



# Delta Gamma

1873

## **Belonging, Equity, Inclusion and Diversity (BEID) Why Statement and FAQ**

### **Why Statement**

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. By doing so, we will be fostering high ideals of friendship, promoting educational and cultural interests, living a true sense of social responsibility as well as developing the best qualities of character.

### **Frequently Asked Questions**

#### **What is belonging, equity, inclusion and diversity (BEID)?**

BEID refers to how diverse, equitable and inclusive an organization is and whether members feel a sense of belonging. By creating a more equitable opportunity for more members of all identities to have a voice within the organization, we acknowledge every individual's value they bring to Delta Gamma through their lived experiences.

#### **What does Delta Gamma aspire to accomplish through the positional statement?**

As a part of our commitment to BEID, we desire to honor the uniqueness of each sister, to empower one another, to build meaningful relationships grounded in empathy and to be a sisterhood where every member feels welcomed and supported.

#### **What does it mean when we refer to “contextual understanding”?**

Contextualization understanding is an exercise to explore instances when our history has been incongruent with the shared values of our organization. For Delta Gamma, this process includes evaluating and clarifying the historical context of an object, event or behavior through three vantage points:

- Understanding the event through the historical context of the time when it occurred.
- Determining the impact the event has had on our organization and our surrounding communities.

- Examining and understanding the event’s meaning and impact through a
- contemporary lens based on our organizational values.

### **Why is BEID important?**

BEID is important to help everyone feel valued, supported and included as members. That, in turn, has a significant organizational impact and a positive effect on our members. Namely, it increases retention of members, engagement and productivity.

### **What does the term “intersectionality” mean?**

Intersectionality recognizes that individuals’ identities encompass multiple dimensions, enabling a comprehensive understanding of their experiences and the challenges they face. Intersectionality recognizes that different forms of discrimination and privilege often intersect and create unique challenges for people with multiple identities.

For example, a woman of color who is a wheelchair user may face different obstacles than a woman of color who is a Muslim. And the woman of color who is a Muslim may face different obstacles than a White woman who is a Muslim.

### **What does the term “cultural humility” mean?**

Cultural humility involves an ongoing process of self-exploration and self-critique combined with a willingness to learn from others. It means entering a relationship with another person with the intention of honoring their beliefs, customs and values. Cultural humility involves understanding that imbalances exist and working toward rectifying them.

### **As a Delta Gamma member, why should I be concerned with BEID?**

Advancing BEID improves our collective success – we are a much stronger and better organization when all voices and opinions are received and valued. We live in a global society; therefore, embracing and appreciating individuals from diverse backgrounds, customs and experiences significantly enhances our readiness for success. A multifaceted environment that values every person promotes belonging and inclusion. Varied perspectives contribute to better-informed decisions. Within Delta Gamma, this rich tapestry of experiences fosters learning, collaboration and innovation, ultimately benefiting everyone involved.

### **How can I positively impact Delta Gamma’s positional statement?**

You can contribute by building collaborative and mutually beneficial relationships with people of different backgrounds, abilities and lived experiences. You can increase awareness and acceptance of cultural differences by getting involved in Delta Gamma’s BEID initiatives.

### **What is the difference between a policy and a positional statement?**

A policy is a set of ideas or a plan of what to do in particular situations that has been endorsed by Council. They provide a framework for consistent and effective Fraternity operations. A positional statement is an articulation of the Fraternity’s stance on a specific issue currently or potentially affecting its members.

### **How are policies enacted?**

Policies are created by volunteers or staff and then endorsed by Council.

### **How will members be held accountable to the policy?**

Individuals are held accountable for policy violations through various accountability processes, such as the Honor Board for collegians, the Alumnae Membership Review for alumnae members and the Progressive Volunteer Disciplinary Process for volunteers.

For chapters that may violate a policy, staff and volunteers work to determine if there is a larger chapter culture issue or if there is a subset of members who need further support utilizing the Chapter Incident Procedure to determine next steps.

### **Why are we doing BEID education when so many states are introducing legislation to ban this type of programming in schools and college campuses? Can we legally host these programs?**

Private membership organizations, such as fraternities and sororities, are not impacted by this type of legislation. Under these bills, state agencies, including public universities, cannot sponsor any BEID programs, but students and staff can hold BEID programs so long as no state money is used.

Delta Gamma does not receive state funding and, therefore, is not impacted by legislation of this kind. Any laws that did seek to restrict these activities within Delta Gamma or organizations like ours would be in violation of the First Amendment to the Constitution which grants freedom of assembly and freedom of speech to all. Freedom of assembly further protects our ability to hold our programs in our facilities, whether on or off campus, as well as other available facilities on the campus of a public institution.

Feedback for these programs in our collegiate chapters has been overwhelmingly positive, with 85% of participants in the pilot year saying they agree or strongly agree that the program helped them feel more knowledgeable and comfortable engaging in creating a more inclusive Delta Gamma member experience. As we do with all programs, we will continue to monitor the impact of our BEID education efforts on our membership to ensure we are providing programming that is both impactful and aligned with Article II.