



Delta Gamma  
1873

# BEID Toolkit

*Updated June 2024*

## **Belonging. Equity. Inclusion. Diversity.**

There is more diverse representation, inclusion in every level of society and the push for justice and equity is greater than ever before.

But with change comes challenge. With challenge comes reflection and when we reflect, we find that there are things we may need to fix.

This BEID toolkit is designed to give you a brief overview of essential BEID concepts, along with examples and other resources, to help inform and guide you on your journey to navigating both societal and personal growth.





# How To Use

Refer to this toolkit when you come across certain BEID terms. When you have friends or colleagues who may be a little problematic or if you want to contribute to or further the social conversation - refer to this toolkit.

## Definitions

### KEY TERMS AND CONCEPTS

#### **Affinity Bias**

Our tendency to privilege or show preference for people like ourselves.

#### **Allyship**

This is the practice of advocating for and supporting communities one is not a part of. In many Western countries like the United States and Australia, the concept has gained prominence as people actively seek to become allies to minority communities.

#### **Appropriation**

Cultural appropriation is the adoption of elements of one culture by members of another, often dominant, culture. The issue is complex and sparks debate. Think like this: Imagine receiving an F for your work, but someone from the dominant culture copied you and received an A.

#### **Bias**

Bias is a prejudice in favor of or against a particular group. Bias can be found all over the world and takes different shapes, whether it's gender bias in Hollywood or caste bias in India.

# Definitions

## **Critical Race Theory**

A framework that examines the intersection of race, law and power. It has stirred discussions from academic halls in Europe to policy debates in the U.S.

## **Cultural Relativism**

The view that ethical and social standards reflect the cultural context from which they are derived.

## **Dominant Culture**

The cultural values, beliefs and practices that are pervasive and often considered 'normative' in a specific setting. Ask this: What is the majority culture? Who has the three P's? Power, position and privilege.

## **Equity**

Equity means everyone is provided specific resources to succeed.

## **Explicit or Conscious Bias**

Attitudes or beliefs that we have about a person or group that are known to us.

## **False Equivalency**

The act of incorrectly treating two different situations as if they were the same, often used to downplay issues related to BEID, such as comparing the struggles of marginalized groups inappropriately.

# Definitions

## **Implicit or Unconscious Bias**

Attitudes or beliefs we have about a person or group that are not known to us. Implicit and unconscious may be used interchangeably.

## **Marginalization**

The treatment of a person, group or concept as insignificant or peripheral.

## **Microaggression**

The everyday, seemingly innocent verbal, nonverbal and environmental slights, or insults- whether intentional or unintentional- that convey hostile, derogatory or negative messaging to people based solely on an aspect of their identity or perceived identity.

## **Racism**

Prejudice against individuals from a specific racial group, either explicit or implicit. Implicit bias can lead to implicitly racist behavior, but many individuals harbor implicit biases without ever displaying overt racism.

# Explanations

## TO EXPLORE A LITTLE MORE

Activist Assata Shakur once spoke about freedom in an interview,

*"I can't tell you what freedom is. I can only tell you what it isn't."*

Sometimes the best way to define something is by breaking down what it isn't.

### BEID is NOT...

- Checking boxes
- A new "trend" to follow and discard the next year
- An attack on anyone
- Memorizing a lot of new words with no follow up or action
- Attempting to "divide" anyone or anything

### Some Honest Truths

- Allies can be problematic
- No one is infallible
- We all have bias
- We all make mistakes
- Yes...We can be wrong (even you)

# Examples

## WHAT DOES THIS LOOK LIKE IN THE REAL WORLD?

Bias, discrimination, prejudice and microaggressions show up every day, whether we notice them or not. Here are some of the most common real world examples.

- Asking someone Asian or Latino where they are from, implying that they aren't really from the United States.
- Attempting to touch a Black woman's hair or overly obsessing about it.
- Passing over someone's application because of their ethnic-sounding name.
- Viewing White colleague/member's behavior as strong and assertive, but viewing Black behavior as aggressive.
- Viewing a man's behavior as passionate, but viewing a woman's as emotional.
- Assuming a woman isn't able to do a job because women are \*insert gendered stereotype here.\*
- Approaching ethnic minorities through a stereotypical lens. (Yes, even if you are just trying to be friendly, relating to someone through stereotypes is a problem).



