

WELCOME TO THE



DO GOOD

sisterhood

NEW MEMBER PURSUIT
FACILITATOR GUIDE

Updated October 2023



If you have feedback to improve our new member education experience and our efforts surrounding inclusion, please email Fraternity Director: Member Education at membereducation@deltagamma.org.



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Introduction to the New Member Pursuit and Facilitation

Letter to the New Member Team

Bid Day is the official start to a sister's journey as a Delta Gamma. Bid Day for some women is one of the best days and for others it is full of awkward moments. Your primary responsibility as part of the new member education team is to make our new sisters feel welcomed, whether at Bid Day or through each interaction at meetings, chapter events and on campus.

Your role is not to just to help new members complete each week of the new member program but to show them what it means to be a Delta Gamma before they experience the ritual of Initiation.

You will model the way for these new sisters. Through your words, actions and living by Article II, you will be able to help shape the Delta Gamma of tomorrow.

This work starts not on Bid Day but as soon as you are elected or appointed to prepare the best new member program for each sister. That means appropriately preparing for each event, meeting and experience our new members have along the way.

The team will ensure that new members get the experience promised to them during recruitment, by leading well planned new member meetings, ensuring new members are connecting with each other and with chapter members.

Your role is critical to the future of Delta Gamma. We can't wait to see you shine!

New Member Pursuit Facilitators Guide

The Delta Gamma New Member Pursuit prepares new members for membership in Delta Gamma by giving them opportunities to connect with sisters and gain an understanding of and skills centered around Article II. The New Member Pursuit is designed to be a nine-to-10-week program with options for fewer weeks before Initiation if required by university or chapter needs.

Connection is at the heart of a strong Delta Gamma experience.

Every new member meeting should allow an opportunity for new members to get to know each other better in large and small groups. The new member period requires planning to ensure that

Get Clued In

Who makes up the new member education team?

*vp: member education
director of new members
small group leaders
member education adviser*

Tip

Reserve time on your calendar each week to review the upcoming curriculum and gather your supplies.



every moment of the new member meeting is memorable and meaningful. This includes properly training small group leaders and adequately preparing for large group sessions.

To make your preparation easier, this New Member Pursuit Facilitator's Guide provides a detailed curriculum guide with intentional activities to help new members connect with the principles of Article II and with each other. The Facilitator's Guide also outlines for you learning objectives, materials you will need for each meeting and things you should do to prepare in advance. Each week there is an opportunity for new members to engage in both small and large groups. Each member of the new member education team and small group leaders will need her own printed copy of this New Member Pursuit Facilitator's Guide.

Learning Through Small Groups

Small groups are a cornerstone of the New Member Pursuit to help facilitate learning and foster connection.

If your new member class is fewer than 15-20 women, you do not have to use small groups; however, there are many activities that are better done in a small group so you may consider splitting them up for certain activities. If the class is larger than 15-20 women, you must use small groups of 6-10 women. Each small group should have a well-trained and passionate Small Group Leader. This will allow more chapter members to be involved in the new member program and a way to help new members get to know their new member class better. The small groups should remain together with the same Small Group Leader throughout the new member period.

Who Leads the Small Groups?

You can utilize the new member committee to serve as the leaders of these groups or you can select chapter members to lead the groups. The Small Group Leaders will be facilitating portions of the curriculum to help our new members learn and understand the material presented during the New Member Pursuit. The curriculum for each week indicates when members should break into small groups and lists suggested questions for the Small Group Leaders to ask the small group. Small Group Leaders should come to all new member meetings as small groups play a large role in the curriculum.

Facilitation can be tricky and requires preparation, awareness and flexibility. Small Group Leaders should also attend training along with officers who serve as facilitators before the start of the new member period. Small Group Leaders may also serve to assist you in ensuring

Tip

While Small Group Leaders facilitate the discussion when new members are in the small groups, remember that they will stay more engaged the more they talk. New members should talk for 70% of the lesson, while you talk for 30%.



events such as Big/Little Reveal, New Member Retreat and Inspiration/Initiation are successful.

When Do We Make Small Groups?

The groups can be formed on Bid Day to help your new members feel connected immediately instead of being overwhelmed by meeting the entire chapter. The small groups can also be used to connect the new members outside of the meeting by going to dinner, studying or watching a movie together. Sample names for these groups include:

- Wise Women
- Buoy Buddies
- Hope Helpers
- Anchor Guides

Tip

You are challenged as a leader to ensure the naming of the small groups is positive and respectful to all people. If you are unsure, feel free to reach out to your member education adviser.

In order to allow for more intimate conversations and dialogue, every week of the New Member Pursuit includes time and activities to be completed in small groups. Small groups should be made up of groups of 6-10 new members.

Small groups should help new members get to know new people. Make sure to consider the best way to split up small groups for your chapter - mix up women from different geographical areas, majors, etc. Small groups should remain the same throughout the new member period. The benefits of keeping the small groups the same throughout the year are:

- Develop deeper relationships with group members,
- Establish trust amongst group members and
- Allow Small Group Leaders to identify if individual new members may be having challenges and inform the New Member Team.

Small Group Leader Training

Small Group Leader Training is required for all Small Group Leaders. It should be held prior to the start of Bid Day for women selected as Small Group Leaders for the New Member Pursuit. Ensure all Small Group Leaders have a printed copy of the New Member Pursuit Facilitator's Guide provided to them.

See [Appendix A](#) for the Small Group Leader training guide and resources.



Planning & Preparation

Spending appropriate time planning and preparing for each new member meeting is important. Consider this:

- Respect others time - this means being prepared. Practice any presentations ... **this is not the time to “wing it”** - our new members’ experience and love for DG depends on it!
- Start the meeting off with excitement and a positive tone. Attitude is everything!
- Never say things like “This is going to be a long meeting...” or “I know you’d rather be doing XYZ...” or “I didn’t have time to prepare this week.” You may think that this is just tempering expectations, but it is in fact not setting you up for success.
- Have all your supplies and any printed materials ready. Consider blocking off an hour on your calendar a week prior to the new member meeting to review the next week’s content.
- Think about the set up and available space for new member meeting - you will notice that this New Member Pursuit is focused on connection and large and small group activities that involve moving around and gathering together. Lecture-style seating is not ideal. Choose space which allows for new members to move around a room. In the event a new member needs mobility accommodations, please be thoughtful of the room choice.

Tip

Think back to a great meeting you have participated in. Now, think of one that was hard to sit through. What made the one meeting so great while the other felt painful?

Curriculum Key

To better understand the curriculum, take note of the following notations:

X/XX	Denotes the time. The first X is the number of minutes this section takes. The second set of numbers is at the conclusion of this section, how many minutes you are into the session.
<i>Italics</i>	Marks curriculum you should tell/ask the participants.
Regular Text	Instructions for the facilitator.

Using the New Member Workbook

The New Member Pursuit Workbook is designed to be actively utilized throughout the New Member Pursuit. The workbook may be printed and bound, placed in a three-ring binder prior to the new member period and distributed at the introduction meeting or shared electronically using an interactive version of the document. Both versions of the workbook can be found in the [Delta Gamma Library](#). All meeting activities (processing questions, scenarios, etc.) are included in the New Member Pursuit Workbook. These will



be needed for many of the activities each week, so if you do not print the entire workbook then you should print copies of the necessary pages to accompany each week. It is preferred that the workbook be distributed in hard copy form. However, we understand that budget or virtual new member programs may prohibit this. We also understand that a digital format may be needed if a new member uses a screen reader or requests it for other adaptability reasons. The PDF version available allows new members to complete editable sections.

You should also distribute the chapter's Anchorbase master calendar, bylaws and standing rules, officer roster, member roster and any other resources new members should have either via email or as a part of the New Member Workbook described above. Lastly, please remind the new members to bring their workbook/binder each week to the meeting.

Bid Day

The vp: membership leads the chapter in recruiting new members. It is the responsibility of the vp: member education and director of new members to lead the chapter in retaining the new members and this begins on Bid Day. Ideas and tips for a successful Bid Day can be found in [Appendix B](#).

Tip

While Bid Day is an event chapter members look forward to, the focus and purpose of Bid Day is to make new members feel welcomed and connected to Delta Gamma.

Bid Day Reporting

Submit your Bid Day plan to advisory team chairman (ATC)/member education adviser via the Bid Day task in Anchorbase. The Bid Day plan is due eight weeks prior to Bid Day.

Pi Alpha Ceremony

The Pi Alpha ceremony should be conducted on Bid Day or within seven days of Bid Day. The director of rituals oversees the Pi Alpha ceremony, so you should connect with her to see if she needs any assistance. The ceremony can be conducted at a chapter meeting with the entire chapter present or at a new member meeting with officers and anchor mates/Bid Day buddies. If occurring on Bid Day, formal attire is not required. The Pi Alpha ceremony is the new members' first introduction to the ritual of Delta Gamma and helps set the tone for their respect and understanding of rituals.

Following Pi Alpha, you should work with the director of rituals to hold the Post-Pi Alpha Ceremony Explanation to review what new members learned either at a subsequent new member meeting or at the (optional) New Member Retreat. The explanation can be found in the back of your Pi Alpha Ceremony book.

Introduction Meeting

Chapters are encouraged to hold a separate introduction meeting soon after Bid Day. For campuses with regulations requiring a short new member period, this meeting can be done on Bid Day. Consult your Regional Collegiate Specialist (RCS)/Council Appointed



Coordinator (CAC)/New Chapter Coordinator (NCC) if you need assistance determining when your chapter should hold the introduction meeting.

Sample Schedule Options

Option #1

Friday (August 28): Bid Day

Wednesday (September 2): Introduction Meeting

Wednesday (September 9): New Member Meeting #1

Option #2

Friday (August 28): Bid Day

Sunday (August 30): Introduction Meeting

Wednesday (September 2): New Member Meeting #1

Option #3

Friday (August 28): Bid Day and Introduction Meeting

Wednesday (September 2): New Member Meeting #1

New Member Retreat

A new member retreat is an optional part of the chapter's New Member Pursuit. New member retreats are not mandatory; rather, new member retreats are a privilege which chapters may offer their new members once approved by your chapter's member education adviser or ATC. Retreats should be held during Week 4 or 5 of the New Member Pursuit. It may be just a few hours or overnight if budget and timing allow.

Chapters must submit Event Guideline paperwork for an event without alcohol along with the retreat agenda to the member education adviser or ATC for approval. See [Appendix C](#) for more details and a sample agenda and activities for the new member retreat.



Big/Little Matching & Reveal

The big/little relationship can be one of the most treasured friendships many members will have during their college days. Big/Little Reveal should take place during Week 6. Submit your Big/Little Reveal plan to your ATC or member education adviser via Anchorbase six weeks prior to Big/Little Reveal. Big/little guidelines in [Appendix D](#) will assist you with big sister recruitment and selection, matching process and reveal and to help you explain the expectations to members who become big sisters.

Big sister training should be held in Week 4 (and not later than Big/Little Reveal) for all potential big sisters. Big sisters should sign the big sister promise and review all expectations of the big/little relationship. Agenda for the big sister training meeting is found in [Appendix D](#).

Tip

The scheduling of the Big/Little Reveal should not be a surprise to new members. If you have questions regarding this process, please contact your Regional Collegiate Specialist/ New Chapter Coordinator/Council Appointed Coordinator.

Continuous Open Bidding (COB) and New Members

One of the goals of the New Member Pursuit is to incorporate new members quickly and smoothly into chapter life. New members pledged during primary recruitment should participate in the Pi Alpha ceremony on Bid Day or within seven days of receiving their bid. Those new members can then participate in continuous open bidding (COB) activities.

There are several scheduling options available for chapters that recruit new members through the COB process. If your chapter has COB immediately following primary recruitment, then new members recruited during this time should be included in the original new member class. The vp: member education and/or director of new members and/or the new member committee will review with these new members the material already covered.

Special care should be given to help the new members who accepted their bid during COB to feel welcomed and a part of the program. New members recruited through COB during or after the fourth week of the program should be incorporated into a separate new member class. If your chapter holds another COB period, the COB Bid Day must be placed on the chapter master calendar in Anchorbase.

If you are holding COB for several weeks, you may hold up to three weeks of introduction meetings and start all COB new members together with Week One of the New Member Pursuit. This allows new members recruited through COB to begin to acclimate to Delta Gamma and connect to new sisters but prevents having to catch women up in the New Member Pursuit.



Inspiration & Initiation

Initiation is our most sacred ritual and the culmination of the New Member Pursuit. The director of rituals is responsible for the planning of Inspiration, Initiation and the Initiation Celebration. Discuss plans and ways you can support the director of rituals in planning a special Initiation. Things to discuss may include: plans for the Initiation practice, inviting alumnae and relatives of any legacy in the new member class, special gestures/small gifts from big sisters, ideas like note bags for each new member and other ways to make Initiation special. Lastly, work with the director of rituals to help the new member class prepare for the Fourth Degree of Initiation.

Retaining Our New Members

One of your responsibilities is to help retain new members. You want them to have an enjoyable experience that helps them to understand the expectations of Delta Gamma membership. Believe it or not, we can now benefit from scientific research that helps us better understand our new members' experience and assists us in retaining them as members. Dr. Colleen Coffey-Melchiorre, the Research and Retention Specialist at Phired Up Productions, spoke with sorority members from across the country and found that women leave their sorority for three reasons:

1. **Lack of Connection:** A sense or feeling that one does not belong or matter to an organization
2. **Misaligned Expectations:** Not understanding or being encouraged to embrace the expectations of membership OR being sold and told one thing while being recruited and experiencing another
3. **Discord:** Conflict stemming from factions, cliques, bullying or issues with leadership that upsets the harmony of an organization and/or an individual's place in an organization

You may wonder why some more common reasons members leave DG are not included, such as financial difficulties, lack of time or not wanting to live in the house. Colleen says that when you peel back the layers of those reasons, ultimately, it boils down to the three reasons above. For example, if a member says she wants to leave the chapter because of a lack of time to spend on DG activities, it might actually be because of a lack of connection to the members. Colleen does not stop there. She gives us the secrets to keeping those members.

The key is to focus on six specific areas. Below are those areas, along with ideas of what you can do to strengthen those areas in your chapter.

1. **Align Expectations**
 - a. Make sure members understand the importance of and how to communicate the expectations of Delta Gamma during recruitment. This includes everything from finances to attendance. Work with vp: membership to ensure that we are setting our new members up for success in having a full understanding of obligations to DG upon joining.



- b. Take time to explain to the new members WHY we have chapter commitments and expectations for participation, including anchored events. For example, we have DG Dialogues to allow members to have open conversations around Article II. If we all strive to live by the values in Article II, then our chapter will be more aligned with what we want for our sisterhood.
- 2. **Focus on People**
 - a. Big sisters are important people for new members. Reinforce their positive role as a mentor during the big sister training but be careful not to communicate that this relationship is the only one that matters.
 - b. Create deep, real relationships with new members and help them form these relationships with each other. This is why connection is a core focus of each meeting. You may also look for ways to facilitate icebreakers, team builders and activities within and outside of the new member class. Be intentional about mixing people up and creating conversations.
 - c. New members are learning to balance academic life, personal commitments and DG responsibilities for the first time. Be sure the chapter calendar is not overwhelming and allows time to study.
- 3. **Focus on Purpose**
 - a. Our do good motto and Article II outline the true purpose of Delta Gamma. Help new members understand the importance of Article II and the ways we connect our programming, policies and procedures back to it.
 - b. Informal rituals are a great way to also reinforce our purpose. Work with the director of rituals to make sure that new members are introduced to rituals throughout their experience.
- 4. **Help People Know They Matter**
 - a. Reach out to new members who miss meetings or look like they are having a difficult time. Learn about the core reason why they are pulling away and support them. Ask, “How can we help?” Show them the power of our sisterhood. Vp: member education and director of new members can utilize Honor Board to help facilitate this outreach.
 - b. The most important gift you can give new members is your TIME. Whether that is helping big sisters understand that time is more important than gifts or focusing on individual outreach as a new member team, investing time in our new members will always pay returns. Consider developing a plan to ensure how each new member receives time from the new member team.
- 5. **Help People Learn and Grow**
 - a. Find out what makes your new members tick. Connect them to something in the chapter — like an officer or helper role — related to what they enjoy doing.



- b. Consider different learning styles as you prepare for each week of new member meetings.

6. Repeat

- a. You are not alone. You are not solely responsible for trying to make sure new members fall in love with DG. Create a culture where everyone in the chapter is focusing on these six areas with not only new members, but all members.
- b. Work as a team. When someone has not seen a new member for several events, reach out to her from different angles. Personally invite her to hang out or to attend the next DG event.

