



VICE PRESIDENT: SOCIAL STANDARDS



**Regional
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Agenda

- Introductions
- Delta Gamma resources
- Responsibilities
- Honor Board basics
- Chapter morale
- Conversation practice
- Member statuses
- Next steps



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Introductions

Let's get to know each other by sharing our...

- Name
- Chapter and school

And answering “what are you most looking forward to as vp: social standards?”



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Top Traits to be Successful

Knowledgeable of Delta Gamma policies and procedures and chapter bylaws and standing rules

Organization to ensure due process

Attention to Detail

- to assess chapter attitude and morale
- develop programs to recognize admirable behavior
- create individualized plans for members to reach full potential

Empathetic to all members of your chapter

Self-aware of your role as a chapter leader in and outside of Honor Board



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Team & Responsibilities

- **vice president: social standards**
- Presides over Honor Board, member recognition, social awareness and events, chapter awards, and visitor hospitality
- Oversees 1-3 director positions & Honor Board members
 1. director of social events
 - organizes and completes paperwork related to social events
 2. director of social awareness
 - etiquette; social responsibility, CDC visits
 3. director of special events
 - plans larger social events (formals, homecoming, etc.)
- Honor Board adviser



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Foundations



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Honor Board Philosophy

“Delta Gamma is strengthened as each member lives by the high standards to which she agreed when she signed her Statement of Obligation. Honor is the very core of our Fraternity. To maintain honor, each member must understand and respect the stated objects of our Fraternity.”
– Honor Board Handbook

“The objects of Delta Gamma Fraternity shall be to foster high ideals of friendship among women, to promote their educational and cultural interest, to create in them a true sense of social responsibility and to develop in them the best qualities of character.”
– Delta Gamma Fraternity Constitution, Article II”



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Culture of Care

The phrase culture of care represents a public declaration of Delta Gamma's intention to emphasize and reinforce the founders' directive to spread hope through character and service, to confront members whose poor choices demonstrate a lack of respect for themselves and others, and to cultivate the special love that makes Delta Gamma's sisterhood sparkle.



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HONOR BOARD BASICS



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Honor Board - Who

- Honor Board consists of the following **five elected members**:
 - vice-president: social standards (chair)
 - chapter president
 - junior member
 - sophomore member
 - member-at-large
- **Honor Board Adviser (HBA)**
 - The HBA sits on Honor Board as a non-voting member, with exception of a tie during a formal hearing.
 - If a chapter does not have an HBA, their ATC will serve as the Honor Board Adviser.



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Honor Board - What

1. **General discussion:** examine current chapter morale and areas of concern
2. **Trends to flag with CMT:** evaluate common trends – both positive and negative – that exist within the chapter
3. **Positive programming:** discuss HB programming that will help to mitigate negative trends and boost chapter morale (e.g., recognition)
4. **Awards:** discuss weekly chapter awards and review upcoming Fraternity and Panhellenic award deadlines
5. **Activity Log:** review the activity log and determine if there are members who need to be placed on probation or removed from probation. Includes Excused Status.
6. **Allegation Assessments:** review and vote on SORs that have been filed
7. **Probation Review:** Discuss members who have reached the end of their probation terms. If the member has completed the terms of her probation, Honor Board may return her to good standing byway of a letter from the vp:ss. If she has not, another SOR should be filed.



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Confidentiality

- True or False: Honor Board procedures are secret to those outside of DG.
- True or False: Honor Board's discussion and private information from hearings are secret.
- True or False: Private information can be shared with a member's parents.



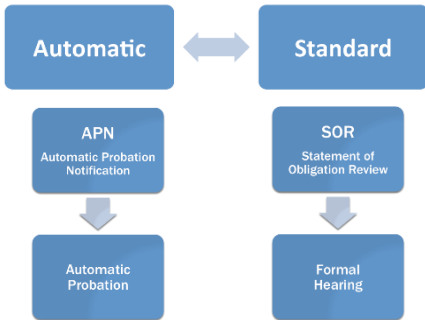
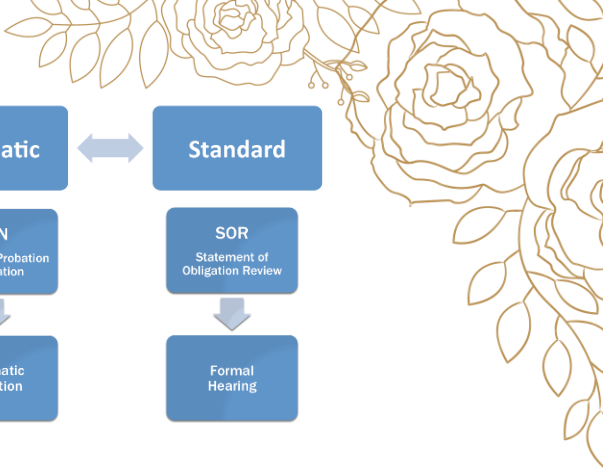
Honor Board Process