# Reflections

## HOW DO THESE CONCEPTS SHOW UP IN YOUR LIFE?

Have you ever been prejudiced towards someone, held a horrible assumption or had a problematic reaction?

Think about that moment and what is the root of it. Where does the assumption come from? Was it a stereotype, the media or something you grew up thinking?

Think about your role in Delta Gamma's sisterhood. Do you recruit people, champion people and accept people into Delta Gamma?

Are the people you treat favorably just like you? If your circle looks just like you, is there a deeper reason for that?

When you deal with diverse groups of people, how do you relate to them? How do you talk to and interact with them?

Do you relate to people through stereotypes? Do you categorize people and act one way around certain groups and another way around others? Why or why not?

# Something To Think About

## MITIGATING IMPLICIT BIAS

### **Navigating Bias in Recruitment: Building a Diverse and Inclusive Fraternity**

As members of tight-knit communities, it's essential for us to ensure fairness and inclusivity when welcoming new members. So, let's dive into some strategies to mitigate bias and create a more diverse and welcoming environment.

#### **Reflect on Personal Bias**

We all have biases, whether we realize it or not. Take a moment to reflect on your own beliefs and attitudes. Are there certain stereotypes or assumptions that might influence your perception of potential new members? Recognizing these biases is the first step towards overcoming them.

#### **Utilize DG's Established Criteria**

When evaluating potential new members, be sure to consider your chapter's membership goals and Delta Gamma's established criteria which are the objects of Article II: friendship, educational and cultural interests, social responsibility and character. This helps to focus on objective factors rather than subjective impressions.

#### **Diverse Rotation or Bump Groups**

Forming a diverse rotation group, sometimes called a bump group, ensures that multiple perspectives are considered when interacting with a potential new member (PNM). Having members from different backgrounds can help identify and challenge biases that may arise.

#### **Anonymous Registrations Reviews**

Consider implementing anonymous recruitment registrations to remove identifying information such as names, photos or backgrounds during the initial screening process. This can help mitigate unconscious biases based on physical characteristics.



# Something To Think About

## **Focus on Values and Contributions**

During recruitment events or coffee chats, emphasize the values and contributions that Delta Gamma seeks in its' members. Encourage conversations about shared interests, passions and goals rather than superficial attributes.

## **Promote Inclusivity and Respect**

Create a culture of inclusivity and respect within Delta Gamma, where all members feel valued and supported regardless of their background or identity. Lead by example and challenge discriminatory behavior whenever it arises.

## **Continuous Improvement**

Recognize that mitigating bias is an ongoing process that requires continuous effort and commitment. Regularly review and refine recruitment practices to ensure they align with Delta Gamma's values of diversity and inclusion.

By implementing these strategies, we can work together to build a more diverse, inclusive and welcoming community within Delta Gamma. Let's strive to create opportunities for all individuals to thrive and contribute their unique perspectives and talents. Together, we can make a difference and lead by example, fostering a culture of equity and belonging.

Because that's what we stand for.

# How To Have Better Conversations

## STEPS TO CORRECTING BIAS AND BECOMING A PART OF THE SOLUTION

**Mindfulness and self-improvement.** Constantly work to be aware of your own biases, fears and assumptions.

**Switch up your circle.** Interact with people of different backgrounds and ideologies (in terms of race, culture, ethnicity and other qualities).


**Be okay with correction.** Admit if you've offended someone or done something problematic. You may not have been aware, but that's why it's an unconscious bias.

**Don't get defensive.** Bringing something to your attention is not an automatic attack. It doesn't always feel good, but that doesn't mean someone is trying to hurt you.

**Be an ally.** Speak up when you hear problematic statements or if certain groups and perspectives aren't being heard. To borrow from the record-breaking Broadway musical "Hamilton", if you're in the "room where it happens," use your position to ensure fairness for those who aren't.

# Delta Gamma BEID Strategy

## 7 STEPS TO SUCCESS

- 
- 1** Reflect on the information you've learned throughout this toolkit.
  - 2** Review chapter bylaws and recruitment practices that potentially create barriers.
  - 3** Brainstorms on ways to make events more inclusive and accommodating.
  - 4** Ask the campus administration to join you in a conversation about equity, inclusion and ways to improve.
  - 5** Cultivate a sense of community by supporting diverse events and organizations.
  - 6** Engage with local businesses and members of the surrounding community and discuss ways to connect, include and partner.
  - 7** Find a charity that aligns with your values and find ways to elevate its mission.