Tip

Consider presenting the entire chapter with these tips for helping retain our new members during a chapter meeting or Recruitment Prep Week.

Reference: Coffee-Melchiorre, C. (2013, Nov. 13) Video & article: How to keep the members you recruit. Retrieved from <http://blog.phiredup.com/?p=2685>

A special thank you to Zeta Tau Alpha for allowing us to adapt this information.

Understanding the Why

You have likely heard of Simon Sinek's "Start with Why." If not, check out his [Ted Talk](#) to understand this concept. Understanding our why as Delta Gammas will help new members connect to what it means to be a DG, not just what we do.

In research done by Dyad Strategies for a fellow National Panhellenic Conference group, they found that the top contributors to building strong sisterhood were:

1. Clear and honest expectations
2. Opportunities for inter-class connection
3. Reject hazing practices
4. Focus on the individual not the sorority and
5. Strong messaging on bystander behavior



You will find these concepts woven into the Delta Gamma New Member Pursuit. Keep these principles in mind as you lead and implement your new member program.

New Member Pursuit Evaluation

Post Initiation, please consider asking the new members to complete an evaluation regarding the new member program. With many software platforms available, online evaluations are often helpful to capture data quickly and increase submissions. Evaluating the program will allow for improvements for the next year. Suggested questions for evaluation are found in [Appendix H](#). If possible, email results to membereducation@deltagamma.org.

Hazing Prevention

Chapters and/or individual members are not permitted to impose menial or personal tasks or to allow any form of hazing. Any chapter officer responsible for allowing such activities shall be removed from office. Delta Gamma policy strictly forbids hazing, which is defined as any act or tradition that endangers the physical, mental or emotional well-being of a new member and/or member, that requests, encourages or suggests violation of city, county, provincial, state or national law; is mentally or physically degrading; or requires a personal or menial task of a new member and/or member, regardless of location, intent or consent of the participants.

Examples of hazing include, but are not limited to, embarrassing and/or required stunts or costumes; harassing; interrogating; line-ups; kidnapping; "tuck-ins;" personal services; drinking or eating on command, request or suggestion; deprivation of sleep or food; authority over new members and/or members; anything that tends to diminish the self-esteem and dignity or categorize the new member and/or member as a second-class person. Hazing corrupts the true meaning of life; it negates the values of loyalty, hope, trust, supportive friendship, kindness and compassion that Delta Gamma affirms. The moral integrity of the Fraternity is inseparable from the conduct of its members. Because Delta Gamma supports the integrity and dignity of women; basic human rights; decency, honor, gracious living and positive reinforcement of each other; there is no place for hazing (which is negative and archaic) in our Fraternity of women.

If you have a question about an activity, ask. If something doesn't feel right, it probably isn't. You have a responsibility that if you see something, speak up.

Consider This

Think back on your own New Member Pursuit. What do you remember? What made it special? How do you want these new members to remember their experience?

Tip

A few outdated practices to note:

New Members should never be called Pledges or Babies.

All new members and members can wear our letters.

All common areas of chapter houses are open to new members and members.

The giving of wooden paddles with Delta Gamma trademarks is prohibited.



New Member Pursuit Structure

New member education includes nine to 10 new member meetings. This includes Week Zero as “Introduction Week,” plus eight weeks of education and connection before Initiation, and at least one meeting after Initiation. Article II of Delta Gamma Fraternity is the framework for the new member program and is incorporated through weekly recitation and an intentional focus on each of the values. We hope that rooting our New Member Pursuit to our core values will build a stronger foundation for sisters to connect with Delta Gamma.

Week Zero - Introduction Week

Week One - Doing Good in Delta Gamma

Week Two - Responsibility Begins with Me

Week Three – Creating Inclusive Spaces

Week Four - The Ruth Billow Story

Week Five - Foundations of Friendships

Week Six - Be Her Champion

Week Seven - Character Counts

Week Eight - Reflections of Sisterhood

Week Nine - Badge of Honor

Shortened/Modified New Member Period

For universities that require a shorter new member period, chapters may modify to meet the university needs. **Chapters should complete the identified weeks prior to Initiation and then continue the new member education post-Initiation.**

There may also be special circumstances, such as COB later in the term that result in a need for a shortened New Member Pursuit. For shortened/modified New Member Pursuit, talk with your Regional Collegiate Specialist/Council Appointed Coordinator/New Chapter Coordinator about the reasons for a shortened new member period.

For a three-week new member period, chapters should complete the curriculum for:

- Week One - Doing Good in Delta Gamma
- Week Two - Responsibility Begins with Me
- Week Five - Foundations of Friendships
- Following Initiation, the remaining weeks should be completed as a new member class.



For a four-week new member period, chapters should complete the curriculum for:

- Week One - Doing Good in Delta Gamma
- Week Two - Responsibility Begins with Me
- Week Three – Creating Inclusive Spaces
- Week Five - Foundations of Friendships
- Following Initiation, the remaining weeks should be completed as a new member class.

Weeks should be added in this order for scenarios of five-, six- and seven-week new member periods:

- Week Seven - Character Counts
- Week Four - The Ruth Billow Story
- Week Six - Be Her Champion

In a shortened new member period, consult with your chapter's RCS/CAC/NCC to determine the appropriate time to schedule events such as the New Member Retreat and Big/Little Reveal.

It is the expectation that all new members experience the entire New Member Pursuit, though some may complete their education following Initiation. Consult your RCS/CAC/NCC if you need assistance in planning for a shortened New Member Pursuit.



WEEK ZERO

Introduction Meeting



Learning Objectives:

- Identify at least three peers in their new member class
- Recognize Article II of the Delta Gamma Fraternity Constitution

Time Allotted: 1 hour

Materials Required:

- New Member Workbook for each new member
- New Member Pursuit Facilitator's Guide for Small Group Leaders and officers
- One set of pre-cut questions for each small group ([Appendix E](#))

Before the Program You Need to:

- Review the curriculum.
- Select the best introductory connection activity for the size of new member class from [Appendix E](#).
- Invite the member education adviser/new member adviser/ATC chairman to the meeting. Ask each adviser to include in their introduction one lesson Delta Gamma taught them in college and how they use the lesson professionally today.
- Cut one set of questions from [Appendix F](#) for each small group

Instructions:

2/2	<p>Welcome to Delta Gamma (large group)</p> <p>Welcome the new members to Delta Gamma. The vp: member education and director of new members should introduce themselves as well as the member education adviser/new member adviser/ATC (if present).</p> <p>Facilitator Note: Make this introduction fun and upbeat, as it sets the tone for new members' expectations for their future new member meetings.</p>
18/20	<p>Connection Activity (large group)</p>



	<p>To allow the new members to connect and engage with one another, select one of these activities found in Appendix E.</p> <ul style="list-style-type: none"> • Let It Snow! • Pop the Question • Find Your Twin • Balloon Fight • DG Bingo
20/40	<p>Small Group Introduction (small group)</p> <p>Explain to the new members that an integral part of the new member experience will be their small groups. Share the following points about small groups:</p> <ul style="list-style-type: none"> • Throughout the new member meetings, the new members will break into their small groups in order to have meaningful conversation and get to know sisters on a more intimate level. • Each small group will be led by a member who will be a go-to sister for them. <p>Introduce the Small Group Leaders.</p> <p>Break the new member class into their pre-assigned small groups. Ask each new member to introduce themselves by sharing their name and one interesting fact about themselves. Then pass around the bowl with the questions. Prior to the meeting, ensure you have cut-out the questions below and placed into a bowl or cup. Ask each new member to pull out a question and answer it. This will allow the new members to begin to get to know one another. The Small Group Leaders should also participate. Print Appendix F and pre-cut questions for each small group.</p> <p>The questions are:</p> <ul style="list-style-type: none"> • When do you see your best self? • What is one of the hardest decisions you've had to make? • What is your biggest goal for college? • What is your most prized possession? • What is your biggest fear for college? • If you were going to start a non-profit what would it be and why? • If you opened a business, what would it be and why? • If you were to give a Ted Talk, what would it be about and why? • If you had to choose a hashtag for the next year, what would it be and why? • What issue or cause are you passionate about and why?



	<ul style="list-style-type: none"> • If you could meet any author who would it be and why? • When you need to recharge, what do you do?
15/55	<p>Article II Introduction (large group)</p> <p>Welcome new members back to the large group.</p> <p>Share the following sentiment: <i>You have just begun to see and learn about your new sisters. This is a lot like the idea of an iceberg - only a very small part of the iceberg is what you see above water. As you experience DG, you will gain a deeper understanding of one another and of Delta Gamma's values. Today, we want to begin introducing you to our core values that will anchor your experience.</i></p> <p>Ask the new members to turn to page 11 in their New Member Workbook. Ask for one new member to read Article II out loud. Explain that Article II is Delta Gamma's mission or purpose statement. It describes why Delta Gamma exists.</p> <p>Ask the following questions (which can be found on page 12 of the Workbook if new members would like to make personal notes):</p> <ul style="list-style-type: none"> • <i>What stood out to you about Article II?</i> • <i>Which part resonated with you the most?</i> • <i>What aspects may be the most challenging for you?</i> • <i>Which part excites you the most?</i> • <i>When did you see Article II show-up during recruitment?</i> <p>Explain that all our actions should align with Article II. It provides a roadmap for our behavior and challenges us to be the best version of ourselves.</p> <p>Share that each week we will begin our meeting reciting Article II together as this allows us to set our foundation for each meeting in Delta Gamma's core values.</p>
5/60	<p>Weekly Challenge (large group)</p> <p>Share that each week we will end our meeting with a weekly challenge and it is always listed in their Workbook. The challenge is meant as something for you to strive to do during the following week. Today's weekly challenge is to exchange phone numbers with at least one other new sister and make a plan to connect this week. This challenge will help you begin to honor the high ideals of friendship in Article II.</p>



WEEK ONE

Doing Good in Delta Gamma



Learning Objectives:

- Recall the names of at least five new sisters
- Describe Article II of the Delta Gamma Constitution
- Apply the Delta Gamma motto of do good to case studies in social responsibility
- Discuss the importance of social responsibility as it relates to various topics

Time Allotted: 1 hour

Materials Required:

- New Member Workbook for each new member
- New Member Pursuit Facilitator's Guide for Small Group Leader and officers
- Timer (for concentric circles ice breaker)
- Flip chart paper (up to five pieces, depending on your new member class size) and Markers
- Post-it notes (two to four per new member)
- Writing utensils (consider asking the new members to bring one)

Before the Program You Need to:

- Review the curriculum.
- Read the ice breakers to determine which fits your group's size and accessibility needs.
- If you are not familiar with microaggressions, watch Delta Gamma's Article II Talk on The Impact of Microaggressions at <https://vimeo.com/428107655/38b7c0cf94>
- Write each core value of Article II on a large flip chart paper and put up in room (Friendship, Educational & Cultural Interests, Character and Social Responsibility)

Instructions:

10/10	Recite Article II (large group) Together, recite Article II on page 11 (also found on page 17) of the New Member Workbook.
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Icebreaker (large group)

Depending on the size of your new member class, select the appropriate activity below.

Concentric Circles for Large New Member Classes (Over 30 new members)

Accessibility Note: For a new member class where an individual may have disclosed a need to avoid standing for long periods of time, or for individuals who may use a mobility device, guide dog or who may need another accommodation to fully participate, consider the following ideas to make sure this activity is engaging for everyone. This could also be helpful if your new member class is very large and you do not have the space to form circles.

- Place chairs in a line facing each other, so individuals have a place to sit
- Do not form circles, but allow individuals to move around the room to their comfort level to music and find a partner when the music stops
- Consider a similar format, but have only the inner or outer circle move

Count the new member class off by twos to ensure an equal group of ones and twos. The Small Group Leaders should also participate. Start with a new member and have her say one. Then go to the next new member and have her say two. Go to the next new member and have her say one. Continue this pattern until all the new members and Small Group Leaders have been assigned a one or two.

The facilitator will give the following instructions:

Make two circles, ones inside and twos on the outside, facing each other. I will ask a question and you have 30 seconds to say your name and then talk about your answer with the person that you are facing. We will then rotate around the circle. You'll get to practice talking and listening, as you may only get to hear an answer and not share or share an answer and not hear the other person's answer! You can follow up to learn more after the meeting.

The questions are as follows:

- Inside circle: What was the last movie you saw and did you like it?
 - a. After 30 seconds, everyone takes a step to their left
- Outside circle: What time do you usually wake up in the morning?
 - a. After 30 seconds, everyone takes a step to their left
- Inside circle: What was the highlight of your week?



- a. After 30 seconds, everyone takes a step to their left
- Outside circle: What does your perfect no-obligations weekend look like?
 - a. After 30 seconds, everyone takes a step to their left
- Inside circle: What is one thing you are really good at?
 - a. After 30 seconds, everyone takes a step to their left
- Outside circle: What is your favorite part of getting to know new people?
 - a. After 30 seconds, everyone takes a step to their left
- When did you see a do good action this week?
 - a. After 30 seconds, have the other person answer their partner.

Blobs and Lines for Small New Members Classes (Fewer than 30 new members)

Accessibility Note: For a new member class where an individual may have disclosed a need to avoid standing for long periods of time, or for individuals who may use a mobility device, guide dog or who may need another accommodation to fully participate, consider the following ideas to make sure this activity is engaging and fun for everyone.

- Do not create a sense of urgency, rush or time limit to forming blobs or lines during the activity
- Allow individuals to move around the room to their comfort level
- Consider the modifications to the Concentric Circles ice breaker above. This activity may work better and be more accessible to your group.

The facilitator will give the following instructions:

We're going to start our meeting with an ice breaker called "Blobs and Lines." I will let you know if we are going to make lines or blobs based on the topic of the question.

- Make a line alphabetically by first name
- Make blobs based on if you are a morning person or a night person
- Make blobs based on your favorite season: spring, summer, fall or winter
- Make a line based on your birthdays, January 1-December 31
- Make blobs based on the number of siblings you have
- Make a line of how near or far from the DG house/meeting space you live
- Make blobs based on your favorite snacks: sweet or salty
- Make blobs based on your major/schools (ex. nursing, business, arts & sciences, engineering, etc.)



	<p>Facilitator Note: You do not need to ask all the questions. Simply ask the questions that fill the 10-minute time allotment for this activity.</p>
5/15	<p>Article II Review (large group)</p> <p><i>We are going to dig into Article II of the Delta Gamma Constitution this week. Article II is one of the guiding forces of Delta Gamma that we will talk about most often. It describes our core values, much like the way that our founders chose the motto “Do Good.”</i></p> <p><i>Let’s read Article II together again. It’s printed in your workbook on page 11, so you can follow along.</i></p>
10/25	<p>Article II Brainstorming (large group)</p> <p>Facilitator Note: Before the meeting, on each piece of flip chart paper, write each element of Article II on a separate flip chart paper and put them on different walls in the room.</p> <ol style="list-style-type: none"> Friendship Educational & Cultural Interests Character Social Responsibility <p>Read the following instructions: <i>Let’s brainstorm as a group some of the things that you’ve learned and seen so far in your time in Delta Gamma. We are passing around post-it notes. Each person should take 2-3. On your post-it, write down an example of something you learned or experienced during recruitment or the last week as new members that you feel relates to Article II.</i></p> <p>Give new members 2-3 minutes to write on their post-its.</p> <p>Continue with the following instruction: <i>Now, take a minute and bring up your post-its and put them on the flip chart that it is related to.</i></p> <p>After the new members are finished placing their post-it notes, as a group, review which flip charts have more or less post-its on them. It is likely that friendship will have the most, as the new members have only been a part of Delta Gamma for a short time. For those flip charts that have fewer examples, share some personal stories of when you have seen this value in action in the chapter.</p>



	<p>Debrief Social Responsibility last. Share the following sentiment: <i>We see that social responsibility happens as part of Delta Gamma, but it is something that can be tough to put your finger on and point out as it is happening. This week, our activities are going to focus on Social Responsibility, as it's one of the ways we can do good with our sisters, on our campuses and in our day-to-day lives.</i></p>
5/30	<p>Policy Review (large group)</p> <p>Share the following: <i>If you turn to page 18 in your New Member Workbook, you will see some resources:</i></p> <ul style="list-style-type: none"> • <i>Positional Statement on Inclusivity</i> • <i>Alcohol Policy</i> • <i>Hazing Policy</i> • <i>Social Media Policy</i> • <i>Campus Resource Worksheet to be completed in your small group</i> • <i>Xcelasone directions</i> <ul style="list-style-type: none"> a. <i>You will find Xcelasone directions on page 28 of your New Member Workbook</i> <p><i>Take a few minutes to read through the Positional Statement on Inclusivity, Alcohol Policy, Hazing Policy, Social Media Policy and the Campus Resource worksheet. Delta Gamma wants to make sure you are aware of these statements, policies and resources available on campus and these may help as we're going through the next activity.</i></p> <p><i>Xcelasone is an online training that you will participate in before Initiation. The vp: member education will send out an email with more instructions, but this training focuses on social responsibility across a lot of different topics.</i></p> <p>Sample Timeline to Complete Xcelasone <i>*Note: Xcelasone is a self-paced curriculum that new members can complete at their leisure, provided it is completed prior to Initiation. The schedule below is the recommended pace that will help new members complete the program in a timely manner.</i></p> <p>Week 1: Introduction to Xcelasone Week 3: Claim new member account and begin the 100 series Week 4: Work on the 100 series Week 5: Complete the 100 series Week 6: Begin the 200 series Week 7: Complete the 200 series</p>



