



Organizational Equity Assessment Report FAQ

Why did Delta Gamma conduct an equity assessment?

Delta Gamma was founded on a set of core values that binds all members together. Our commitment to those shared ideals, as stated in Article II, holds each of us accountable to an elevated standard. Article II inspires Delta Gammas to act with intention and lead by example.

“The objects of this Fraternity shall be to foster high ideals of friendship among women, to promote their educational and cultural interests, to create in them a true sense of social responsibility, and to develop in them the best qualities of character.”

Due to those standards and our commitment to act as champions to one another, Delta Gamma partnered with [The Kirwan Institute for the Study of Race and Ethnicity](#) to conduct an Organizational Equity Assessment which sought to explore bias and barriers within our organizational structure and allow us to create long-term systemic change with the goal of making Delta Gamma a more equitable and inclusive organization.

In June of 2019 Council announced the endorsement of a [Positional Statement on Contextualization](#), which was the first step in this multi-pronged initiative of looking back to understand more accurately the best way to move our organization forward. This statement is a commitment to a candid exploration of Delta Gamma’s past, specifically moments in our history when the organization has perpetuated discrimination and inequities.

What are the key takeaways I need to know about what’s included in the Equity Assessment report?

The report breaks down our opportunities for improvement in the areas of identifying and remedying barriers, creating opportunities for repairing harm and identifying needed cultural changes to realize a Delta Gamma where every member feels valued. They do this in three categories: **governance, education & dialogue and membership recruitment & retention**. These categories were determined after thorough review of the following:

- Governance
- Values & Priorities
- Budgeting & Investments
- Communications (including a media analysis)
- Partnerships & External Impact
- Recruitment
- Retention
- Advancement



- Promotion
- Programs & Education.

The report identifies both strengths and challenges/opportunities of Delta Gamma at the organizational level related to diversity, equity and inclusion.

Delta Gamma and [Social Responsibility Speaks \(SRS\)](#) are working to reframe the recommendations through a sorority lens. SRS will be reviewing the initial data and infusing an intersectional lens to include other marginalized identities. These issues of imbalance and exclusion are woven throughout our history as an organization and will not be “undone” overnight. Change will take time, and some change will be felt more widely and deeply.

Who will be responsible for implementing any recommendations/changes?

Each alumnae and collegiate member is expected to uphold all Fraternity policies, procedures and positional statements, including our Positional Statement on Inclusivity. We recognize that being a member of Delta Gamma has benefits, and with those benefits come expectations for all members. **We believe in education and ongoing respectful dialogue, and we acknowledge that accountability is critical as we build the inclusive environment.**

In addition to staff, Leadership and membership, SRS will serve as our guide for reframing the Equity Assessment outcomes through a sorority lens, and developing a strategy and long-term plan for implementing the necessary changes. The Diversity, Equity and Inclusion Advisory Commission (DEIAC) will provide feedback and advice in identifying how to implement those changes through the lens of Delta Gamma.

How were member experiences and voices incorporated into the Organizational Equity Assessment data collection?

Delta Gamma members received multiple invitations to participate in the Equity Assessment Survey through several email and social media touch points. Although we always wish for a higher response rate from member surveys, we appreciate the responses received representing many unique member experiences. Delta Gamma Leadership will continue to promote and share opportunities to help foster the values of our organization to ensure increased participation in future initiatives as we enter the implementation phase of our work.

The opportunities for member feedback and contributions in the Equity Assessment included:

- A Cultural Climate Survey was sent to a sample of Executive Offices staff and Leadership resulting in 80 responses,
- Group Questionnaires were sent to ten different groups within Delta Gamma’s national and regional structure yielding 80 responses,



- A Cultural Intelligence Survey was sent to the Delta Gamma membership providing 3,090 responses,
- A total of 11 confidential interviews between individual members and researchers at The Kirwan Institute, and
- Two Town Halls were hosted for membership feedback and questions.

Members should note that the report does not include qualitative data or reflect as many of the stories shared as some may have expected.

How will the insights included in this report be used to develop a strategy for creating systemic change within our organization?

The [2020-2023 Fraternity Strategic Forecast](#) will continue to guide the advancement of the organization. As identified within the Strategic Forecast, members serving on Fraternity Leadership will work to increase inclusivity and belonging within all facets of the organization.