## 2024 Holidays & Days of Recognition

Delta Gamma is committed to cultivating an inclusive and equitable environment through experiences that foster belonging, care and connection and align with our values outlined in Article II. As an organization committed to inclusive excellence, we recognize dates, events, religious observances, federal holidays and heritage months that are important to various cultures and religions.

[Access here](#) a listing of observances your members may celebrate, which will serve as a resource for all chapters and a tool for those planning events. Work with your chapter members to ensure you are aware of any observances when planning your chapter's calendar.

# Where Can I Learn More?

## WEBSITES

- Harvard University Implicit Association Test: <https://implicit.harvard.edu/>
- 1619 Project by The New York Times Magazine available [here](#).
- Look Different Bias Cleanse: <http://www.lookdifferent.org/what-can-i-do/bias-cleanse>
- Mahzarin Banaji's website, Outsmarting Human Minds, available [here](#).

## VIDEOS

- [Tokenism](#) by Noelle Prete
- [Implicit Bias: Peanut Butter, Jelly and Racism](#) - a PBS Series
- [Empathy vs Sympathy](#) TED Talk by Dr. Brené Brown
- [How to overcome our biases? Walk boldly towards them.](#) TED Talk by Vernā Myers

## ARTICLES

- Tokenism and 5 Ways to Avoid it in Your DEI Efforts available [here](#)
- How Does Implicit Bias Influence Behavior by Kendra Cherry available [here](#).
- Why Our Brains See the World as “Us” versus “Them” by Neuroscience News available [here](#).
- How to Work with the Bias in Your Brain by Jill Suttie available [here](#).
- 15 Reasons Our Actions are Incongruent with our Diversity, Equity & Inclusion “Values” by Christina Parle available [here](#).
- Six Signature Traits of Inclusive Leadership: Thriving in a Diverse New World by Deloitte University available [here](#).
- The Moment of Microaggression: The Experience of Acts of Oppression, Dehumanization, and Exploitation by Michael Dover available [here](#).
- What Privilege Really Means (And Doesn't Mean) – To Clear Up Your Doubts Once and For All by Maisha Z. Johnson available [here](#).
- What Is Tokenism, and Why Does It Matter in the Workplace? by Kara Sherrer available [here](#).
- Active Ways to Help Make Fraternity/Sorority Life More Inclusive by A. Hillard available [here](#).
- Ten Counterproductive Behaviors of Well-Intentioned People by Cody Charles available [here](#).

# Where Can I Learn More?

## BOOKS

- *Blindspot: Hidden Biases of Good People* by Anthony Greenwald and Mahzarin Banaji
- *Confessions from Your Token Black Colleague: True Stories & Candid Conversations about Equity & Inclusion in the Workplace* by Talissa Lavarry
- *Biased: Uncovering the Hidden Prejudice that Shapes What We See, Think, and Do* by Jennifer L. Eberhardt
- *The Person You Mean to Be: How Good People Fight Bias* by Dolly Chugh
- *Beyond Tokenism: Embrace a Sense of Belonging and Stand Out as an Inclusive Leader* by Cecilia Ntombizodwa Mzvondiwa, Richard Aaron
- *Uncomfortable Conversations with a Black Man* by Emmanuel Acho
- *Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do* by Claude Steele
- *Diversity Beyond Lip Service: A Coaching Guide for Challenging Bias* by La'Wana Harris
- *Thinking, Fast and Slow* by Daniel Kahneman
- *35 Dumb Things Well-Intended People Say: Surprising Things We Say That Widen the Diversity Gap* by Maura Cullen
- *So, You Want to Talk about Race* by Ijeoma Oluo
- *White Fragility: Why It's So Hard for White People to Talk about Racism* by Robin DiAngelo

## PODCASTS

- NPR Interview with David Livingstone Smith author of 'Less Than Human': The Psychology Of Cruelty, available [here](#).
- Podcast/Video Series: Uncomfortable Conversations with a Black Man with Emmanuel Acho available [here](#).
- NPR Code Switch! available [here](#).
- The New York Times, Nice White Parents available [here](#).
- The Mind Of The Village: Understanding Our Implicit Biases available [here](#).
- 'An Extraordinary Moment': Angela Davis Says Protests Recognize Long Overdue Anti-Racist Work available [here](#).