20/50	<p>Social Responsibility Case Studies (small and large group) <i>Ask: Who has heard of the term “bystander” or “bystander behavior?” What does it mean?</i></p> <p>Reinforce correct answers. If the answers are off base, add in the following definition: <i>Bystander behavior is when someone witnesses something they think might be a problem, but does not do anything about it.</i> Additional explanation of Bystander Behavior by Dr. Alan Berkowitz can be found on page 30 of the workbook.</p> <p><i>Say: To move beyond bystander behavior, we want to talk about several different scenarios where sharpening your sense of Social Responsibility is important. Our goal for this activity is for you to notice what is going on, decide what might be a problem and brainstorm what you might do instead of nothing.</i></p> <p><i>Directions: We are going to break out into small groups to look at some brief scenarios. Imagine yourself in the scenario and think about what you might be able to do to do good if you saw this happening. After you work through your scenarios in your small group, we'll debrief as a large group. Please be aware some of these scenarios might speak to a challenge you or someone you love has experienced. Please model compassion and understanding as we discuss these scenarios.</i></p> <p>Assign each small group a scenario. The small group should review the scenario and answer the processing questions listed below in their workbook on pages 31-36. If you have more than six groups, assign several groups to the same case. If you have fewer than six small groups, ask some small groups to review two scenarios.</p> <p><u>Scenario 1:</u> You have been having lunch with Lauren and Jo for three weeks now and you have noticed something you're concerned about. Jo usually picks up pizza or a sandwich, some fruit for good measure and soda or a dessert. Most days, she picks it into pieces and then criticizes how bad her choices were and how she is going to feel awful all day. She often mentions it is fine for you “because you’ve got a naturally great metabolism” but that she does not and she’s going to gain the freshman fifteen. In frustration one day last week, you mentioned once that she should just get something different for lunch and now she has decided to just study on the quad and skip lunch so she can get more done.</p>



Today, Lauren mentions that Jo, who lives on her floor, passed out last night and mentioned she forgot to get dinner before she worked out. You are both concerned about her, but it did not go well when you talked to her last time.

Reflection Questions:

1. What would you do in this scenario?
2. Who could you talk to about your concern for Jo?
3. If we want to do good in this scenario, what do we need to consider?

Scenario 2:

You are studying in the Library between classes when you overhear Lena and Jane, two juniors in the chapter talking about the surprise Cinco de Mayo party they have planned for the new members. You aren't trying to eavesdrop, but they aren't being quiet, so you pretend to be focused on your work so they don't realize you are listening.

From what you're hearing, it sounds like after the mixer on Saturday, the juniors are planning to host a house party for new members involving some drinking games and it sounds like there is probably going to be a keg. They are planning to bring new members back to the house and then after they're blindfolded, dressing them up in sombreros and ponchos and driving them to the house where the party is hosted.

Reflection Questions:

1. What would you do in this scenario?
2. Who could you talk to about your concerns?
3. If we want to do good in this scenario, what do we need to consider?

Scenario 3:

Formal is an annual tradition and this year your chapter is going to a super fancy hotel. The weather is going to be beautiful and the dinner options sound great. Amy, the director of social events has shared that the hotel bar is expensive, and everyone will be carded and receive appropriate wrist bands when entering the event.

Most of the new members have heard that it will be either impossible or really expensive to get drinks during formal, so Andrea and Jen have decided to get everyone together to pre-game formal at one of the senior's off-campus apartments. There is transportation provided to and



from the hotel, so as long as you don't have to drive, it seems like you aren't breaking the most serious rules.

Reflection Questions:

1. What would you do in this scenario?
2. Who could you talk to about your concerns?
3. If we want to do good in this scenario, what do we need to consider?

Scenario 4:

Late one evening you are scrolling Instagram and see Kelly, a Black sister, post that she is tired of feeling like an outsider in Delta Gamma. Members often say things like “you have really good English” and “can I touch your hair” and ask Kelly to be in the chapter’s recruitment video. You see this post and are not a bystander to it. You reach out to Kelly and have a conversation. You learn that this member feels like her experience is only put front and center in Delta Gamma when the chapter wants to showcase the chapter as “diverse” but does not take steps to make women of color, especially Black sisters, feel included in the chapter experience.

Reflection Questions:

1. What would you do in this scenario?
2. Who could you talk to about your concerns?
3. If Doing Good means Doing Better, what do we need to consider?
How can the chapter create a safe, inclusive space for members of color?

Scenario 5:

Joining DG has been great for many reasons, but it has been especially nice to finally make friends who are in a few of your most challenging classes. Alex and Ruthie are in both your 9 and 10 a.m. Monday/Wednesday/Friday engineering classes. You have been staying up late to finish a group project with them every night this week and studying for your calculus midterm. By the third night working on your project, the sleep deprivation has been hitting you and Ruthie harder than it seems to be hitting Alex. Starbucks is draining your bank account with all the coffee you need to keep up.

You mention how exhausted you are to Alex and she says you could have one of her Adderall tonight if you are interested. She said she was prescribed them in high school for ADHD, but she mostly takes them when she’s got a lot of work and needs to focus more. You are hesitant to



try something like that, but she insists it's no pressure and that she'll take one with you and make sure you're ok! Ruthie does not seem to be having as much trouble staying focused tonight, but she says she's taken it before and it can help a lot with focusing.

Reflection Questions:

1. What would you do in this scenario?
2. Who could you talk to about your concerns?
3. If we want to do good in this scenario, what do we need to consider?

Scenario 6

Gianna has been busy posting on Instagram. You see she has shared several posts that do not align with Article II and make reference to the fact she is a Delta Gamma. You have also heard that Gianna has a separate "finsta" account where she has been posting photos that are not reflective of the character you expect to see from a Delta Gamma sister. You mention to her that her recent posts don't seem to align with DG's values and she blows you off saying, "it's my First Amendment right."

Reflection Questions:

1. What would you do in this scenario?
2. Who could you talk to about your concerns?
3. If we want to do good in this scenario, what do we need to consider?

Bring the small groups back together and in the large group ask the following questions:

- *What are the social responsibility issues in the scenario you discussed? (If not mentioned, include the themes below)*
 - a. Scenario 1: possible eating disorder, health and well-being
 - b. Scenario 2: Throwing a party for new members, possible hazing with the blindfold, cultural appropriation: Cinco de Mayo with sombreros/ponchos; Positional Statement on Inclusivity
 - c. Scenario 3: alcohol, pre-gaming
 - d. Scenario 4:
 - i. Positional Statement on Inclusivity
 - ii. Kelly has experienced microaggressions which are defined as brief and commonplace daily verbal, behavioral and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory or negative racial slights and insults to the



	<p>target person or group. Ask the following question: <i>How are the comments made to Kelly a microaggression?</i></p> <p>e. Scenario 5: prescription drug use/abuse- Adderall</p> <p>f. Scenario 6: inappropriate social media posts; fake Instagram account; social media policy - ability to be held accountable for posts out of alignment with Article II; each member is a reflection of Delta Gamma</p> <ul style="list-style-type: none"> • <i>What would you do to do good in your scenario?</i> • <i>How do these scenarios relate back to Article II?</i> • <i>How do these scenarios relate back to Delta Gamma's Positional Statement on Inclusivity?</i> • <i>How does overcoming bystander behavior help us live out Article II? [Listen for standing up for a sister promotes high ideals of friendship]</i> • <i>Many of these scenarios involve alcohol. Why is that such a big theme?</i> <p>Highlight important points made. At the end, share the following sentiment: <i>Delta Gamma wants you to know that these scenarios might be things that you encounter in college, but we want you to be prepared to do good when you see them. We all have a responsibility to step up and speak up, because you can impact the lives of your friends and your sisters for the better. Delta Gamma is here to support you and wants to make sure that you can learn to recognize opportunities to speak up when things aren't ok.</i></p>
2/57	<p>Wrap-Up (large group)</p> <p><i>Thank you for your participation and sharing this week. Our new member meetings are designed to give you an opportunity to get to know each other and get to know Delta Gamma. Next week, we will continue our conversation on social responsibility and talk about commitments and promises.</i></p> <p>Explain that the director of new members, vp: member education and Honor Board are here as resources if you want to discuss any of these topics, the scenarios or things you might be concerned about. We are here to listen and help you brainstorm ways you can do good.</p>
3/60	<p>Weekly Challenge (large group)</p> <p><i>This week, as a challenge, we want you to try to find an opportunity to do a "Random act of Good" for someone in your life (whether you know them or not). This could be as small as a pep talk to a nervous friend</i></p>



before a big exam, leaving a note of encouragement or buying coffee for someone behind you in line. Hopefully, if you practice thinking on the spot to do some proactive good, you can sharpen your sense of social responsibility if you should see the need to step in when you see a problem.

Lastly, please fill out the Campus Resource Worksheet with our campus' resources. If you need assistance completing, please let your Small Group Leader know.

After the Meeting:

For the director of new members and vp: member education, discuss and debrief this meeting shortly after. Identify any gaps where the new members may not have identified problems in the scenarios and brainstorm how you can support them as they develop their sense of social responsibility.

Conduct a brief, parallel discussion with the chapter before or after the new member meeting. Review Article II and the emphasis on teaching and role-modeling social responsibility to the new member class.

- This discussion might include a reading of Article II and brainstorming the ways you're demonstrating each element (character, friendship, educational and cultural interests and social responsibility) through your actions, events and interactions with the new members over their first week.
- If the chapter has not intentionally demonstrated social responsibility yet, what are some ways you can do this in the next week?



WEEK TWO

Responsibility Begins with Me



Learning Objectives:

- Understand the mutual expectations of Delta Gamma membership
- Understand the purpose of Honor Board
- Understand the attendance, finance, scholarship and housing requirements
- Understand the purpose of the attendance, finance, scholarship and housing requirements

Time Allotted: 1 hour

Materials Required:

- Projector and computer
- New Member Workbook for each new member
- New Member Pursuit Facilitator's Guide for Small Group Leader and officers
- Large cut-out anchor on white paper
- A piece of construction paper for each new member. The paper should be cut into small strips so that together each piece will cover the anchor. Different colors of paper should be used so that together they form a colorful mosaic.
- Glue sticks or tape

Before the Program You Need to:

- Invite Honor Board, vp: finance, vp: communication, director of scholarship and director of house management/director of chapter property to the new member meeting. Give them a copy of this week's facilitators guide so they are prepared for their presentations.
- Cut out a large paper anchor on white paper.



Instructions:

10/10	<p>Recite Article II (large group)</p> <p>Together, recite Article II on page 11 of the New Member Workbook.</p> <p>Anchor Mosaic (large group)</p> <p>Welcome new members to the Week 2 new member meeting. Ask the following question: <i>What is a mosaic?</i></p> <p>Share that a mosaic is an image made from many multiple pieces. Explain that today we are going to make an anchor mosaic.</p> <p>Hang the large cut-out anchor on the wall. Give each new member a piece of colored paper. Ask each new member to think of a commitment or promise they want to make to Delta Gamma and write it down on the piece of paper. This could be something they promised in the Pi Alpha ceremony or a commitment they want to make to one another related to the objects listed in Article II - friendship, social responsibility, educational and cultural interests and character.</p> <p>As the new members finish writing their promise, ask each new member to place their commitment on the anchor using tape or a glue stick. At the end, the entire anchor should be completely covered with no white paper showing. If there is any white paper showing, have the Small Group Leaders or officers present add in their promise.</p> <p>Ask the following questions:</p> <ul style="list-style-type: none"> • <i>What do you notice?</i> (listen for each of our commitments impacts the overall design) • <i>What stands out to you about this mosaic?</i> • <i>What will our relationships look like if all these promises are honored?</i> <p>Remove a third of the commitments/promises from the mosaic.</p> <p>Ask the following question:</p> <ul style="list-style-type: none"> • <i>What do you notice now?</i> (listen for incomplete mosaic) • <i>What happens when we disregard our promises?</i> • <i>When is a time you made a promise and you honored that promise? What happened?</i>
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	<ul style="list-style-type: none"> • <i>Think of a time when someone made a promise to you and they did not honor it. How did you feel?</i> • <i>What do you think Delta Gamma expects of you?</i> • <i>What do you expect from Delta Gamma?</i> <p>Make the following points if not said by the new members:</p> <ul style="list-style-type: none"> • Just as our mosaic was incomplete without each person's promise, so is Delta Gamma when we break the promises we made to one another. • Delta Gamma becomes whole and vibrant when we honor our promises. • Relationships and friendship flourish when we honor our promises.
5/15	<p>Statement of Obligation (large group)</p> <p>Share the following sentiments:</p> <ul style="list-style-type: none"> • <i>We hope you have high expectations of Delta Gamma just as Delta Gamma has high expectations of you. We believe that membership in Delta Gamma can help us to be the best version of ourselves.</i> • <i>We also understand that there is accountability in relationships. I know I ask my friends for clarification when their behaviors are problematic or uncaring.</i> • <i>This is the same for DG – we help each other be the best versions of ourselves. This may mean having a difficult conversation with a friend or even holding her accountable through Honor Board which we will talk a bit more about later.</i> <p>Review the following: <i>Delta Gamma's Statement of Obligation articulates the expectations Delta Gamma has for each new member and member and how we hold each other accountable. It says we will follow the chapter's rules, called the bylaws and standing rules. It says we will achieve our scholastic potential and honor our financial obligations. It says that we will respect the confidentiality of Delta Gamma proceedings and obey all local, state, provincial and federal laws. It tasks our Honor Board with helping us be accountable to each other and to Delta Gamma. We are now going to move into our small groups to discuss the Statement of Obligation.</i></p>



10/25	<p>Statement of Obligation Review (small group)</p> <p><i>Let's turn to page 39. Would someone volunteer to read the first paragraph? After the first paragraph, ask someone to read the second paragraph. Follow this same format for the entire Statement of Obligation.</i></p> <p>Ask the following questions:</p> <ul style="list-style-type: none">• <i>What stands out to you?</i>• <i>What are you surprised to see in the Statement of Obligation?</i>• <i>What are you glad to see mentioned?</i>• <i>What questions do you have?</i> <p>Explain what the Statement of Obligation means to you.</p> <p>Explain that in order to be initiated, members must sign the Statement of Obligation. Explain this is done electronically and that they will receive an email from Delta Gamma with a link where they will review their contact information and sign the Statement of Obligation.</p>
5/30	<p>Honor Board Review (large group)</p> <p>Introduce the vp: social standards and explain she oversees Honor Board and helps each woman of the chapter to live by Delta Gamma's expectations as outlined in the Statement of Obligation. The vp: social standards should share the following sentiment: <i>We have a dedicated group of women whose primary role is to care for us as members and help us to become the best version of ourselves – we call this group of sisters Honor Board. Honor Board is made up of five sisters who are elected to the position and have a dedicated adviser. These women are our champions – they support us and help us when we need it. Honor Board is a confidential group and a safe space. They have weekly meetings which you can attend when you need to talk to them and sometimes they'll invite you because they want to check in with you!</i></p> <p>Introduce the chapter's Honor Board members and allow them to briefly explain what Honor Board means to them. Honor Board members should focus the conversation equally on the caring for our sisters versus accountability.</p>



	<p>The vp: social standards shares the following sentiment: <i>One of the roles Honor Board has is to hold members accountable if they break the Statement of Obligation. Sometimes this is very straightforward and we do not need to discuss it – such as when dues aren't paid by the due date. Other times, it is more subjective and we might need to talk with a sister in order to better understand what's going on. In that case, we will ask her to visit with Honor Board.</i></p> <p><i>In addition, sometimes the outcomes of Honor Board may not make sense to others. It is important to know Honor Board operates under confidentiality which prevents Honor Board from explaining decisions and outcomes. Please remember Honor Board is challenged to help each of us grow and develop which may require forgiveness, open dialogue and self-reflection.</i></p> <p><i>Depending on the circumstances and how the Statement of Obligation was broken, a member might need to go on probation for a period. This means their responsibilities are restricted.</i></p> <p>Ask the following question:</p> <ul style="list-style-type: none">• <i>Why would restrictions be placed on a member's behavior if she wasn't following the Statement of Obligation?</i> <p>Share the following if not said by the new members:</p> <ul style="list-style-type: none">• <i>This allows the member to focus on re-aligning their behaviors with the expectations of Delta Gamma.</i>
25/55	<p>General Membership Expectations</p> <p>The vp: member education/director of new members, share the following sentiment: <i>In order for our chapter to understand what is expected of us as Delta Gammas, we have what we call our Bylaws and Standing Rules (BLSRs). Some of these bylaws and standing rules apply to all Delta Gammas and some are unique to our chapter. Today, we are going to highlight for you four parts of our BLSRs: finance, attendance, scholarship and housing (or Honor Board if the chapter does not have housing). There is a place for you to make notes on page 40 of the New Member Workbook.</i></p> <p>Let's start with finance.</p> <p>Introduce the vp: finance.</p>



The vp: finance reviews the same Budget Presentation Template that was shared with the members in the spring of that year prior to the Vote to Approve Budget. The vp: finance should focus on the slides that explain the chapter budget.