*Automatic procedure handles issues that are cut and dry.
Standard procedure handles the “gray” or more complicated areas.*



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KEY COMPONENTS



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Allegation Assessment

1. The vp: social standards shares the SOR with Honor Board at the next Honor Board meeting.
2. If by majority vote, Honor Board determines there is reasonable cause to believe a violation has occurred, a formal hearing is scheduled.
3. A formal hearing letter and copy of the SOR is sent to the member with the Honor Board Adviser copied.

***Policy:** the allegation assessment step in standard procedure is not required for cases that transition from automatic to standard procedure. The Honor Board may simply proceed to the formal hearing stage.



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Formal Hearing

1. Read opening statement.
2. Read violations as noted on the SOR.
3. Member/new member presents her evidence or a written statement, if applicable.
4. Robust discussion with the member/new member, along with questions from Honor Board.
5. Member/new member leaves room and Honor Board deliberates on information presented.
6. Honor Board votes if there is a violation.
7. If majority believes there has been a violation, Honor Board determines appropriate sanction to recommend to RCS/CAC/NCC.
8. Member/new member brought back into hearing room.
9. Member/new member notified of Honor Board's recommendation
10. Closing statement read.



Sanctions for Members

- No Sanction
- Warning
- Penalty with the following terms _____
- Probation until _____
- Expulsion



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Sanctions for New Members

- No Sanction
- Warning
- Penalty with the following terms _____
- Delay of Initiation
- Expiration of Calendar Year
- Expulsion

Note: The vp: member education attends all hearings with new members



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Standard Procedure Quiz

- Who has the authority to place a member on probation?
- Can the RCS/CAC/NCC alter the sanction to be more or less severe than Honor Board recommended?
- How long does the member have to appeal her recommended sanction to the RCS/CAC/NCC?
- What is the difference between Delay of Initiation and Expiration of Calendar Year?
- Which officer must attend Honor Board hearings with a new member?



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Reporting & Information

Anchorbase

- Tasks to submit meeting and formal hearing minutes
- Confirm allegation assessment
- View compliance packet report and weekly activity log report
- All communication regarding hearings

Delta Gamma Member Site - members.deltagamma.org

- Used by all members to submit SORs and action appeals



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Expulsions



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Assessing Chapter Morale



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Honor Board Conversations



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Conversation Resources

- Updated Positional Statement on Inclusivity
- Addressing Racism in Honor Board
- Member Status Changes
 - Excused Status
- Pandemic Code of Conduct
- Conversation Guide
- Honor Board Supportive Programming
- Social Media Policy, Procedures, and FAQ



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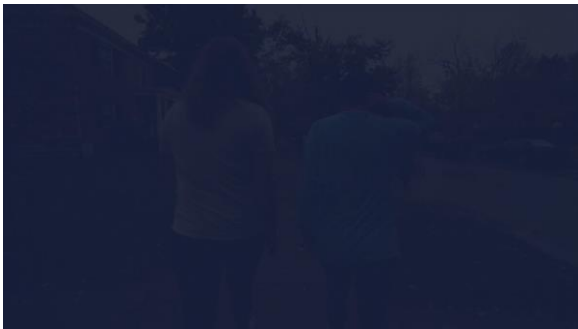


Member Well-being



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Be Her Champion



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Member Follow Up

Who is the best person to talk with a member you are concerned about?

