



# Delta Gamma

1873

## Frequently Asked Questions Membership Selection Process Change

### **Why did Delta Gamma decide to make this change?**

Institutional racism and systemic discrimination continue to influence modern society, and Delta Gamma is no exception. We know that sororities were built during a time in our country's history when women were just being invited to attend colleges and universities for the first time. While this was a big step, it was not inclusive of all women and was limited to those who were White at most colleges and universities. Because of that, the rituals and practices of sororities were built upon white ideals and perspectives. As our world has evolved, it is our duty to be a welcoming home to all women. We know it is an honor and privilege for alumna members to send their daughters to college with the confidence that she'll be accepted into Delta Gamma with open arms. But we must also afford that same opportunity to women whose mothers, aunts and grandmothers did not have the same access to higher education or the ability to join organizations like ours in the past that would allow them to become legacies.

We know that doing good as it relates to racial equality and social justice means that we need to do better, do more and speak out against what we know creates unequal access and unbalanced opportunity within our sisterhood.

### **Does Delta Gamma no longer have legacies?**

*Delta Gamma still recognizes legacies. A legacy is the daughter, granddaughter, great granddaughter or sister (inclusion of step-relations for all) of an initiated member.*

Legacies within Delta Gamma will still be celebrated but they will no longer receive preferential treatment as a potential new member. Once a bid is offered the new member's DG relative can embrace their legacy but until they become a Delta Gamma new member by the chapter's choice, they are equal to all other potential new members.

### **Can a legacy's relative still participate in Initiation?**

Yes! A new member's Delta Gamma relative is still welcomed at Initiation.

### **When does the membership selection policy change go into effect?**

This policy change is in effect immediately and should be followed by all chapters beginning with recruitment for fall 2020 term. This is also in effect for any chapters that may begin recruiting on July 1 due to their campus' virtual format for the coming term.

## **Is Delta Gamma concerned that eliminating this policy means getting rid of a pipeline to membership?**

We remain confident that Delta Gamma's reputation precedes us and that young women know what our sisterhood symbolizes. And we also know that sisters, mothers, grandmothers and close relatives will continue to share their cherished Delta Gamma memories with those preparing for sorority recruitment. The difference now is that our pipeline to membership can be broader, as we will now offer equal opportunities to all women interested in Delta Gamma by considering potential fit in our sisterhood based on individual qualifications and components of Article II.

## **What else is Delta Gamma doing? Will other Delta Gamma policies and procedures be evaluated?**

We understand that this time in our communities is reminding us of the critical work that needs to be done to end systemic racism. Delta Gamma is committed to making our sisterhood one of equality and inclusivity. We know that no single action is enough to change history or the course of our future. However, this is just the beginning. Please view our [recent blog post](#) on this topic. Now that our full-scale Diversity, Equity and Inclusion Training Plan, which outlines the training and education opportunities for all Delta Gamma audiences (collegiate chapters, alumnae, advisers, house corporations, Delta Gamma Leadership and Executive Offices staff), has been approved, we are ready to start implementing meaningful change. The next step in this process is for us to begin our anticipated Equity Audit, which will help inform decisions about what additional policies, practices and other pieces of our organization may need to change in order to support our effort to be as inclusive as possible.

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## **Details for Collegiate Chapters**

### **What should my chapter do when we know a potential new member is a legacy?**

You will no longer give any kind of preferential treatment to legacies. All potential new members should be treated equally and given a fair opportunity to join Delta Gamma.

### **Do we need to take any action if we have current legacies as members in our chapter?**

No, you do not. If your chapter has current legacy members, that is wonderful. They are part of our sisterhood and will continue to be valuable to your chapter. This membership selection policy change is only relevant for new members going through recruitment effective July 1, 2020.

### **Should potential new members still get Recommendation Forms if they know a Delta Gamma?**

Absolutely! Any woman interested in sorority recruitment or Delta Gamma should ask to have a recommendation form filled out. This could be a Delta Gamma who is a family friend, current or former classmate, relative, teacher, or so many others! We will be publishing an updated Recommendation Form in the coming weeks and will share that in your collegiate officer newsletters.

**If a parent or alumna reaches out to our chapter expressing frustration about this change, what should we do?**

We encourage you to share information with them about why this change was put in place. You may also ask them to speak with your chapter's ATC or membership adviser. Should a situation escalate beyond those individuals, please involve your chapter's collegiate development specialist (CDS) at Executive Offices for support.

**What should we do if our chapter has additional legacy policies in our bylaws?**

With the change to our membership selection policy and removal of the preferential treatment given to legacies, any additional policies regarding legacies are no longer in line with Fraternity policy. These are subject to automatic amendment with no need for a chapter vote. Notice of the amendment shall take place at the first chapter meeting of the year. If your chapter's recruitment prep week will be held prior to the first chapter meeting, notice of the amendment should be shared at that time.

**If our chapter has questions about this change, who should we contact?**

Please contact your chapter's CDS or Regional Collegiate Recruitment Specialist (RCRS), Collegiate Recruitment Consultant (CRC) or New Chapter Recruitment Consultant (NCRC).

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## **Details for Alumnae**

**Does this mean the Anchor Girl Program is ending?**

Yes. Although this was a popular program, we found it often led potential new members and their families to believe the candidate was guaranteed a place on the bid list. On many campuses, this was not always even possible nor an accurate understanding of the former membership selection policy. Therefore, Anchor Girl will end with the removal of section "i" within our membership selection policy.

**Should I still submit Recommendation Forms?**

All Delta Gamma alumnae who know a young woman entering college and interested in joining the sorority community should submit a recommendation form for her. As it stands prior to this change, any potential new member could be recommended for membership, but only legacy members were given preference. With this change, there will be no preferential treatment for women who are legacies to Delta Gamma, creating more equality and opportunity for all women interested in joining our sisterhood.

**If any questions arise about the Membership Selection Policy change that are not addressed within this FAQ document, please reach out to [equityandinclusion@deltagamma.org](mailto:equityandinclusion@deltagamma.org) for assistance.**