The vp: finance explains the following:

- When dues are due
- Introduces greekbill and how to log-in
- Ask: *Why would Delta Gamma have these expectations?*
- Answer questions

Introduce vp: communication, director of scholarship and director of house management (if applicable).

Divide the new member class into three groups (if your chapter does not have housing, the third group should meet with Honor Board for a quick check in). These groups will each spend 5 minutes with the vp: communication, director of scholarship, director of house management or Honor Board to review the basic responsibilities and expectations in these areas. The vp: communication, director of scholarship and director of house management/Honor Board should explain to each group the general expectations of membership respective to their area and help new members complete the necessary portions of the New Member Workbook. If possible, each officer should have a private space so that the new members can hear each presentation.

Attendance

- Explain that we know everyone has a lot of responsibilities and are involved in different activities, but the more you open your heart, give your time and learn the hearts of our chapter, the more you get out of our sisterhood.
- Explain the two types of events: Anchored Events and non-Anchored events
 - Anchored Events are required events (such as chapter meetings, Founders Day, retreat, etc.)
 - Non-Anchored events are events that enrich our sisterhood and membership experience. These events are fun and help us develop meaningful relationships but are not required. We recommend you make a point of attending at least three non-anchored events a term.



- Connect the discussion to any of the commitments the new members made on the Anchor mosaic
- Explain the process for being excused from events and what happens if someone misses two events but is not excused from them
- Ask: *Why would Delta Gamma have these expectations?*
- Answer questions

Scholarship

- Explain that everyone's first and foremost responsibility is to school and their academic career
- Explain the term and cumulative GPA requirements of the chapter and the consequences for not meeting these requirements
- Review the process for submitting grades each term (e.g., how members upload/turn in grades if their university does not do that)
- Connect the conversation to any of the commitments the new members made on the Anchor mosaic
- Ask: *Why would Delta Gamma have these expectations?*
 - Listen for Article II - one of the tenets in Article II is educational and cultural interests.
- Answer any questions

Housing (if applicable)

- Explain what the housing is (especially if new members have not yet seen it)
- Explain how many the women live in the house, who usually lives there (officers, a particular year in school, etc.)
- Explain how the house is filled (i.e., sign-ups, lottery, point system, etc.)
- Share what you love about the house
- Connect the conversation to any of the commitments the new members made on the Anchor mosaic
- Answer questions

Honor Board (if no housing)

- If your group is larger than five new members, divide into five smaller groups with at least one Honor Board member with each group.
- Invite everyone to share a high/low (e.g., rose/thorn) from the past week



	<ul style="list-style-type: none">• Share that Honor Board’s primary purpose is to understand the pulse of the chapter. This activity helped Honor Board to understand how their new members are doing and adjust chapter programming and operations accordingly.• Answer questions
3/58	<p>Wrap-Up (large group)</p> <p>Ask new members to turn to page 42 in the workbook and ask the following questions:</p> <ul style="list-style-type: none">• <i>What would happen if our new members and members ignored the expectations shared today? What would our chapter look like?</i>• <i>What questions remain?</i> <p>Remind new members to be on the lookout for an email that prompts them to sign the Statement of Obligation. This must be completed at least seven days prior to Inspiration in order to be initiated.</p>
2/60	<p>Weekly Challenge (large group)</p> <p>Bring two artifacts to the next new member meeting that represent a part of your life and/or identity that are important to you. These can be objects, pictures or anything you can think of. Facilitator Note: Try not to give examples, as this could limit the creativity of the participants.</p>

After the Meeting:

- Send out a reminder about bringing two artifacts to the next new member meeting that represent a part of your life and/or identity that are important to you. These can be objects, pictures or anything you can think of. If there is something of value that they prefer not to physically bring, they may bring a photo of the item.



WEEK THREE

Creating Inclusive Spaces



Learning Objectives:

- Understand backgrounds/histories of other new members
- Understand Delta Gamma's Positional Statement on Inclusivity and how this ties in with creating an inclusive environment in the chapter
- Describe the history of Delta Gamma as it relates to supporting women in their higher education
- Commit to ways in which they can support one another in their educational interests
- Articulate that a portion of Article II includes: "to promote educational and cultural interests."

Time Allotted: 1 hour

Materials Required:

- New Member Workbook for each new member
- New Member Pursuit Facilitator's Guide for Small Group Leader and officers
- Each new member will need their two artifacts
- TV or computer with projector with internet capabilities to show Reflecting on Sisterhood video
- [Reflecting on Sisterhood video](#)
- Post-it notes or small pieces of paper

Before the Program You Need to:

- Set up the technology
- Ensure the [Reflecting on Sisterhood video](#) is ready to be played
- Check that the video and sound is working properly
- Remind the new members to bring their two artifacts. The instructions are as follows: *We are asking you to bring two artifacts to the next new member meeting*



that represent a part of your life and/or identity that are important to you. These can be objects, pictures or anything you can think of. Try not to give examples, as this could limit the creativity of the participants. Send an additional reminder the day before/day of this session via email, text or however your chapter communicates best.

Instructions:

18/18	<p>Recite Article II (large group)</p> <p>Together, recite Article II on page 11 of the New Member Workbook.</p> <p>Artifact Sharing (large and small group)</p> <p>Ask the new members to divide into groups of three. You can count off or use some other mechanism to ensure women are interacting with new members other than who they typically interact with. Let them know that there is a place for them to write in personal notes about the two artifacts they brought on page 44 of their workbook.</p> <p>Share the following sentiment: <i>While there are many wonderful parts of our sisterhood in Delta Gamma, one of the most cherished is our connections with other sisters. As new members in our Fraternity, we hope you will learn more about each other and start making connections.</i></p> <p><i>Each of you has brought two artifacts that represent a part of your life and/or identity that are important to you. In your small groups, please take a turn sharing what you brought and explaining the significance. You will each have 4-5 minutes to share. We want to hear from you so please use all your time allotted so we can understand the significance of your items.</i></p> <p>Each new member will have 4-5 minutes to share.</p>
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10/28

Positional Statement on Inclusivity Review (large and small group)

Bring the group back together. Share the following sentiment:

Thank you for sharing. As we learn more about one another, we start to make connections that will strengthen our friendships and bonds.

I am sure you found some similarities in your histories and/or identities. It may have been that you both celebrated people you love, discussed a moment of adversity or acknowledged something you are proud of. In addition to these similarities, each of you have differences that make you unique.

Delta Gamma strives to create a place where both similarities and differences are celebrated and all members are included. Delta Gamma also recognizes that it takes active work to recognize the implicit bias in how we see the world and others. Turn to page 45 in your New Member Workbook. Implicit bias is the attitudes or stereotypes that affect our understanding, actions and decision in an unconscious manner. These biases can be both favorable and unfavorable. Our implicit biases happen naturally, without our awareness or control, often because of what we have been conditioned to think throughout our life. It is on us to start to recognize these unconscious thoughts and ensure we do not mistreat people as a result. Delta Gamma has a Positional Statement on Inclusivity.

Ask the new members to turn to page 45 in the New Member Workbook. Have someone read the Positional Statement on Inclusivity aloud.

Ask the new members to discuss in their small groups the following questions for three minutes:

- *Why is it important to create an environment where all members feel included?*
- *Think back to the scenario we discussed last week about Kelly and her experience as a sister of color in Delta Gamma. How does our implicit bias impact our ability to create an inclusive environment?*

Ask each small group to share one thing they discussed with the larger group.



7/35	<p>Reflecting on Sisterhood Video Part 1 (large group)</p> <p><i>As you know, women were not always included in higher education. Delta Gamma was founded as a means to support women when very few women were even allowed to attend college. We are going to watch a video that showcases this history. It is important to remember as you watch this video that higher education was only accessible to White, Christian wealthy women.</i></p> <p>Show video clip 1 (up through ~6 minutes on video).</p>
5/40	<p>Video Discussion Part 1 (small group)</p> <p><i>Sororities were created to give women a safer space as higher education was predominantly male focused.</i></p> <p>Ask the following questions:</p> <ul style="list-style-type: none">• <i>What stood out to you about this video?</i>• <i>How did sororities strive to create a safer space for women?</i>
8/48	<p>Reflecting on Sisterhood Video Part 2 (large group)</p> <p>Bring the group back together.</p> <p>Show video from 13-14:30 and 20-21:26.</p> <p>Ask the participants to turn to page 46 in their workbook to see the pay gap data by race.</p> <p><i>While we have made many strides as women, we still get paid less than men. You will see that women's pay varies significantly by race.</i></p> <p>Ask the following question:</p> <ul style="list-style-type: none">• <i>Why is it important to acknowledge this inequity?</i>



8/56	<p>Video Discussion Part 2 (small group)</p> <p>Ask the following questions:</p> <ul style="list-style-type: none">• <i>What stood out to you?</i>• <i>What do you want to accomplish while in college?</i> <p>Pass out post-it notes to each new member while they are talking. <i>Your journey in Delta Gamma will be a time to learn, grow and challenge yourself. We want to encourage one another to achieve the aspirations we just discussed. On your post-it, please answer the following question: How can your soon-to-be sisters support you in achieving these goals?</i></p> <p>Examples may include: study with me, hold me accountable to finishing my homework before going to a social event, ask me how my classes are going, etc.</p> <p>As the new members finish, ask them to put the post-it notes on a wall or flat surface. If time allows, read a select few to highlight main points. Finally, ask them to turn to pages 48-49 and take a few minutes to reflect.</p>
2/58	<p>Wrap-Up (large group)</p> <p><i>Article II explains what our Fraternity is all about. It states: The Objects of this Fraternity shall be to foster the high ideals of friendship among women, to promote their educational and cultural interests, to create in them a true sense of social responsibility and to develop in them the best qualities of character.</i></p> <p><i>We hope that this session allowed you to better understand the backgrounds of fellow new members, including their educational and cultural interests. We also hope it reminded you of the importance of creating an inclusive, safe space for all new members regardless of the identities they hold.</i></p> <p><i>As you continue through your new member journey, we hope you will continue to explore yours and others' educational and cultural interests so you can create authentic connections and support one another.</i></p> <p>Remind the new members of the following:</p> <ul style="list-style-type: none">• To claim their new member account• Sign their Statement of Obligation• Complete the Xcelasone curriculum in its entirety prior to



	Initiation and refer to the sample timeline
2/60	<p>Weekly Challenge (large group)</p> <p>Reach out to another sister. Share your personal story. Share what each of you need to make Delta Gamma feel like a brave, inclusive space.</p> <p>Share that earlier we talked about implicit bias. Ask the new members to take an implicit bias test at: https://implicit.harvard.edu/implicit/takeatest.html. They can also learn more about implicit bias at: http://kirwaninstitute.osu.edu/implicit-bias-training/</p>

After the Program You Need to:

- Send the full [Reflections video](#) to members, so they can view it if they would like to learn more about Delta Gamma's history.
- Send the link to the [implicit bias test](#) and the link to learn more about implicit bias at <http://kirwaninstitute.osu.edu/implicit-bias-training/>.



WEEK FOUR

The Ruth Billow Story



Learning Objectives:

- Describe the history behind the Delta Gamma Foundation
- Identify the Delta Gamma Foundation's three areas of support
- Identify three expectations of the big/little sister program

Time Allotted: 60-75 minutes

Materials Required:

- New Member Workbook for each new member
- New Member Pursuit Facilitator's Guide for Small Group Leader and officers
- Print off the speaker parts in the Facilitators Guide below for four different new members. Tip: Consider asking four new members to read who have not been center stage.
- After the meeting share the Delta Gamma Foundation website link to expand the new members' understanding.

Before the Program You Need to:

- Review options to expand this week's program. Please read the below list and consider which option will offer the most educational value and takeaways for the new member class.
 - Option A: Invite a speaker from a local organization that supports the visually impaired and blind community to share ways to do good in support of our Service for Sight mission. Ask the speaker to share for 15 minutes and allow 10 minutes for questions.
 - Option B: If your chapter works with an individual with visual impairment, consider inviting them to share their story and how your chapter helps them. Ask the speaker to share for 15 minutes and allow 10 minutes for questions.
 - Option C: Invite your chapter's vp: Foundation or a Foundation team director to speak regarding your chapter's Signature Foundation fundraising event, Service for Sight, projects and fundraising dollars donated to the Delta Gamma Foundation including any local organizations that share our Service



- for Sight Mission through gifts to the Foundation. Ask the speaker to share for 15 minutes and allow 10 minutes for questions.
- Option D: Identify an organization in your area with a philanthropic mission to support the community of persons with blindness or vision impairment or to prevent, treat or advocate on blindness or vision impairment for the new member class to complete a 45-minute service project. If such an organization is not available in your local community, identify an organization that needs assistance for a 45- to 60-minute service project. Consider breaking up the class into strategic small groups to encourage new members to meet others.
 - Tip: This is a great opportunity to invite a member education team member to plan this portion of the meeting. Consider reaching out to your Regional Foundation Coordinator (RFNC) for any vision centered organizations in your area. To locate your RFNC's email address, email dgfoundation@deltagamma.org.
 - Tip: Consider where the group meets to save transportation time. You might save time if you can host the initial part of the meeting at the location of the service project.

