

Doing Good Means Doing Better | Collegiate Recommendations Status Update

SUMMER 2021

In the spring of 2020 our members, particularly our collegiate members, challenged us to act on our shared values and commit to doing more to combat racial injustice and other forms of discrimination present within our sisterhood. In late July, all collegiate chapter members were sent a survey asking for their feedback on diversity, equity and inclusion (DEI) within their chapter, campus community and Delta Gamma at large. In addition, 66 collegiate chapter presidents participated in roundtables to share their thoughts, ideas and hopes for the future of our organization.

This document is not an exhaustive list of what we have done, or will do, to ensure the necessary changes within our organization. This document simply outlines the recommendations and action items resulting from the survey and roundtables.

RECOMMENDATIONS & ACTION ITEMS

Your voice matters. Based on the survey results and the information shared in the president roundtables, the following recommendations were presented to, and approved by, the Fraternity Council. These overall themes and action items stem directly from the student voice and the issues they are facing related to making Delta Gamma more inclusive, equitable and diverse and living our [positional statement on inclusivity](#). Although our initial communication outlined our intent to have all action items completed by summer 2021, a few items are still in progress. Below you will find the status of each recommendation and action item.

Ensuring Accountability & Living Delta Gamma Values

- Rethink Delta Gamma's philosophy on member accountability related to racist behaviors. Membership in Delta Gamma is a privilege and should be for those members who can create brave and safe spaces for all sisters. When reviewing expulsion recommendations, ask the following questions: (1) Whose voice are we centering – the member who committed the racist behavior or our sisters of color who have experienced harm? (2) Can people of color feel welcome, included and safe in the chapter with a member who committed a racist behavior? (3) Will people of color want to join the chapter in recruitment if the member who committed the racist behavior is still a member?
 - In progress and will continue to be addressed through the Equity Assessment implementation process.
- Create a resource on hate speech for collegians and one for alumnae which could be linked to the [Honor Board Handbook](#) and [Alumnae Membership Review process](#).
 - Complete.

- Redevelop the volunteer performance improvement process to allow advisers/volunteers to be held accountable if they are not willing to hold an adviser accountable for behaviors that do not align with our positional statement on inclusivity.
 - In progress and will continue to be addressed through the Equity Assessment implementation process.
- Develop a positional statement on hate speech.
 - As hate speech is not easily defined, the subcommittee working on this was not supportive of creating a positional statement on hate speech as it would not benefit members looking for help with member accountability. Instead, the subcommittee recommended, and Council endorsed the creation of separate hate speech resources for collegians and alumnae as well as a DG Dialogue focusing on having tough conversations around charged topics. All three are in progress.
- Create a tool to help chapters discern if potential new member's (PNM) beliefs and behaviors align with our positional statement on inclusivity and to help chapters discuss DEI topics in a meaningful way during recruitment.
 - In progress and will continue to be addressed through the Equity Assessment implementation process

Enhancing Educational Resources and Opportunities

- Add contextualization and racist past education to the New Member Pursuit.
 - In progress and will be rolled out in the 2021-2022 academic year.
- Host mock DG Dialogues to help vp: member education and small group leaders to be able to lead DG Dialogues related to social identities.
 - In progress and will be rolled out in the 2021-2022 academic year.
- Promote past webinars (white privilege, implicit bias and the impact of microaggressions) and host additional webinars on topics related to racial and social justice.
 - Complete. Past webinars can be found on the [Diversity, Equity & Inclusion](#) page of Delta Gamma's website.
- Explore the financial and logistical feasibility of bringing in experts to facilitate DEI workshops using the current ASTP and Human Dignity structure.
 - In progress. A pilot program will be explored for spring 2022.
- Create a plan to expand adviser education beyond Alumnae Adviser Training Academy (ATA) and hold mandatory and continuous adviser training related to racism, implicit bias, social identities and power and privilege.
 - Ongoing. A DEI Adviser Training Series was hosted in spring and summer 2021. Additional trainings will also be considered in the future.