## Where Can I Learn More?

- With Friends Like These, hosted by Ana Marie Cox, who is a self-professed “well-meaning white woman” who explores all sorts of topics, not the least of which is white privilege and racism
- With Friends Like Episode: Stage Four Metastatic Racism available [here](#)
- All My Relations, with Matika Wilbur and Adrienne Keene; Episode: “Can Our Ancestors Hear Us?”
- Still Processing, with Wesley Morris and Jenna Wortham (New York Times); Episode: “Apology”; “M.J.”
- The Sporkful with Dan Pashman; Episode: “When White People Say Plantation”
- Dear White Women Podcast, with Sara and Misasha; Episode: Interview with Crystal Echohawk; “Hate in America Part 1” and “Hate in America Part 2”; “Domestic Terrorism, Then and Now,” a three-part series
- Yo, Is This Racist? by Andrew Ti and Tawny Newsome

### Films and TV series

- Dear White People (Justin Simien) — Netflix
- Just Mercy (Destin Daniel Cretton) — Max
- Coded Bias – Netflix
- When They See Us (Ava DuVernay) — Netflix
- Gentefied (Marvin Lemus and Linda Yvette Chávez) – Netflix
- Grey’s Anatomy: Season 14, Episode 10 “Personal Jesus” (Shonda Rhimes) – Hulu

## Suggested Content

- [How to Deconstruct Racism, One Headline at a Time | Baratunde Thurston](#)
- [How a Psychologist’s Work on Race Identity Helped Overturn School Segregation in 1950s America](#)
- [Why Historically-white Sororities and Fraternities are Racially Problematic in US Universities](#)
- [We Should All Be Feminists | Chimamanda Ngozi Adichie | TEDxEuston](#)
- [Glossary of Diversity, Equity, and Inclusion Terms](#)
- [Delta Gamma Diversity, Equity, and Inclusion Statement](#)

# Retention Committee

## POSITIONAL STATEMENT

The retention committee is the primary administrative group focusing on the factors that keep women engaged in chapter membership. Committee members work together to understand the current chapter climate and lead the chapter to a successful realization of its retention goals. The committee has broad responsibilities for understanding the membership experience, discerning trends around membership resignations, and determining actions that need to be taken to ensure members feel seen and valued by the chapter and its officers.

If you are interested in more information feel free to reach out to [colldept@deltagamma.org](mailto:colldept@deltagamma.org).

## Contact Page

---

### Wendy Adams Faust (she/her)

Epsilon-Ohio State

Director: Belonging, Equity, Inclusion and Diversity

[BEID@deltagamma.org](mailto:BEID@deltagamma.org)

### Louis Green

Assistant Director of Belonging Efforts

[louis.green@deltagamma.org](mailto:louis.green@deltagamma.org)



# Council Endorsed April 2024

## Positional Statement on BEID

Delta Gamma Fraternity is committed to cultivating an inclusive and equitable environment through experiences that foster belonging with care and connection, aligning with our values outlined in Article II. We believe cultivating a culture of belonging, equity, inclusion and diversity (BEID) allows members, future members and friends of the anchor to be seen and heard for their authentic whole selves without a need to suppress aspects of who they are and their lived experiences.

- We recognize that a dedication to BEID is a continuous, evolving process for intentionally Doing Good in the promotion of lasting change.
- We are devoted to fostering a community of acceptance, openness and freedom of expression.
- We commit to view ourselves and others through the lens of contextual understanding, recognizing the impact that oppression and structural barriers have on membership involvement.
- We acknowledge there are structural barriers in spaces that oppress certain populations and strive to address any similar barriers within our organization.
- We encourage cultural humility through ongoing dialogue, education and advocacy.

## Anti-Discrimination Policy

In our membership selection processes and the lifelong membership experience, Delta Gamma Fraternity and its members understand the importance of intersectionality of identities including but not limited to ability, age, color, creed, ethnicity, marital status, national origin, native language, race, religious affiliation, sexual orientation, social class, veteran status and other identities exposed to oppression. We affirm that all our members, including nonbinary and trans members, be treated with dignity and respect. Membership is open to all individuals who identify as women during the joining process who have a sincere desire to uphold our shared values, as outlined in Article II.