Instructions:

15/15	<p>Recite Article II (large group) Together, recite Article II on page 11 of the New Member Workbook.</p> <p>Ruth Billow's Story of Sisterhood and Doing Good (large group) <i>This week we kick-off Week Four of your Delta Gamma story. Last week we discussed our value of educational and cultural interests within our organization. In addition, we shared our thoughts on Delta Gamma's Positional Statement on Inclusivity and what does support look or feel like for one another as we all work to complete our education and further our development.</i></p> <p><i>Oftentimes education and development are not limited to the walls of a classroom. Learning can happen in many places and settings.</i></p> <p>Ask the following questions:</p> <ul style="list-style-type: none"> ● <i>Other than the classroom, where else do you all learn?</i> ● <i>What learning experiences, outside the classroom, did you enjoy in high school or college so far?</i> ● <i>Stand up, raise your hand or snap your fingers if you completed service hours or a major project of service in high school.</i>
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	<p>Ask the new members to find someone with the same color shirt on and share your favorite service activity and why.</p> <p>Ask two people to share their service story. Consider looking for someone to share who has not shared before in a large group setting.</p>
	<p>Instruct the group to return to their seats for the next portion of the meeting.</p> <p>Ask four new members to take a part in reading the below:</p> <p>Speaker 1: Since 1881, Delta Gamma has hosted a Convention allowing voting delegates and leaders to gather and conduct the business of our Fraternity. During the course of Delta Gamma history, Convention has been cancelled twice and hosted virtually once. Of all Conventions, something extra special occurred at the 1936 Delta Gamma Convention in Lake Placid, New York, when a member took the Convention floor to explain with sincerity and simple directness, the merits of a “Talking Book” for the blind.</p> <p>Speaker 2: The story goes that Delta Gammas at the Convention listened intently and the big room was quiet as Ruth Billow outlined the work that the Akron alumnae chapter had done to aid the sightless. An initiate of Eta-Akron chapter in 1917, Ruth Billow lost her sight at the age of three when searing hot coffee spilled over and splashed into her eyes and left her blind.</p> <p>Speaker 3: At 15, Ruth Billow attended the Perkins Institution for the Blind in Massachusetts. She graduated from the University of Akron and enjoyed a course in welfare work at Harvard University’s graduate school for the blind. Ruth was known to laugh easily and live with contagious spontaneity. Devoted to Delta Gamma, Ruth lived to help others with a pleasant smile and never-failing good humor.</p> <p>Speaker 4: Delta Gamma owes much to Ruth Billow as our philanthropy, Service for Sight, has been at the heart of the Delta Gamma mission since 1936. The Delta Gamma Foundation fosters lifetime enrichment for members, promotes Service for Sight and partners with the Fraternity to ensure the future of our sisterhood. Our dedicated members and friends make this possible through fundraising, service and generous gifts to the Foundation, which</p>



	<p>supports our three areas of focus: 1) Individual Member Support, 2) Training and Programming and 3) Service for Sight.</p> <p>After the speakers finish reading, share the following: <i>Please turn to page 56 and take a moment to reflect on Ruth's story. After you finish, look at pages 57-60 and learn about the positive impact of our Foundation.</i></p> <p><i>I want to draw your attention to page 57 to see the map and the five schools known as Delta Gamma Schools for Children with Visual Impairments. You might remember from recruitment, we are the only National Panhellenic Conference organization who has five schools for children with visual impairments. Did you see those adorable pictures of Delta Gamma Hope Children? Established in 2020, the Hope Child program allows our Delta Gamma membership to learn their faces and hear their stories. If you are looking for more stories on Hope Children, please contact your RFNC or visit www.deltagamma.org/hopechild.</i></p> <p><i>Do not close your books before you review the list of three areas of focus: 1) Individual Member Support, 2) Training and Programming and 3) Service for Sight. Also, find information on merit and need-based scholarships and crisis grants for individual members. I hope you will spend your time this week clicking on the Foundation tab of the Delta Gamma website to see how our Foundation continues to do good across the globe by supporting organizations that share our Service for Sight mission along with supporting sisters through leadership and educational training and financial assistance by way of both merit and need-based scholarships, fellowships and grants.</i></p>
5/20	<p>Big/Little Preparation (large group)</p> <p><i>Before we move into our next portion, I do want to remind you all our Big/Little Reveal is coming up on the calendar. In your workbook on page 61 and 62 you will find what a DG big sister is in your story. In addition, you'll find some questions for you to start thinking about how a big sister can help you on campus, find educational resources on campus and most of all help you live your values. Begin brainstorming your list of potential big sisters as we will ask you to list women next week.</i></p>



	<p><i>A big sister is just one sister of many who will share in your Delta Gamma story.</i></p>
25/45	<p>Options A-C (large group)</p> <p>Facilitator Note: For this meeting, you can choose the activity portion of the meeting. Please note the following options and your content tips described in the Before the Program You Need to section.</p> <ul style="list-style-type: none">• Option A: Local speaker from an organization that supports our Service for Sight mission with wrap-up questions.• Option B: Individual with visual impairments speaker with wrap-up questions.• Option C: Your chapter's vp: Foundation or a Foundation team director speaker with wrap-up questions.• Option D: Service Project activity. Will not allow for wrap-up questions in a small group. See below for more details. <p>Introduce the speaker sharing <i>Because the pursuit of doing good is never done, I have invited the following speaker.</i></p> <p>Explain how this speaker fits into doing good for others or helps your chapter answer the call for helping others as Ruth Billow did. For Options A-C, please note the wrap-up questions following the speaker.</p> <p>After the speaker presents, share the following: <i>We now invite you to move into your small group and reflect on the power of doing good.</i></p>



15/60	<p>Wrap-Up Questions (small group)</p> <p><i>Today we heard a snippet of Ruth Billow's story. On page 52-55 in your New Member Workbook you'll find more on the Ruth Billow story from a historic issue of our magazine, the ANCHORA. I would like to hear your responses to some of the questions in your workbook on page 56:</i></p> <ul style="list-style-type: none"> • <i>How does Ruth's story inspire you to act?</i> • <i>Ruth could have gone to any organization and called upon them to adopt Service for Sight as its philanthropic mission. Why do you think Ruth chose Delta Gamma?</i> • <i>What character traits do you share with Ruth?</i> • <i>What character trait does Ruth possess that you wish you had?</i> • <i>What does Ruth's life tell you about the time in which they lived?</i> • <i>What is one fact about Ruth's story that you find exemplifies sisterhood?</i> <p>Facilitator Note: New members will be dismissed from their small groups. Please provide any announcements to the Small Group Leaders for Week 5.</p>
45/65	<p>OR Option D: Service Project activity</p> <p>For this meeting, you can choose the service project activity portion of the meeting. This option will not allow for wrap-up questions in a small group.</p> <p>Share the following sentiment when introducing the service project: <i>Because the pursuit of doing good is never done, I am thrilled we are helping this organization tonight.</i></p> <p>Explain how this organization fits into doing good for others or helps your chapter answer the call for helping others as Ruth Billow did.</p>
2/62	<p>Wrap-Up (small group)</p> <p>Remind the new members of the following:</p> <ul style="list-style-type: none"> • To claim their new member account • Sign their Statement of Obligation • Complete the Xcelasone curriculum in its entirety prior to Initiation



3/65

Weekly Challenge (small group)

Because the pursuit of doing good is never done, seek out an upperclassman sister and share with her one way how you will contribute to your chapter, your campus community and friend community this month.



WEEK FIVE

Foundations of Friendships



Learning Objectives:

- Understand the power of friendship framed through the lens of our Founders
- Critically reflect on the importance of trust in friendship
- Describe qualities that exist in powerful female friendships

Time Allotted: 1 hour

Materials Required:

- New Member Workbook for each new member
- New Member Pursuit Facilitator's Guide for Small Group Leaders and officers
- Brené Brown's Marbles video on Trust:
<https://www.youtube.com/watch?v=6442YcvEUH8>
- Computer, internet and projection to watch video

Before the Program You Need to:

- Determine members who can assist in reading In the Beginning...Our Founders

Instructions:

15/15	<p>Recite Article II (large group) Together, recite Article II on page 11 of the New Member Workbook.</p> <p>In the Beginning (large group) <i>Delta Gamma is a place you can call home with sisters who are your champions, who build you up and who you rely on in times of trouble. Sisters who challenge you to be your best self-creating high ideals of friendships for life.</i></p> <p>Ask the following questions:</p> <ul style="list-style-type: none">• <i>Why is it important to have people in your life who challenge you to be your best self?</i>• <i>Who are those people for you in your life right now?</i>
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Delta Gamma exists to promote high ideals of friendships for life first defined by our three Founders.

Read In the Beginning ... Our Founders. Ask new members to turn to pages 64 and 65 in their New Member Workbook to follow along as members read In the Beginning.

- The year 1873 marked the worst depression in the history of the United States. Neither the automobile nor the airplane had been invented and women had not yet been granted the legal right to vote. Most long-distance travel was done by rail. The typewriter, phonograph, telephone and electric light were soon to be invented. The nation was faced with severe domestic problems at the forefront of which was reconstruction and a failure to redress the racial, political, social and economic inequities caused by slavery.
- The Lewis School was located in Oxford, Mississippi. It was founded before the Civil War and it enjoyed a reputation as a select school for young women. The curriculum stresses the things considered proper for a woman of the Victoria era: literature, art and music.
- In December 1873, our Founders were trapped at school by a set of circumstances: a shortened winter holiday vacation and impassable roads, for Kosciusko (pronounced: Kossy-us-ko) was far off the rail lines. To alleviate their boredom and homesickness, they started something wonderful, something that expressed the deep love they had for each other: the Delta Gamma Club.
- Anna was born on January 22, 1856, a rosy-cheeked girl with very dark hair. She was fun-loving and popular amongst those in her age group in and around Kosciusko. Her friends considered her brilliant, a natural leader.
- After Anna graduated from the Lewis School, she became a schoolteacher. She married in 1882 when she was 26. After four daughters and only eight years of marriage, D.A. Ellington passed away. In 1895, Anna returned to Mississippi to take care of her ailing father. After his death, she returned to Kosciusko and settled within a block of Mary and Eva.
- She continued to teach school all the while, for she was determined her daughters would have college educations. Just as her goal was in sight the youngest preparing for college in the fall, Anna died. She was only 50 years old. Though her life was filled with tragedy and hardship, she spent it always giving to others. She was remembered for her easy laughter and her joyous heart, as well as her keen intellect.



- Mary, born on January 22, 1856, had blonde hair and blue eyes. Mary was a warm, very affectionate person. She was intelligent and plain spoken.
- In 1880, she married Charles H. Leonard and for a time, the husband and wife team worked as educators. Eventually, the Leonard's moved to Florida where they lived and taught for nine years. During this period, Mary had three sons. After her husband's death, she returned to Kosciusko and the comfort of her lifelong friend Eva.
- She threw her whole soul into teaching for the next 16 years, so her sons would be provided for. Though she loved her public-school teaching, Mary was most dedicated to spreading the gospel in her Sunday school classes. Mary remained Eva's most loyal and intimate friend from the time of their childhood until Eva's death. The two enjoyed traveling together and attended many Delta Gamma Conventions. Mary died in 1940 at the age of 84. She was much loved, admired and respected; she was an inspiration to all who knew her.
- Eva, born on July 5, 1855, had auburn hair. She was Anna's cousin. Eva was naturally shy, a quiet sort of person.
- Two years after she graduated from the Lewis School, she married the Honorable S.L Dodd, a prominent attorney and later judge in Kosciusko. She was active in many civic organizations, but her life was devoted to her home and family. Eva was no stranger to sorrow. She bore eight children, but only two survived her. The judge also died suddenly of a heart attack leaving her heartbroken.
- Eva and Mary traveled to many Delta Gamma Conventions in their later years, where they discovered the progress their little club had made. Eva's life was a model of selflessness, love and fortitude under trials. She died in 1934 at the age of 79.

A club of mutual helpfulness founded by three teenagers has stood the test of time, but not by standing still. Largely based upon the friendships that Eva, Anna and Mary shared, Delta Gamma has been a leader in the Fraternity and Sorority community since 1873.

Ask new members to turn to pages 67-68 in their workbook and ask the following questions:

- *Why was it essential for Eva, Mary and Anna to create a club based on mutual helpfulness and deep-rooted friendship?*
- *In what ways does this resonate with our current times?*
- *Why do female friendships matter today?*



20/35	<p>Friendship and Trust (small group)</p> <p>Discuss the following questions for six minutes:</p> <ul style="list-style-type: none"> • <i>What does it look like to be a good friend?</i> • <i>What are the things you most appreciate in a friendship?</i> • <i>What are unhealthy friendships?</i> • <i>How do you know if you need to reexamine friendships in your life?</i> <p>Facilitator Note: After six minutes, bring the small groups back together to watch Brené Brown's video on trust. Then turn it back to the small group facilitators to ask the processing questions.</p> <p>Watch Brené Brown's Marbles video on Trust: https://www.youtube.com/watch?v=6442YcvEUH8</p> <p>Ask the following questions:</p> <ul style="list-style-type: none"> • <i>Why does trust impact friendships to their core?</i> • <i>What additional "marbles" besides trust should be included to fill someone's holistic friendship jar?</i> • <i>In thinking about our Founders, how did trust play a role in the creation of Delta Gamma?</i>
20/55	<p>Board of Advisers (small group)</p> <p><i>Turn to page 69 in your New Member Workbook. Many organizations, universities and companies have a board that helps guide the organization's work. They are looked to as trusted advisers. Delta Gamma has a board, called Council, as does our college/university. If you have a board of advisers to guide your decisions, work and vision for the future who would be on it? Think about the sisters who challenge you to be the best version of yourself. Who are the five people you spend the most time with? Do they help you be your best self? Do they help you say no?</i></p> <p><i>On this workbook page, you are going to create your personal Board of Advisers. Who do you want on it that will help challenge you to be the best version of yourself? Who can live up to the high ideals of friendship described in Article II? Who can you trust to share your deepest secrets with who will both challenge and support you?</i></p> <p>Allow the new members time to complete their Board of Advisers. If any new members finish early, ask them to pair with another new member who is finished and share their Board of Advisers.</p> <p>After 10 minutes ask the following questions:</p> <ul style="list-style-type: none"> • <i>What surprised you when creating your Board of Advisers?</i> • <i>Share with us one person you put on our board and why.</i>



	<ul style="list-style-type: none">• <i>What are the commonalities amongst your board members? What are the differences?</i>• <i>How does your board reflect Article II?</i>
3/58	<p>Wrap-Up (large group)</p> <p><i>This week we have spent time thinking about the important role of friendship in Delta Gamma. Friendship was the basis for the formation of Delta Gamma. Living up to the high ideals of friendship can be difficult. It requires challenging one another, supporting one another, listening to one another to form trust as we learned from Brené Brown's video. On page 70 of your workbook, there are some questions to consider and reflect upon related to friendship. Next week we will continue our discussion of friendship.</i></p> <p>Remind the new members of the following:</p> <ul style="list-style-type: none">• To claim their new member account• Sign their Statement of Obligation• Complete the Xcelasone curriculum in its entirety prior to Initiation
2/60	<p>Weekly Challenge (large group)</p> <p>This week we want you to meet-up with another new member to share your Board of Advisers. Talk about why you put those individuals on your board. Talk about who you think is missing from your board.</p>



WEEK SIX

Be Her Champion



Learning Objectives:

- Reinforce the importance of sisterhood as a support system
- Introduce the “Be Her Champion” program

Time Allotted: 1 hour

Materials Required:

- New Member Workbook for each new member
- New Member Pursuit Facilitator’s Guide for Small Group Leader and officers
- [“Be Her Champion”](#) video
- Computer and projector to play Be Her Champion video

Before the Program You Need to:

- Invite 1-3 alumnae to the meeting. Ask them to prepare one of their most impactful sisterhood stories which highlight Article II as a Delta Gamma to share with the group. Or identify Be Her Champion stories from the DG Library and members to read these stories.
- Plan to show the video to the group (computer and projector needed)

Instructions:

20/20	<p>Recite Article II (large group) Together, recite Article II on page 11 of the New Member Workbook.</p> <p>Be Her Champion (large group) Explain that the “Be Her Champion” programming is to provide direction to our members on how to best support our sisters in a time of need.</p> <p>Play the Be Her Champion video</p>
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	<p>Ask new members to turn to page 72 in the New Member Workbook. Ask for six volunteers and have each volunteer read one step to the group.</p> <p><i>Look at the steps we just discussed and think back to a situation when you have been or could have been a champion to a friend or family member dealing with a difficult situation. Using each step, walk through what you could say in this situation to intervene. Write this down beside each step in your New Member Workbook.</i></p>
05/35	<p>Be Her Champion Discussion (small group)</p> <p>Ask the following questions:</p> <ul style="list-style-type: none"> • <i>Who would like to share their situation and approach?</i> • <i>Which step was the easiest for you to approach?</i> • <i>Which step was most difficult for you to approach?</i> • <i>If you were to use this tool in the situation you wrote, what do you anticipate the reaction to be?</i> • <i>What has stopped you from approaching this situation in the past?</i> • <i>Who has had success with intervening and being a champion in a situation? Can you tell us about it?</i>
20/55	<p>Be Her Champion Stories (large group)</p> <p>Allow the new members to return to their seats and invite the alumnae visitors to come to the front.</p> <p>Ask the alumnae in attendance to share one of their sisterhood stories and how it has impacted their lives with the group.</p> <p>Facilitators Note: If no alumnae are available (in-person or virtually) then you may have chapter members read a few Be Her Champion Stories found in the DG Library.</p> <p>Ask the following questions:</p> <ul style="list-style-type: none"> • <i>What stood out to you about these stories?</i> • <i>Have you experienced or witnessed a champion during your time in Delta Gamma?</i> • <i>Do you have your own sisterhood story yet? Ask a few women to briefly share their examples.</i>
3/58	<p>Wrap-Up (large group)</p>



	<p><i>This week we spent time talking about how being a champion is a critical aspect of living up to the high ideals of friendship as described in Article II. We heard from sisters who benefited from a sister being champion. We also learned the important role being a champion is to honor our commitment to social responsibility. Article II asks us to have a true sense of social responsibility. This means we must overcome bystander behavior as we discussed in Week 1 and intervene during problematic situations. By being our sisters champion, we can live up to the high ideals of friendship and honor our commitment to social responsibility.</i></p> <p>Remind the new members of the following:</p> <ul style="list-style-type: none">• To claim their new member account• Sign their Statement of Obligation• Complete the Xcelasone curriculum in its entirety prior to Initiation
2/60	<p>Weekly Challenge (large group)</p> <p>We reviewed six steps to being someone's champion. This week we want you to be mindful of these steps and notice opportunities to put them into practice.</p>



WEEK SEVEN

Character Counts



Learning Objectives:

- Define character
- Articulate individual character
- Identify the role and importance of character within Delta Gamma

Time Allotted: 1 hour

Materials Required:

- New Member Workbook for each new member
- New Member Pursuit Facilitator's Guide for Small Group Leader and officers
- Large post-its/poster board
- Markers
- Corner labels: strongly agree, agree, disagree, strongly disagree
- Graduation Toast worksheets

Before the Program You Need To:

- Label four corners/areas of the space

Instructions:

5/5	<p>Recite Article II (large group) Together, recite Article II on page 11 of the New Member Workbook.</p> <p>Character Examples (large group) <i>Turn to page 77 in your New Member Workbook. We are going to begin by asking you to think of someone you admire. As you identify that person, start to identify why you admire them. What about that person is admirable? Why?</i></p> <p>Ask the group to share a few examples of who they admire and why. Listen for and reinforce examples of character:</p>
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	<ul style="list-style-type: none"> • Integrity • Loyalty • Honesty • Authenticity • Respect • Kindness <p>It may be helpful for the facilitator to have an example to share with the group before they begin brainstorming.</p>
10/15	<p>Character Defined (small group)</p> <p>Give each small group one of the following questions to discuss. Ask them to record their responses on flipchart/poster board:</p> <ul style="list-style-type: none"> • How do you define character? • How do you measure someone's character? • How is character built/developed?
15/30	<p>Four Corners (large group)</p> <p>If time allows, ask for a few small groups to report out the results of their discussion.</p> <p>Facilitator Note: Label the four corners/areas of the room with labels of "strongly agree," "agree," "disagree," or "strongly disagree."</p> <p><i>We have spent a bit of time discussing character. For the next activity, we're going to further define and challenge our thoughts on character.</i></p> <p>Explain that for the next activity, you are going to read a series of prompts. Once you have heard the prompt, you will move to the corner of the room that best aligns with your dis/agreement with that prompt. Once the group has stopped moving, ask for a few individuals in each corner to share why they chose to stand where they did. Below are the prompts for you to read. Read as many as time allows.</p> <ul style="list-style-type: none"> • <i>You cannot teach character; you either have character or you don't.</i> • <i>It is ok to behave differently when you are with different people.</i> • <i>The images and words we share on social media are a measurement of our personal character.</i> • <i>Our character should remain stable, not change or shift.</i> • <i>If it causes no harm, it is ok to break a rule.</i> • <i>If a member of Delta Gamma asked, I would engage in behavior that goes against my personal values.</i>



	<ul style="list-style-type: none"> • <i>I have an obligation to uphold the oath of responsibility as described in the Pi Alpha ceremony at all times.</i> • <i>It is understandable that my sisters will not uphold Article II at all times.</i> • <i>I am responsible for identifying and addressing problematic behavior within the chapter.</i> <p>Ask the following questions:</p> <ul style="list-style-type: none"> • <i>What are your reactions to this activity?</i> • <i>What stood out to you during the activity?</i> • <i>Were there any prompts that by hearing from other people, you changed your mind or perspective? What were they?</i>
10/40	<p>Graduation Toast (small group)</p> <p><i>Our character is what anchors us and helps us to align our outward actions, behaviors and decisions, with our internal morals and values. As our lives change, our character may also shift and develop.</i></p> <p><i>We are going to wrap-up today by reflecting on our individual character. One way to begin to reflect on your personal character is to think about what is said about you when you are not in the room. How do your friends, family or acquaintances talk about you or describe you? How does your character shine through or show up?</i></p> <p><i>Turn to page 78 in your New Member Workbook. On this page you are going to write your college graduation toast. This will highlight what you hope for your character during your time in college. College is an important time in our lives; we are allowed the opportunity to learn, mature and grow into our adult selves. Character is complex and it is important to acknowledge that we're human and will inevitably have missteps and make mistakes in our lives. In total, your graduation toast should highlight your hopes for all of this; your triumphs, your challenges, how you responded, how you learned and grew.</i></p> <p>Give the group 7-8 minutes to write, depending on time.</p>
10/55	<p>Graduation Toast Sharing (small group)</p> <p>Have new members pair and share their toasts with each other.</p> <p>Ask the following questions:</p> <ul style="list-style-type: none"> • <i>Article II states “develop in them the best qualities of character” - what does that mean to you?</i> • <i>How does character interact or impact other aspects of Article II</i>



	<p><i>(friendship, social responsibility, educational and cultural interests)?</i></p> <ul style="list-style-type: none">• <i>Why is character central to our membership in Delta Gamma?</i>
2/57	<p>Wrap-Up (large group)</p> <p><i>Character is the process of putting the other three values of Article II in action. Character in short is synonymous with integrity. It is putting our stated beliefs and values in action. We will occasionally misstep, but it is critical that when this happens, we acknowledge this misstep and work to align our actions with our values.</i></p> <p>Remind the new members of the following:</p> <ul style="list-style-type: none">• To claim their new member account• Sign their Statement of Obligation• Complete the Xcelasone curriculum in its entirety prior to Initiation
3/60	<p>Weekly Challenge (large group)</p> <p>Share your graduation toast with someone who will hold you accountable to this promise. It could be a friend, family member, mentor, professor, student affairs staff member or sister.</p>



WEEK EIGHT

Reflections of Sisterhood



Learning Objectives:

- Plan contribution to Fourth degree of Initiation
- Identify their goals for their future self
- Describe how Delta Gamma has impacted her life thus far

Time Allotted: 1 hour

Materials Required:

- New Member Workbook for each new member
- New Member Pursuit Facilitator's Guide for Small Group Leader and officers

Before the Program You Need To:

- Review expectations for new member contribution to Fourth degree

Instructions:

20/20	<p>Recite Article II (large group) Together, recite Article II on page 11 of the New Member Workbook.</p> <p>New Member Contribution to Initiation (large group) Introduce that new members should prepare something for their contribution to their upcoming Initiation. The Initiation ceremony is our most sacred ritual and their contribution should match the reverence we hold for this special ceremony. You may give them examples, but this should come from the new member class.</p> <p>Examples may include:</p> <ul style="list-style-type: none">• Reading/singing of a special poem or song• Selecting and performing one of the special informal rituals (found in the Ritual Handbook)
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	<ul style="list-style-type: none"> Place a cutout hand on a curtain to form Delta Gamma Greek letters. As each hand is placed, the new initiate tells what Delta Gamma means to her New members pass a cream rose and each says one word of what Delta Gamma has given them New members contribute to an established chapter ritual (such as adding a special square to a quilt or contribution to the Fourth degree curtain) <p>Inform them that they will have 20 minutes to work on this.</p>
15/35	<p>Personal reflection: Letter to myself (small group)</p> <p><i>As your new member period comes to a close, we hope you've learned equally about yourself and about what it means to be a Delta Gamma. You may have heard of the song by Brad Paisley "Letter to Me" from 2007. Paisley was inspired to write "Letter to Me" after his wife, Kimberly Williams-Paisley, was asked in 2007 to write for a book entitled What I Know Now: Letters to My Younger Self. Upon hearing of the book, he thought that the concept of writing a letter to his younger self would be a good idea for a country song.</i></p> <p><i>Turn to page 80 in your workbook. Today, we are asking you to write a letter instead to your future self about what you've learned about yourself since the start of your new member period and what you hope for your Delta Gamma experience to be read in the future.</i></p> <p>Allow the new members 10-15 minutes to write their letter.</p>
20/55	<p>Fireside (large group)</p> <p>A fireside is an informal ritual allowing each new member an opportunity to reflect on her Delta Gamma experiences in a positive and dignified manner. A battery-operated candle, cream rose or another significant item, such as an anchor badge, may be passed. The intent of a fireside is always for positive reflection and to grow sisterhood. It is not a time for negative feelings or venting about someone or a particular event/happening. Participants are encouraged to be mindful of the length of their comments to allow everyone time to share.</p> <p>Firesides are typically facilitated by the director of rituals and can incorporate a specific theme to help focus the shared comments to help meet the goals for the event. Ideas for themes include:</p> <ul style="list-style-type: none"> Why are you glad to be a Delta Gamma? Why did you join Delta Gamma?



	<ul style="list-style-type: none">• Name one positive thing Delta Gamma has given to you. <p>Given the number of new members and the amount of time you have allotted, provide a time limit for each new member when sharing such as 30 seconds. You may ask a Small Group Leader to go first to model the way.</p> <p>Variation for Large New Member Classes:</p> <p>The ideas below will help large new member classes of more than 125 women conduct a meaningful fireside within a reasonable time frame.</p> <ul style="list-style-type: none">• Divide participants randomly into small groups (8-10) and draw a topic to discuss from a hat. Example: If you had one wish for the chapter, what would it be and why?• Ask members and new members to respond to the prompt in 30 seconds or less or finish the prompt with a short phrase. <p>There is space on page 81 for new members to reflect on their Week Eight fireside. Close by sharing the following sentiment: <i>As we complete our final educational week before your Initiation, take some time to reflect on your journey as a new member and your excitement to become an initiated member of Delta Gamma. On page 82 of your workbook, there is a place for you to record these thoughts. We hope you are as excited for Inspiration and Initiation as we are.</i></p> <p>If the chapter chooses to have (optional) “Be What You Seem”, it should be completed as part of Week 8. See Appendix C for “Be What You Seem.”</p>
5/60	<p>Weekly Challenge (large group)</p> <p>Write a note (or text) to someone who has helped you in your new member period. Personal connection is the foundation for creating lifelong friendships. Words of affirmation are a special gesture to thank a sister for helping you on your Delta Gamma journey.</p>



WEEK NINE

Badge of Honor

Learning Objectives:

- Highlight eight weeks of education
- Reinforce their responsibility as Delta Gamma members

Time Allotted: 1 hour

Materials Required:

- New Member Workbook for each new member
- New Member Pursuit Facilitator's Guide for Small Group Leader and officers
- Identify an anchor item appropriate for passing within a circle

Before the Program You Need to:

- Plan to wear your badge to the meeting.
- Invite three chapter members to the meeting. Prior to attending the meeting, assign one of the below story themes to each invited member allowing her to thoughtfully prepare. The member's reflection story should not be longer than five minutes. Consider utilizing three senior chapter members who have yet to visit with this member class. Lastly, encourage the speakers to wear their badge.
 - One member to share how Delta Gamma has helped her find courage.
 - One member to share a Delta Gamma experience which offered her strength.
 - One member to share when our Delta Gamma sisterhood provided her peace.

Instructions:

5/5	<p>Congratulations, Delta Gamma sisters! (large group)</p> <p><i>It is hard to believe we started this journey many weeks ago and here we are today with a room of initiated members. While our world looks very different than the days of the first Delta Gamma Initiation, a few things remain the same such as our oaths, our motto, our commitments to one another and a promise to be one another's champion.</i></p> <p><i>Each of you gave a "yes" on Bid Day. You showed us your "yes" when you showed up to meetings and activities. You modeled your "yes" as you reached out to one another, paid your dues as well as established friendships within your member class and our chapter. Also, we shared a "yes" to help others as Ruth Billow asked so long ago.</i></p>
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	<p><i>Today is not about me teaching you. While I have enjoyed these weeks and will forever carry the memories of sharing the start of your membership experiences, today allows us to reflect on the past weeks, but most of all celebrate the honor of membership.</i></p> <p><i>I believe each of you will receive many honors in your life. Delta Gamma membership is a one of a kind honor. After a relatively short amount of time, you receive the gift of membership which allows you to receive the honor of membership your entire life. This badge is yours. You will feel the true honor of membership when you are supporting one another, when you are learning, when you are embracing our values and boldly living the do good way on campus, in our community and in our world.</i></p>
25/30	<p>Article II (large group)</p> <p><i>During our Introduction Meeting, I recited Delta Gamma's treasured Article II. Each week we have spent time breaking down Article II as these words serve as our organization's mission statement.</i></p> <p><i>Please turn to page 11 and recite our Article II as initiated members:</i></p> <p><i>The objects of this Fraternity shall be to foster high ideals of friendship among women, to promote their educational and cultural interests, to create in them a true sense of social responsibility and to develop in them the best qualities of character.</i></p> <p><i>When I think of Article II, I am reminded of our four values: friendship, educational and cultural interests, social responsibility and character. These four values drive our international leadership, regional teams as well as our chapter's leadership and we are most hopeful these values will anchor you through all the waves of life.</i></p> <p><i>When I reflect on our values, I think of the three sisters I invited to join us today to share a story from their membership experience that is connected to our sacred ritual:</i></p> <ul style="list-style-type: none">• <i>I invite (member's name) to share how Delta Gamma has helped her find courage.</i><ul style="list-style-type: none">◦ After the member has finished, acknowledge her courage in sharing.• <i>Next, I invite (member's name) to share a Delta Gamma experience which offered her strength.</i><ul style="list-style-type: none">◦ After the member has finished, acknowledge the strength she models.



	<ul style="list-style-type: none"> • <i>Lastly, I invite (member's name) to share when our Delta Gamma sisterhood provided her peace.</i> <ul style="list-style-type: none"> ◦ After the member has finished, acknowledge the peace she brings to the chapter. <p><i>We now invite you to move into your small group and reflect on the honor of membership.</i></p>
15/45	<p>Living our Values (small group)</p> <p><i>Our responsibility as Delta Gammas does not stop with those who wear our badge. In fact, our responsibility is to help all people. With our four values in mind and the words of our sisters' stories on our hearts, please reflect on the following:</i></p> <p>Ask new members to turn to page 85 in their workbook and ask the following questions:</p> <ul style="list-style-type: none"> • <i>What do you need from your sisters to model our shared values as a member?</i> • <i>What can you do to provide strength or model courage to others?</i> • <i>At times membership can become challenging, what do you need to remember about these weeks to continue your "yes" to one another?</i> • <i>When you are a senior member, what do you hope to model for new members?</i> • <i>How can you bring honor to our badge?</i> <p>Facilitator Note: This is the small group's last time to formally gather in the new member period. Small Group Leaders are asked to provide a few minutes of closing remarks regarding even when one is not wearing letters or a badge, she represents Delta Gamma with her pictures, her words and her actions. Small groups are encouraged to meet throughout the term in accordance with the chapter calendar and your campus' policies.</p>
40/60	<p>Hope is ... (large group)</p> <p><i>While the Constitution spells out the values of a Delta Gamma woman in Article II, you can't tell the story of Delta Gamma without speaking of hope. As you know the original pin of the Fraternity was the letter "H," which the Founders meant to stand for hope. While our badge is now in the shape of an anchor, hope remains a cornerstone. I would like to invite each of you to complete the phrase, "Hope is ..." On page 86, there is space for you to reflect on hope.</i></p>



	<p>Facilitator Note: Depending on group size, consider using the anchor item to pass from member to member or making a circle similar to a fireside circle. If members need a reminder, completing the phrase should be done by stating a few words.</p> <p>After everyone has completed the phrase, please end the meeting with the following:</p> <p><i>Hope is each of you, my sisters. Keep giving a “yes” to Delta Gamma even on the hard days by remembering our lifetime commitment to one another. Wear your badge with pride and honor, but most of all an outward symbol of your responsibility to do good at all times. Thank you for sharing your Delta Gamma story with me.</i></p> <p><i>Article II will always remain our guidepost, however, at your Initiation you heard for the first time one of the most sacred of all Delta Gamma rituals, our Oath of Friendship. The Oath of Friendship is how all Delta Gamma chapters end each Formal Meeting. Today, let’s close by transitioning to saying the Oath of Friendship - I will say it line by line and you will repeat it after me.</i></p> <p><i>Congratulations, sisters!</i></p>
5/65	<p>Weekly Challenge (large group)</p> <p>Connect with your big sister or another special chapter member and ask her to help review the Oath of Friendship and meaning of Tau Delta Eta with you.</p>



Resource Appendix

APPENDIX A: Small Group Leader Training

Learning Objective:

- Small Group Leaders will understand the objectives of leading a small group discussion
- Small Group Leaders will be able to identify behaviors to look for if a new member is a retention risk

Time Allotted: 1 hour and 10 minutes

Materials Required:

- Computer, internet and projection to watch video
- Lollipop Leadership video: [click here](#)
- Facilitation Tips video: [click here](#)
- Facilitation Tips handout for each small group facilitator (handout located after the curriculum below)

Before the Program You Need to:

- Select Small Group Leaders through an application process. As the new member team selects Small Group Leaders, please be thoughtful to those who will invest in new members, foster healthy relationships with new members and model the way forward.