- Big/Little Sister
- Roommate
- Mentor
- Chapter leaders
- Advisers



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Member Care Resources

1. Behavioral Threat Assessment Rubric
2. Supporting Survivors Resource Guide
3. Accommodations and Resources for Survivors of Sexual Violence



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Behavioral Threat Assessment Rubric

There are 3 columns
 Classifying Risk
 Examples
 Action Steps
 Levels of Risk
 Mild
 Moderate
 Elevated
 Severe

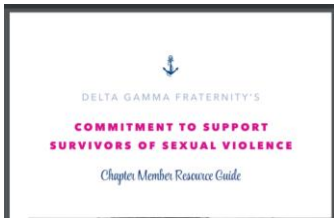
CLASSIFYING RISK	EXAMPLES	ACTION STEPS
MILD RISK <ul style="list-style-type: none"> • Disturbing or concerning behavior • May or may not show signs of distress. • No threat made or present. 	MILD RISK <ul style="list-style-type: none"> • Causes roommate disturbances or conflict amongst friends. • Uncharacteristically misses classes or chapter events. 	MILD RISK <ul style="list-style-type: none"> • Watch the "Be Her Champion" video as an Honor Board. • Reach out to the member to let her know you miss her at chapter events and share your concern.
MODERATE RISK <ul style="list-style-type: none"> • More involved or repeated disruption. Behavior more concerning. Likely distressed or low-level disturbance. • Possible threat made or perceived. 	MODERATE RISK <ul style="list-style-type: none"> • Continuously yells at roommates and friends. • Frequently misses classes or chapter events. Grades begin to suffer. 	MODERATE RISK <ul style="list-style-type: none"> • Consult your chapter's Campus Resource Sheet and review options with the member.
ELEVATED RISK <ul style="list-style-type: none"> • Seriously disruptive incident(s). • Exhibiting clear distress, more likely disturbance. 	ELEVATED RISK <ul style="list-style-type: none"> • Roommates and friends are vocal about their concerns for the member's well being, does "I matter anyway." 	ELEVATED RISK <ul style="list-style-type: none"> • Consult your chapter's Campus Resource Sheet and review options with the member, staff/counselors, if appropriate.
SEVERE RISK <ul style="list-style-type: none"> • Disturbed or advancing to dysregulation. • Threat made or present. • Threat is vague, but direct. 	SEVERE RISK <ul style="list-style-type: none"> • Roommates and friends are fearful of member's behavior. • May be MIA from academic, personal, or chapter responsibilities. • Makes comments like "No one would care if I died." 	SEVERE RISK <ul style="list-style-type: none"> • Call 911 if immediate risk is present. • Contact your Collegiate Development Specialist (CDS) or Executive Officers regarding next steps. CO will alert the member's emergency contact and the college/university, if appropriate.
EXTREME RISK <ul style="list-style-type: none"> • Dysregulated (way off baseline) or medically disabled. • Threat made or present. • Threat is concrete (specific or direct). 	EXTREME RISK <ul style="list-style-type: none"> • Roommates and friends are actively seeking assistance with how to help the member's safety and wellbeing. 	EXTREME RISK <ul style="list-style-type: none"> • Call 911 if immediate risk is present.

Adapted from the NaBITA Threat Assessment Tool, The NCHERM Group, LLC, 2014 ©



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Supporting Survivors Resource



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Accommodations

1. Extended absence from chapter requirements

EXTENDED ABSENCE: Members wishing to be excused from anchored events for an extended period of time should submit a request to the vice president: communications. The vice-president: communications will review the request with the CMT, who, with the approval of the ATC, will decide if the member is excused. The vice president: communications will advise the member if she will be excused.

2. Request that accused are not allowed in DG facilities or at DG events
3. DG advocates for survivors
4. Alternative Housing options
5. Virtual honor board hearings to avoid contact



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Member Well-Being Conversation Practice



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Positional Statement on 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.***



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RACISM IN HONOR BOARD CONVERSATIONS



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Keys:

- Use open-ended questions.
- Create a safe space
- Connect back to DG values

Member Status Changes

- What roster changes fall under vp: social standards/Honor Board?
 - Resignations (initiated member or new member)
 - Excused Status
 - Early Alumnae Status (EAS)
 - Expulsions



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Member Statuses Conversations



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To Do in Next 90 Days

- Watch eLearning modules
- Meet with directors to discuss needs and goals
- Review other officer's responsibilities to come to HB and make a plan for those meetings
- Brainstorm HB supportive programming
- Share member care resources
- Assess your chapter morale
- Review conversation guide and practice with all HB members



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Resources

- Honor Board Handbook
- Honor Board Conversation Guide
- Addressing Racism in Honor Board
- Member Status Changes for Chapter Members
- Behavioral Threat Assessment Rubric
- Supporting Survivors Resource Guide
- Social Media Policy
- Social Media Procedure
- A Guide to Honor Board Online



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QUESTIONS?



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Goal Setting & Action Planning



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