



EVC Transition Workshop

Reflection on the chapter's understanding of Delta Gamma's Positional Statement on Inclusivity

Overview:

- Read and reflect on Delta Gamma's Positional Statement of Inclusivity as an EVC
- Reflect individually on your perception of the chapter's commitment to this statement
- Debrief and discuss areas of focus
- Create action plan

Delta Gamma's Positional Statement of Inclusivity

As an EVC read Delta Gamma's Positional Statement of Inclusivity:

Delta Gamma Fraternity is committed to cultivating an inclusive and equitable environment and experience for our members, potential new members and communities. In our membership selection processes and in the life-long membership experience, Delta Gamma Fraternity and its members do not discriminate on the basis of race, ethnicity, religious affiliation, color, creed, national origin, sexual orientation, marital status, physical disability or other protected identities. Membership is open to all individuals who identify as women and who have a sincere desire to uphold our shared values, as outlined in Article II. We resolve to eliminate inequities and address behaviors that do not align with our values.

Together, discuss out loud the following prompts:

- What does it look like to cultivate an inclusive and equitable environment?
- When you read that Delta Gamma Fraternity and its' members do not discriminate, why do you think that is important?
- The statement mentions a sincere desire to uphold our shared values. How does the idea of inclusivity show up in our values?
- Finally, what does the phrase, "We resolve to eliminate inequities." mean to you?

Individual Reflection

Once EVC has shared their thoughts on the above, each member of EVC should read and write down their individual answers for the four questions below. Each question should be answered honestly and independently.

1. Were you aware that DG had a Positional Statement of Inclusivity?
2. Do you think chapter members are aware that this statement exists?

3. On a scale of 1-5, how well do you think your chapter does the following pieces of this statement?

For these purposes, 1 means this is an area in which we have significant room for improvement and 5 means this is an area in which our chapter excels.

- a. Cultivate an inclusive and equitable environment
 - b. Does not discriminate on the bases of race, ethnicity, religious affiliation, color, creed, national origin, sexual orientation, marital status, physical disability, or other protected identities
 - c. Recruit women based on our shared values as stated in Article II
 - d. Work to eliminate inequities in the recruiting process as well as membership experiences
4. What are ways that your chapter could work to better align your recruitment practices to this statement?

Group Debrief

Once all members of EVC have finished writing their responses, members of EVC should share their responses with the group. Pay attention to any trends that appear. Once everyone has shared, assess the overall chapter's efforts to abide by the positional statement on inclusivity.

With this information, complete a group goal-setting document, specifically related to the statement of inclusivity. Below are some questions to get EVC started.

1. What are some ways our chapter has not been inclusive in the past? If it is helpful, reflect on the identities listed in the Positional Statement on Inclusivity (race, ethnicity, religious affiliation, color, creed, national origin, sexual orientation, marital status, physical disability, or other protected identities.)
2. What are some areas our chapter excels in being inclusive?
3. Do we have any current practices that do not align with DG's Positional Statement on Inclusivity? (think about recruiting from certain area codes, giving preferential treatment to people from a specific high school, etc.) What can we do to address these practices?
4. How can we ensure each chapter member is aware of the Positional Statement on Inclusivity? How can we bring chapter members into these conversations to create positive change?

Goal:	How will we improve?	How will we know whether or not we achieve this goal?