



Timeline **Representing Delta Gamma's** Contextualization,
Equity Assessment and Implementation Projects
Spring 2019 to Present

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 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 including:

- 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,
- 11 personal interviews were conducted, and
- Two Town Halls were hosted for membership feedback and questions.

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 OEA 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 Kirwan Institute OEA report to SRS and the DEIAC for their review. In addition, Council unanimously endorsed sharing the OEA report in its entirety with Leadership and the membership.

April 2021: As SRS continues to become familiar with the Fraternity's work, they will connect with the DEIAC 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 OEA report. Directions to access the OEA report will be included in the Summer 2021 *ANCHORA*.