Instructions:

5/5	Facilitation Introduction Thank the facilitators for agreeing to serve the chapter in this important role. Ask the following questions: <ul style="list-style-type: none">• <i>Think about a time that you attended a lecture/discussion/speaker and really enjoyed it. What made it enjoyable?</i> [Potential answers: content is interesting/exciting, speaker is engaging, emphatic, enthusiastic, knowledgeable]• <i>Now the opposite - what potentially makes those things unbearable?</i> [Potential answers: content is boring, reading directly from slides, monotone, distracted]
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	<p><i>Share the following sentiment: We have the opportunity to create an impactful and meaningful experience for our Delta Gamma sisters. This group has been given this role because we are capable of making the New Member Pursuit engaging and meaningful. So much of this hinges upon our ability to facilitate and to communicate the importance and meaning of the topics. So, today we are going to review some tips and tricks for effective facilitation of Delta Gamma programs.</i></p>
10/15	<p>Lollipop Leadership Video As you think about your role as a Small Group Leader, you may not recognize the impact that even small acts may have.</p> <p>Play Drew Dudley's Ted Talk on Lollipop Leadership</p> <p>Ask the following questions:</p> <ul style="list-style-type: none"> • <i>Did you have any lollipop moments during your new member period?</i> • <i>As a Small Group Leader, how can you relate this lesson on lollipop leadership to your role as a Small Group Leader?</i>
20/40	<p>Facilitation Video Play the Facilitation Tips video.</p> <p>Ask the following questions:</p> <ul style="list-style-type: none"> • <i>What stood out to you most in this video?</i> • <i>What did the facilitator do well?</i> • <i>What did you notice about the small group members?</i> • <i>Which of these tips resonated most with you?</i> • <i>Which tip do you feel is the toughest?</i> • <i>Why is it important? How can you be aware of this?</i> • <i>Which tip comes the easiest to you?</i>
15/55	<p>Facilitation Tips Distribute the Facilitation Tips handout.</p> <p>Give facilitators a few minutes to review. Provide the following instructions:</p> <ul style="list-style-type: none"> • Place a star by the tip you believe is most impactful. • Place a checkmark by the tip you do well. • Circle the tip you need to focus on. • At the bottom, list a facilitation tip that needs added to the list. • Ask facilitators to get into pairs to review their responses.



10/65

New Member Retention

Review the six areas about retaining new members. Below are ideas of what you can do to strengthen those areas in your chapter.

1. Align Expectations
 - a. Make sure members understand the importance and how to communicate the expectations of Delta Gamma during recruitment. This includes everything from finances to attendance. Work with vp: membership to ensure that we are setting our new members up for success in having a full understanding of obligations to DG upon joining.
 - b. Take time to explain to the new members WHY we have chapter commitments and expectations for participation, including anchored events. For example, we have DG Dialogues to allow members to have open conversations around Article II. If we all strive to live by the values in Article II, then our chapter will be more aligned with what we want for our sisterhood.
2. Focus on People
 - a. Big sisters are important people for new members. Reinforce their positive role as a mentor during the big sister training but be careful not to communicate that this relationship is the only one that matters.
 - b. Create deep, real relationships with new members and help them for these relationships with each other. This is why you will find connection as a core focus of each meeting. You may also look for ways to facilitate icebreakers, team builders and activities within and outside of the new member class. Be intentional about mixing people up and creating conversations.
 - c. New members are learning to balance academic, life and DG responsibilities for the first time. Be sure the chapter calendar is not overwhelming and allows time to study.
3. Focus on Purpose
 - a. Our do good motto and Article II outline the true purpose of Delta Gamma. Help new members understand the importance of Article II and the ways we connect our programming, policies and procedures back to it.
 - b. Informal rituals are a great way to also reinforce our purpose. Work with the director of rituals to make sure that new members are introduced to rituals throughout their experience.
4. Help People Know They Matter



- a. Reach out to new members who miss meetings or look like they are having a difficult time. Learn about the core reason why they are pulling away and support them. Ask, “How can we help?” Show them the power of our sisterhood. vp: member education and director of new members can utilize Honor Board to help facilitate this outreach.
 - b. The most important gift you can give new members is your TIME. Whether that is helping big sisters understand that time is more important than gifts or focusing on individual outreach as a new member team, investing time in our new members will always pay returns. Consider making a plan to ensure how each new member receives time from the new member team.
5. Help People Learn and Grow
 - a. Find out what makes your new members tick. Connect them to something in the chapter—like an officer or helper role—related to what they enjoy doing.
 - b. Consider different learning styles as you prepare for each week of new member meetings.
6. Repeat
 - a. You are not alone. You are not solely responsible for trying to make sure new members fall in love with DG. Create a culture where everyone in the chapter is focusing on these six areas with not only new members, but all members.
 - b. Work as a team. When someone has not seen a new member for several events, reach out to her from different angles. Personally invite her to hang out or to attend the next DG event.

Reference: Coffee-Melchiorre, C. (2013, Nov. 13) Video & article: How to keep the members you recruit. Retrieved from <http://blog.phiredup.com/?p=2685>.

A special thank you to Zeta Tau Alpha for allowing us to adapt this information.

Ask the Small Group Leaders the following questions:

- *What of these retention principles resonated with you?*
- *Thinking back on your new member experience, which of these could have been assistance to you?*

We ask that each of you commit to keeping these principles at the forefront of your thinking while leading your small group. While we



	<i>recognize that it may be natural to have certain new members you really connect with, your job is to look for the new member who may be struggling. Give a high five to the sister sitting next to you if you are willing to make this commitment.</i>
5/70	Small Group Facilitator Expectations Review the following expectations: <ul style="list-style-type: none">• Come prepared to new member meetings having read through curriculum• Follow curriculum as it is written and keep new members on track• Maintain regular touchpoints with each new member in assigned small group• Report any new members to vp: member education and director of new members who seem to be having trouble connecting or at risk of not being retained



New Member Pursuit Facilitation Tips

Facilitation is the key exercise in helping our members learn and process the curriculum presented during the New Member Pursuit. Facilitation can be tricky and requires preparation, awareness and flexibility.

Facilitation Skills

A successful, engaged facilitator does the following:

- Watches the time – The sessions are carefully crafted and timed. It is important you follow the time notations given to ensure you finish the curriculum and give each part of the curriculum its full time allotment.
- Manages small group members – Facilitators must be cognizant of the chatty and quiet small group members and promote appropriate levels of engagement to ensure the small group experience is valuable for all participants.
- Asks lots of questions – Facilitation is like peeling an onion... you keep asking questions to expose the various layers and perspectives.
- Listen 90%; Talk 10% - Facilitators assist the group in hearing themselves think. Individuals do not like being told what to think. Rather, assist your new members in reaching their own conclusions by listening to them and asking related questions.
- Uses facilitative language – Statements such as “I sense,” “I heard you say,” “To clarify, you said earlier” enables the speaker to better hear what they said and allows you the opportunity to ensure you and others understood their comments.
- Encourage conflicting opinions to emerge – Group consensus or groupthink will not permit the group to hear all perspectives. The group will miss some important and interesting points. If differing opinions emerge, encourage the group to consider all opinions. If groupthink emerges, ask questions such as “What do others think?” “Do others have a different opinion?” etc.
- Embraces silence – If the group is quiet after asking a question, let the silence remain as the members are pondering a response.
- Ensures a safe space – Maintaining an atmosphere of confidentiality is paramount to a successful discussion. Remind participants to not share this conversation with others.
- Is an active learner – The programs are not only a learning opportunity for your small group members but are a learning opportunity for the facilitators. Facilitators should reflect on the processing questions presented and complete the worksheets. Do not use your phone while your group members are completing an individual activity.
- Models appropriate behavior – Arrive early to meetings, avoid using your cell phone or other electronic devices and remain engaged throughout the entire program.



This also means generating interest prior to the program and avoiding negative comments prior lessening enthusiasm.

Facilitation Strategies to Engage Participants (if needed)

- Individual Reflection – Some members may need time to think through their thoughts before sharing with the larger group. Providing time for members to jot down thoughts or reactions to questions you present before discussing as a large group may encourage more participation.
- Pair and Share – Present a question to the large group. Then ask new members to turn to a partner to discuss the question. After the new members have chatted for several minutes, ask several pairs to share their responses with the larger group. This strategy is most helpful when individuals are not comfortable speaking in front of a large group.
- Ball Toss – In order to encourage participation, present a question, provide a few moments for the participants to generate a response and then toss the ball to one member to answer. You can either ask that person to throw the ball to another person or you can toss the ball to someone.

Curriculum Key

To better understand the curriculum, take note of the following notations:

X/XX	Denotes the time. The first X is the number of minutes this section takes. The second set of numbers is at the conclusion of this section, how many minutes you are into the session.
<i>Italics</i>	Marks curriculum you should tell/ask the participants.
Regular Text	Instructions for the facilitator



APPENDIX B:

Bid Day

Myths of Bid Day

- Bid Day is the greatest day of your life!
- You will instantly have DOZENS of new best friends on Bid Day!
- Bid Day is not awkward!

Even when you get your first choice on Bid Day, it can be awkward, scary and intimidating! Members have worked hard in recruitment and often feel Bid Day is a day for them to get to “turn off” and so this can lead to new members not feeling properly welcomed! In reality, Bid Day is the start to the new members’ Delta Gamma experience.

Make Bid Day a Success

- Focus on making each new member feel welcome
- Have a game plan for any women who seem upset on Bid Day
- Plan for a way for them to start small and meet other sisters. This could be Bid Day Buddies, small groups, etc. Assign new members Bid Day buddies and/or Pi Alpha pals and have groups established that will sit together and mingle.
- Is the activity fun or forced? Be careful about activities that feel like forced fun.

Bid Day Ideas

- Complete the Pi Alpha ceremony.
- Name tags are a must. Keep them simple and fun.
- Consider creating a Bid Day theme to connect the banners, t-shirts and activities.
- Welcome new members with decorations such as banners hanging outside the chapter house/suite, balloons and streamers. Consider providing sailor hats for each new member. Decorate anchors for door decorations for the new members.
- T-shirts are a popular Bid Day gift. Please make sure the shirt is reflective of our values, respectful of women, your university and all cultures and that you order t-shirts of all sizes so no new member feels self-conscious or excluded when being welcomed into our sisterhood.
- Assign each new member a Bid Day member buddy to help everyone feel connected.
- Dine out as a chapter, order in for fun, prepare a barbecue menu and serve at the chapter facility or rent a pavilion at a nearby park. You can also keep it simple with a large cake or ice cream sundae or yogurt bar. Create a carnival atmosphere with fun games, popcorn, cotton candy, etc. Rent a bouncy house or slide.
- Plan fun events such as: rent out a movie theater, mini-golf, laser tag, bowling, ice skating, arcade fun, visit an aquarium, croquet, volleyball, high ropes course, splash park or play board games.



- Host intentional icebreakers, small group activities or speed dating to allow members to connect.
- Depending on when recruitment occurs on your campus, consider giving a campus tour to new members to assist with finding classes.
- Give the new members a printed schedule for the week ahead including locations of meeting and outlining where they need to be. Be sure to include the names and numbers of new member team members.
- View other [virtual Bid Day ideas](#) on the Delta Gamma Library.



APPENDIX C:

New Member Retreat Planning

Getting started:

- Director of new members work with vp: member education to set goals for the event
- Confirm with vp: finance available budget
- Determine location
- Choose activities that will help you achieve the goals for the retreat (see this Appendix for sample agenda/activities for New Member Retreat)
- Discuss the retreat ideas/plans with your adviser
- Submit Event Guidelines for an event without alcohol along with retreat agenda to the member education adviser or ATC
- If the retreat is overnight, an adviser should be present at all times
- Send save the date to new members at beginning of their New Member Pursuit
- Invite any officers that need to attend
- Gather all necessary supplies

Suggestions for places to host retreat:

- Free spaces like chapter facilities, on campus, local parks, public beaches, etc.
 - Ask sisters and alumnae for connections when searching for a space. Some sisters may own space large enough to host the retreat or may know someone who can discount a space for the chapter.
- Spaces with minimal fees like university spaces (union/recreation center/etc.) local school gyms, churches, rental spaces, cabins, Airbnb spaces, etc.

In addition to the suggested curriculum in this Appendix, complete your agenda by including:

- Connection/icebreaker activities
- Opportunities for women to connect with each other in a casual space
- Utilize informal rituals found in the [Rituals Handbook](#)
- Selecting a relevant [DG Dialogues](#) program



New Member Retreat Sample Agenda/Suggested Activities

Learning Objectives:

- Identify learning from Pi Alpha ceremony
- Describe pull up/pull down friends
- Write sisterhood story
- Clarify and identify their personal values

Time Allotted: 5 hours (We have built 5 hours of suggested curriculum. Depending on the length of your chapter's retreat, you may use all or some of this curriculum. If it is a longer retreat, ideas for where to find other activities may be found in the curriculum.)

Materials Required:

- Pi Alpha Ceremony Book
- Blank paper for Pull-Up and Pull-Down Friends, Sisterhood Stories and Clarifying Values
- Computer and projector to show video
- [Friends video](#)

Before the Program You Need to:

- Plan your agenda
- Submit Event Guidelines for an event without alcohol along with your retreat agenda to the member education adviser or ATC

Instructions:

5/5	Welcome (large group) Welcome the new members to the retreat. Review the agenda, point out restrooms and invite the new members to fully engage in this experience.
35/40	Life Map Experience (small group) Ask new members to draw out their life using a timeline of 3-5 major life events/influential moments that have shaped the person they are today on a piece of paper. Life maps can only include pictures, everyone is an artist. The map can include accomplishments, life changing events, anything that the new member finds important. Give the new member 5-10 minutes to complete her map. In small groups, ask new members to present their life map in 2-3 minutes. Life maps can connect people together as well offer a deeper understanding of what a sister experienced. Ask the group to reflect what connects them as Delta Gammas and



	what makes them unique.
30/70	<p>Pi Alpha - what does it really mean? (large group)</p> <p><i>So far, you have participated in one formal ritual within Delta Gamma: the Pi Alpha ceremony. We know that this ritual happens early in your new member period and can be hard to grasp all that it really means. Let's revisit and talk about what we can learn from the Pi Alpha ceremony?</i></p> <p>Ask the question:</p> <ul style="list-style-type: none"> • <i>What do you remember from your Pi Alpha ceremony?</i> <p>Facilitator Note: If you did not complete the review of the Post-Pi Alpha Ceremony Explanation at the first new member meeting following the Pi Alpha ceremony, complete this review listed on page 20 of the Pi Alpha ceremony ritual book. You may also re-review again if you already completed the review at an earlier meeting.</p> <p>Ask the following questions:</p> <ul style="list-style-type: none"> • <i>Where are times that you have seen our values being upheld during your new member experience thus far?</i> • <i>What does the shield of your Pi Alpha pin mean to you today?</i> • <i>As we get closer to your Initiation, what do you hope for your Delta Gamma experience?</i>
15/85	<p>Break</p> <p>Provide a 15-minute break.</p>
20/105	<p>Pull Up/Pull Down Friends (large group)</p> <p><i>For a moment, I invite you to go back in time. I want you to think back to your recruitment period. Think about the moment you joined Delta Gamma. Think about why. Why did you choose to join a sorority? Why Delta Gamma? Turn to someone seated near you and share your thoughts about why you joined Delta Gamma.</i></p> <p>Since friendship is a critical element of why individuals join and remain a member of Delta Gamma, we want to spend some time thinking about friendships. I want you to think about two types of friends – pull-up friends and pull-down friends. Pull-up friends are individuals who make you better because they challenge you to be your best self. They hold you accountable to your vision and goals. These individuals are presidents of your fan club and would make a personal sacrifice to help</p>



	<p>you out. For an example of a pull-up friend, we are going to use Ross and Chandler from Friends.</p> <p>Play Friends clip: http://www.youtube.com/watch?v=C_ESeEZD_OY</p> <p>Ask the following question:</p> <ul style="list-style-type: none"> • <i>How was Ross a pull-up friend?</i> <ul style="list-style-type: none"> ◦ Examples to listen for: He sacrificed his time to go with Chandler to the gym; he coached him on what to say to the gym manager <p><i>Pull down friends are individuals who bring you down, cause you to engage in unhealthy behaviors and don't help you grow. You may like these individuals and have a lot of fun with them but when you reflect on what you do with them, you recognize that you are not the best version of yourself when you are with them.</i></p> <p><i>Make a list identifying five of your closest friends.</i></p> <p>Allow a few minutes for the new members to create a list.</p> <p><i>Now, look at your list of friends and identify if they are a pull-up or pull-down friend?</i></p> <p><i>Now consider what type of friend you are to each of these friends?</i></p> <p>Ask the following question:</p> <ul style="list-style-type: none"> • <i>All of us have been a pull-down friend. How do we move from being a pull-down friend to a pull-up friend?</i> <p>After members share indicate that pull-up friends hold their friends accountable to their vision and support friends in a crisis. They are willing to be uncomfortable, to be vulnerable, to give a friend feedback.</p>
140/245	<p>Understanding Microaggressions (large group)</p> <p>Watch the Delta Gamma Article II Talk titled The Impacts of Microaggressions at https://vimeo.com/428107655/38b7c0cf94</p> <p>After viewing ask the following questions:</p> <ul style="list-style-type: none"> • <i>What take aways do you have from watching this?</i> • <i>What surprised you?</i> • <i>Thinking back to our conversation about bystander behavior, how can you ensure you are not a bystander to microaggressions?</i>



	<ul style="list-style-type: none"> What can we do to ensure our chapter is an inclusive space for all our members?
15/260	Break
10/270	<p>Sisterhood Stories (small group)</p> <p><i>Think about it, when you hear of the story of Delta Gamma's founding, it is really the story of three friends, whose deep and meaningful friendship formed a sisterhood. Have you had a story that exemplifies sisterhood?</i></p> <p>Write your sisterhood story thus far.</p> <p><i>We recognize that your sisterhood story may be short today. But think of how it will continue to grow. One year from now. Four years from now. 10, 20, 50 years into the future.</i></p>
20/290	<p>Clarifying Values (small group)</p> <p>Give each student a sheet of paper. Demonstrate how to fold and crease the paper to make 16 squares. First, fold the paper in half from top to bottom and crease it. Now, fold and crease it from side to side. Then, fold and crease it again from top to bottom and finally again from side to side. You will fold the paper a total of four times. Unfold the paper to reveal 16 squares.</p> <p>Using the 16 squares provided, write a word or two to identify the following:</p> <ul style="list-style-type: none"> Three favorite activities Five important people in your life Three goals you have for the future Three favorite possessions Two things you would like to own someday <p>Each person, thing, activity or goal should be written on a separate square.</p> <p>Explain that you are going to read a story. After you read each part of the story, the new members will be asked to make a decision. They will have 10 to 15 seconds to make the decision. All decisions are final. Draw a big "X" through each discarded square.</p>



Read the “Once Upon a Time” aloud to students. After each part, pause for 10 or 15 seconds before announcing that time is up. Then, continue to read the story.