SRS will use the Equity Assessment report and recommendations as the framework to create a specific, comprehensive strategy to make meaningful, lasting change that ensures the successful future of our organization. SRS has requested the raw research data from The Kirwan Institute and is awaiting that information. Details will be forthcoming, as the development of our implementation strategy is still underway.

What is the Fraternity's plan to remain transparent and keep membership updated as initiatives related to enhanced inclusivity and belonging are developed?

Delta Gamma Leadership and staff understand **that transparency is crucial as we work to create true organizational change**. In Delta Gamma, we often confuse secrecy with confidentiality and that is dangerous. In an environment of secrecy, barriers and inequities are left to thrive unchecked. We will also lean on our communications team staff and expert partners in the DEIAC and SRS to help us determine the best methods for keeping membership informed and up to date regarding this crucial work.

What steps has Delta Gamma taken and what are the important timeline points related to this initiative?

- **June 2019:** Council unanimously endorsed the Delta Gamma Contextualization Effort proposal.
- **Summer 2019:** Following the 2019 Officer Training Seminar (OTS), Contextualization efforts started with a contractual agreement with The Kirwan Institute to conduct a research study, or Cultural Climate Assessment, and provide recommendations to ensure Delta Gamma Fraternity offers an equitable and inclusive sisterhood.



- **January 2020:** A Contextualization Training Workshop was presented at the 2020 Delta Gamma Directors Meeting held in Columbus, Ohio. The membership received notice of the project in the [Winter 2019 ANCHORA issue](#).
- **February - November 2020:** The Kirwan Institute conducted a Cultural Climate Assessment as referenced previously in this FAQ.
- **June 2020:** A staff working group focused upon diversity, equity and inclusion (DEI) was chartered and began meeting weekly to develop training and education on DEI topics for staff, volunteers and members. This group has continued to meet weekly and drive forward countless DEI projects since that time.
- **December 2020:** The Kirwan Institute communicated a change in their mission requiring them to step away from consulting work and focus solely on research. It was recommended the Fraternity identify a new external partner to assist with the understanding and implementation of the upcoming report.
- **January 2021:** A brief overview of the equity assessment recommendations was shared with Council for the first time. Due to a personal emergency and the Board's meeting schedule, the research associate with whom the Fraternity had been working rescheduled the follow-up conversation for March 6.
- **February 2021:** Council announced the creation of the inaugural [Diversity, Equity and Inclusion Advisory Commission \(DEIAC\)](#) and the individuals who had been selected to serve as members. SRS agreed to serve as the Fraternity's implementation partner.
- **March 2021:** Council met jointly with representatives from the Fraternity's outgoing and incoming partners The Kirwan Institute and SRS to review questions regarding the recommendations. During the March 6 conference call with Council, it was confirmed that the Organizational Equity Assessment report was based predominantly on race, as well as utilized a professional work environment lens for recommendations. On March 22, Council unanimously endorsed sharing the final Equity Assessment report with SRS and the DEIAC for their review. In addition, Council unanimously endorsed sharing the final Equity Assessment report in its entirety with Leadership and the membership.
- **April 2021:** As SRS continues to become familiar with the Fraternity's work, the Fraternity Council, SRS and the DEIAC will join together to establish a groundwork for collaboration on advising members of Fraternity Leadership on recommendations and future implementation work. All members, volunteers and staff receive full copies of the Equity Assessment report.
- **Summer 2021:** Leadership Updates will be hosted for the membership to discuss the Equity Assessment report. Directions to access the Equity Assessment report will be included in the Summer 2021 ANCHORA.



Where can members go for additional support about this report if they feel triggered by the content?

Collegians, please remember your respective campus' counseling resources and support services available to you. If you are unsure of these resources, request a copy of your chapter's Campus Resource Worksheet or contact your Fraternity/Sorority Advisor for contact information of those resources.

Alumnae, if you are not familiar with counseling resources in your area, please reach out to equityandinclusion@deltagamma.org, and we can assist you in locating a resource.

Where can members go with additional questions about this report?

Members may email equityandinclusion@deltagamma.org with questions that are not answered in the all-member email, Organizational Equity Assessment report or this FAQ document.