon first reading, but, in fact, expresses two distinct policies: the first, a policy of welcoming a diversity of persons as LIR members and guests, and, the second, a policy of non-discrimination in its execution of its programs and activities.

Specifically, the amendment reads as follows:

Add to ARTICLE III MEMBERS,
a second paragraph of Section 1: "Eligibility and Admission":

5CLIR welcomes, as members and guests, persons of any race, color, national or ethnic origin, sex or gender (including sexual orientation and gender identity), disability, religious belief, and socio-economic status. Further, 5CLIR does not discriminate in its programs and activities on the basis of race, color, national or ethnic origin, sex or gender (including sexual orientation and gender identity), disability, religious belief, or socio-economic status.