- Update DG Dialogue on social identities to include information related to power and privilege. Power and privilege were the top-rated topics members expressed interested in learning more about.
 - In progress and will be rolled out in the 2021-2022 academic year.
- Assist chapters and white individuals in seeing how they have benefitted from systemic racism. 74.16 percent of members expressed interest in learning more about institutional racism. This was the second highest rated topic.
 - In progress and will continue to be addressed through the Equity Assessment implementation process.
- Offer educational resources on a wide scope of topics related to diversity, equity and inclusion. Ableism, LGBTQIA identities, gender identity, intersectionality, feminism, antisemitism and internalized misogyny were among the many areas members expressed interest in learning more about.
 - Ongoing. Webinars and education resources related to many of the topics listed above can be found on the [Diversity, Equity & Inclusion](#) page of Delta Gamma's website. This page will be periodically updated to ensure it remains a relevant resource for our members.
- When creating educational resources, focus education on discussions geared towards the steps to advocate for communities that have been marginalized and ongoing opportunity to dig in deeper to a topic with a consistent group as these were the top-rated educational methods.
 - In progress and will continue to be addressed through the Equity Assessment implementation process.

Reviewing Policies, Procedures and Organizational Structure.

- Create a collegiate chapter Diversity, Equity and Inclusion (DEI) Committee.
 - Complete. Information about the new committee can be found in the [Collegiate Chapter Officers Manual \(CCOM\)](#).
- Ensure the removal of all discriminatory or exclusionary chapter bylaws or operating procedures.
 - In the survey it was expressed that some chapters have bylaws related to who members can bring to date parties (expressing those dates can only be men). All such bylaws should be removed immediately.
 - In progress and will continue to be addressed through the Equity Assessment implementation process.
 - Volunteers, advisers and collegiate members should be educated on how to eliminate, and change the culture around, discriminatory or exclusionary unwritten rules. For example, if a chapter bylaw states that the director of social events will approve all dates and the unwritten rule is that all dates must be men. In this instance the bylaw itself is not exclusionary but rather the chapter culture and unwritten rules of operating.

- In progress and will continue to be addressed through the Equity Assessment implementation process.
- Research the legal necessity of the recommendation form and how we can eliminate its requirement.
 - In progress and will continue to be addressed through the Equity Assessment implementation process.
- Explore the feasibility and potential impact of adding a diversity, equity and inclusion position at the chapter level. Evaluate if a position would be the most effective way to ensure diversity, equity and inclusion is a focus throughout all chapter operations.
 - In progress. Through extensive research and conversations with subject matter experts, it was found that creating a mandatory position at the chapter level was not the most effective way to ensure diversity, equity and inclusion as a focus throughout chapter operations. Instead, a committee structure was proposed, and a group of staff and volunteers are in the process of creating a framework for chapters to utilize to help ensure DEI as a focus throughout all aspects of chapter operations.
- Continue to review policies, procedures and organizational structures and norms both written and unwritten.
 - In progress and will continue to be addressed through the Equity Assessment implementation process.

Enhancing Transparency and Communication

- Send a follow up email to all collegiate members and advisers to share results of the survey and roundtables and the subsequent actions Delta Gamma is taking given the results.
 - Complete. Results and action items were shared in Collegiate Newsletters and DG Headlines.
- Share information related to the purpose of the Fraternity/Sorority Political Action Committee, what it supports and what it funds in collegiate chapter newsletters.
 - Complete. An outside party is in contract with the Fraternity for a social media audit.
- Expand the use of the [Chapter Dues Information for PNMs](#) and [Financial Transparency Resource for Members](#) tool to create greater financial transparency for members, new members and PNMs.
 - Complete. Final documents were shared in the eDG and Collegiate Newsletters.
- Provide greater transparency related to Honor Board outcomes and sanctions. When public displays of discrimination or racism occur, it can be unsettling for members when the outcomes or decision-making process is not shared. This is especially true for members who are the victims of the behaviors.
 - In progress and will continue to be addressed through the Equity Assessment implementation process.
- Consult with an external communication and diversity, equity and inclusion expert on the best method to share educational diversity, equity and inclusion content on social media.

- In progress. An outside party is in contract with the Fraternity for a social media audit.
- Remind chapters of mental health and sexual violence DG Dialogues through the collegiate chapter newsletters. Many of the Abolish Greek Life conversations center around problematic issues related to sexual violence within their campus community.
 - Complete.

We acknowledge this commitment will require ongoing effort and everlasting change. As such, we will continue to update our membership on our progress and future action items and recommendations. For additional updates, information and educational resources please [visit our website](#).

As we work to address institutional and systemic racism and other forms of discrimination, we want to learn from our sisters and pave the way for change across the entire fraternity and sorority community. If you have recommendations for how we can be more actionable, we welcome you to share with us at equityandinclusion@deltagamma.org.