Once Upon a Time

While at the zoo, you were bitten by a rare llama. You are starting to feel very sick and your doctor diagnoses you with a very serious illness. Your doctor is unsure of how to cure you and does not know whether the disease is fatal. She tells you that you must give up one of your favorite activities.

Because of the disease, you are hospitalized for a short time. You must lose one of your goals.

Because of your time off from work, you are short of cash and must give up one of your possessions.

You are hospitalized again. The medical bills keep coming and you must give up another possession.

You are exhausted from the illness and trying to work. You lose one of your goals and must give up an activity. Also, two important people disappear from your life, because you are no longer able to maintain relationships.

You are permanently hospitalized. You are allowed only one visitor and can take only one possession to the hospital with you. Discard two important people and two possessions.

Your doctor finds a hospital that specializes in rare llama bites. Once there, you will have to live near the hospital for the rest of your life in case you ever suffer from symptoms again. You must discard three of your remaining squares. Which will they be?

You are starting your life over again with only this person, possession, goal or activity.

Prompt new members to think about and evaluate the decisions they made by asking:

- *How did you feel about the decisions you made? Why?*
- *Which were the hardest for you to make?*
- *Would it have been easier if someone else had made the decisions for you? Why or why not?*



	<ul style="list-style-type: none"> • <i>Was anyone surprised by the squares they had left at the end? Do these squares reflect what is really important to you?</i> • <i>If you were to play this game again, would you choose to have different squares at the end? Raise your hand if you would.</i> • <i>If you were to play this game again, would you change some of the things you wrote on your squares? Raise your hand if you would.</i> <p>End this activity by explaining that we all value different people and things for different reasons; each person lives by different personal rules. Tell students that while it's important to respect the values and rules of others, it's difficult to be the person you want to be and to respect yourself unless you live according to your own values and rules. Adapted from OvercomingObstacles.org</p>
10/600	<p>Wrap-Up Close the retreat by inviting new members to popcorn share something they learned during the retreat.</p> <p><i>Thank you for investing in Delta Gamma, in yourself and in each other by being present for our New Member Retreat. We hope you found value in this time connecting with your new member class and learning more about Delta Gamma. Thank you again.</i></p>
	<p>Other activities In addition to this agenda, weave in the following additional activities:</p> <ul style="list-style-type: none"> • Connection/icebreaker activities • Opportunities for women to connect with each other in a casual space • Utilize informal rituals found in the Rituals Handbook • Selecting a relevant DG Dialogues program



APPENDIX D:

Big/Little Guidelines

The big/little relationship is one of the most treasured friendships many members will have during their college days. Below you will find guidelines to assist you with the matching process and revelation. Guidelines for big sisters have also been included to help you explain the expectations to members who become big sisters, as well as to the new members.

Securing Big Sisters

Ask members to volunteer to be a big sister by distributing the big/little promise statement located in the Library. Hold a meeting with all potential big sisters to review expectations.

Make sure you have enough big sisters for each new member. You may find it helpful to send around a signup sheet at a chapter meeting.

If you have a particularly large new member class, some big sisters may need to be assigned to two new members. Immediately following obtaining the list, ask the chapter president to confirm that all volunteers are members in good standing-only members in good standing are eligible to be assigned a little sister.

Big Sister Expectations

At a minimum, big sisters should maintain contact with their little sisters, model appropriate behavior, not tolerate any form of hazing, watch their spending on gifts for their little sisters and have fun.

Below are more specific expectations from the big/little promise statement.

Expectations:

- Assisting my little sister with acclimating to chapter life by attending chapter events together.
- Emphasizing scholarship by modeling good time management and study skills and encouraging scholastic efforts.
- Creating a mutually supportive relationship by investing my time in conversation with my little sister and celebrating her successes.
- Modeling appropriate behavior by living Delta Gamma's values at all times.

I will also uphold my Statement of Obligation, as well as abstain from any of the prohibited activities listed below:



1. Do not force or encourage a little sister to consume alcohol. REMEMBER, the new member program is alcohol free regardless of whether the new member wants to consume alcohol or not.
2. Do not provide alcohol or alcohol-related items to a little sister. This includes, but is not limited to: martini/margarita glasses, flasks, shot glasses, koozies, pre-gaming, after parties, drinks during dinner, etc.
3. Do not provide or encourage a little sister to wear costumes or outfits of any type other than Delta Gamma licensed apparel.
4. Do not force a little sister to participate or attend any activities that are inappropriate or demeaning. This includes, but is not limited to, depriving her of sleep, pranks and events with fraternities.
5. Do not refer to a little sister by any name or nickname that is inappropriate or demeaning. This includes, but is not limited to, references to her being a “baby DG” or a “baby anchor” or giving baby-oriented gifts.
6. Do not organize, observe or participate in hazing of any kind. See Delta Gamma's hazing policy located in the website Library for additional information.

Financial Obligations

Be careful to limit costs associated with being a big sister. The emphasis must be on friendship and sisterhood, not extravagant gifts. By putting too much emphasis on gifts, some members may not feel they are able to participate as a big sister if they cannot provide the same extravagant gifts. Some chapters budget for a small gift for each little sister from chapter funds, others place a financial cap on what a big sister is allowed to spend and some have no gifts. Your chapter needs to decide what is right for your chapter and campus but be sensitive to the financial commitments of your members.

Matching Procedure

One week prior to Big/Little Reveal, members who are volunteering to be big sisters and new members should complete a request sheet of their top several choices for their big or little sister.

Make sure to provide all new members with the list of members volunteering to be big sisters so they know who to select from. Also, provide the members with a list of all new members. The number of choices you should have listed will depend on your number of new members.

The director of new members, vp: member education and new member/member education adviser should meet to prepare the big/little list following consulting the request sheets. Be careful to work in a private area.

Considerations for matching big/little sisters:

- New members should be the top priority in the process. When possible, it is ideal for the new member to get their top choice.



- Special consideration for new members you have observed who may be having a challenging time
- “Twins” for larger new member classes

Below you will find a suggested process to assist you in matching little and big sisters. You may use another process. Adjust as needed.

- Select a new member’s request sheet at random.
- Review the new member’s choices.
- Pull the request sheets for the members the new member has requested as her big sister.
- Review the choices of the member selected as the new member’s first choice.
- If the new member’s first choice also lists her first, that is a match.
- If the new member’s first choice does not list her first, set the form aside and move to another new member’s request sheet.
- Continue selecting new member request sheets at random until you have reviewed all the first choices and matched those that both list each other first.
- Once the first round of matching is complete, select a new member request form from those who did not match in the first round.
- Review the new member’s second choice, if the new member’s second choice member lists her as a first or second choice, which is a match.
- If there is not a match, set the form aside to come back to later.
- Continue selecting new member request sheets at random until all unmatched new members second choices have been reviewed.
- Repeat with any remaining unmatched new members looking at their third choices.
- Continue reviewing new member request sheets at random until you have completed as many rounds as you have had new members list choices.
- Hopefully by the end of the review rounds, all new members will be matched.
- If you have new members who have not matched to any of their choices, look carefully at who you have remaining.
- If any of the new members requested any of the remaining members, match them. If you still have new members unmatched, make your best judgment and match the remaining new members and members the best you can.
- Once the big/little matching is final, keep all the forms in a locked file until Reveal has taken place. Once Reveal is completed, destroy all forms by shredding. Several days before Big/Little Reveal, make sure the big sisters know who their little sisters are so they can prepare for the Reveal event. (You may want to use the notification form included in this guide.)

Make sure everyone knows how big/little combinations are going to be revealed and that the Reveal activity has been approved in advance by your ATC/member education adviser through the Big/Little Reveal task on Anchorbase. Remind big sisters of expectations.



Big Sister Meeting Agenda

For any woman interested in becoming a big sister, she is expected to attend the big sister interest meeting. See agenda for that meeting below.

Learning Objectives:

- Understand expectations for becoming a big sister

Time Allotted: 45 minutes

Materials Required:

- Printed copies of big sister promise

Instructions:

10/10	<p>Friendtors</p> <p><i>Have you ever heard of a “friendtor?” It is exactly what it sounds like - a friend who is also a mentor. That is the best way to think of your role as a big sister. Your job is more than just being her friend but also being her friend who can help guide her in Delta Gamma, through college and in life.</i></p> <p>Ask these questions and then ask them to pair and share:</p> <ul style="list-style-type: none">• <i>What makes a great big sister?</i>• <i>Is there anything you wish your big sister had done or done better?</i>• <i>What can you do to be a great “friendtor” to your future little sis?</i>
15/25	<p>Expectations</p> <p>Review expectations, including financial guidelines for gifts</p> <p>Expectations:</p> <ul style="list-style-type: none">• Assisting my little sister with acclimating to chapter life by attending chapter events together.• Emphasizing scholarship by modeling good time management and study skills and encouraging scholastic efforts.• Creating a mutually supportive relationship by investing my time in conversation with my little sister and celebrating her successes.• Modeling appropriate behavior by living Delta Gamma’s values at all times.• Never tolerate or participate in any form of hazing. <p>Financial Guidelines:</p> <ul style="list-style-type: none">• Review chapter financial expectations for being a big sister



	<ul style="list-style-type: none">Some chapters budget for a small gift for each little sister from chapter funds, others place a financial cap on what a big sister is allowed to spend and some have no gifts. Your chapter needs to decide what is right for your chapter and campus but be sensitive to the financial commitments of your members. <p>Consider ways outside of gifts that cost money:</p> <ul style="list-style-type: none">Write her notes of encouragement, send her texts when you know she a big test coming upNever forget that your presence is more important than presents <p>Requirements to be a big sister:</p> <ul style="list-style-type: none">Per the BLSRs, a member must be in good standing to be a big sister
15/40	<p>Process</p> <p>Review process of getting to know new members prior to big/little selection.</p> <p>Please note, you should never put any pressure on a new member to put you first in their big sister selection. The purpose of a big sister is to be supportive and encouraging and to pressure a woman to make the choice you want her to make does not live up to that expectation.</p> <p>Each potential big sister and each new member will fill out a list indicating her top five choices for big/little. The preference will always be given to the new member when possible.</p>
5/45	<p>Big Sister Promise</p> <p>Have all potential big sisters sign the big sister promise found in Appendix D.</p> <p>Facilitator Note: Print copies for big sisters to sign.</p>



Delta Gamma Big Sister Promise

I am acknowledging that the role of a Delta Gamma big sister is one that would require me to be a mentor, friend and positive role model by upholding the values of the Fraternity as outlined in Article II of the Constitution. I will uphold this by:

Expectations:

1. Assisting my little sister with acclimating to chapter life by attending chapter events together.
2. Emphasizing scholarship by modeling good time management and study skills and encouraging scholastic efforts.
3. Creating a mutually supportive relationship by investing my time in conversation with my little sister and celebrating her successes.
4. Modeling appropriate behavior by living Delta Gamma's values at all times.

I will also uphold my Statement of Obligation, as well as abstain from any of the prohibited activities listed below:

1. Do not force or encourage a little sister to consume alcohol. REMEMBER, the new member program is alcohol free regardless of whether the new member wants to consume alcohol or not.
2. Do not provide alcohol or alcohol-related items to a little sister. This includes, but is not limited to: martini/margarita glasses, flasks, shot glasses, koozies, pre-gaming, after parties, drinks during dinner, etc.
3. Do not provide or encourage a little sister to wear costumes or outfits of any type other than Delta Gamma licensed apparel.
4. Do not force a little sister to participate or attend any activities that are inappropriate or demeaning. This includes, but is not limited to, depriving her of sleep, pranks and events with fraternities.
5. Do not refer to a little sister by any name or nickname that is inappropriate or demeaning. This includes, but is not limited to, references to her being a "baby DG" or a "baby anchor" or giving baby-oriented gifts.
6. Do not organize, observe or participate in hazing of any kind. See Delta Gamma's hazing policy located in the website Library for additional information.

By signing this document, I understand that any deviation from this promise will result in a Statement of Obligation Review and could preclude me from being selected as a big sister in the future.

Name

Date



Big Sister Request Form

Name: _____

Gaining a big sister is an exciting and important part of not only the new member period, but also your Delta Gamma experience. Big sisters provide both friendship and mentorship.

A big sister can:

- Assist you with acclimating to chapter life by attending chapter events with her.
- Emphasize scholarship by modeling good time management and study skills and encouraging scholastic efforts.
- Create a mutually supportive relationship by investing time in conversation with you and celebrating your success.
- Model appropriate behavior by living Delta Gamma's values at all times.

Please list your top five choices for your big sister. Your choices will be given every possible consideration, but please understand that it may not be possible for everyone to have their top choices. Thank you!

1. _____

2. _____

3. _____

4. _____

5. _____



Big Sister Notification Form

Name: _____

Congratulations, you have a new little sister!

Your little sister is: _____

Her phone number is: _____

Her email address is: _____

Her local mailing address is: _____

Big/Little Reveal will be:

Date: _____ Time: _____

Location: _____

For Big/Little Reveal you need to prepare:

Big/Little Reveal

It is important to plan ahead for Big/Little Reveal. This is an experience that will last a lifetime for your chapter's new members. Make it safe, meaningful and fun.

Reminder: no alcohol or men may be involved in any aspect of Big/Little Reveal or any celebration afterward.



Big/Little Reveal Ideas

- The Perfect Fit: The theme of our Big/Little Reveal was “The Perfect Fit,” so the night before revelation, the big sisters left one shoe of an adorable pair outside of the little sister’s bedroom. At revelation, the little had to find the matching shoe in the room of big sisters.
- Socks: The big sisters will be given a certain color sock that the little sister will be presented with when they arrive to the chapter room. When the little sisters arrive at the chapter room, they will only be able to see a large cloth hung from the ceiling that is protecting the identity of the sister on the other side of the curtain. The only thing showing will be the big sister’s feet (or colored socks). The little sisters then have to find the sisters with the matching sock! Once all the new members are in front of their big sister, the cloth is dropped for them to find out who their big sister is.
- Treasure: The theme of the reveal will be “Find Your Missing Treasure.” The director of new members and her committee will decorate the room beforehand as a deserted island. In the middle of the room, will be a treasure chest. In the treasure chest will be tiny wrapped boxes with each new member’s name. The chest will be filled with the Styrofoam peanuts. Each new member will have to dig through the treasure chest to find the box with her name on it. When they unwrap the box, there will be a slip of paper with a room number on it. When they go to the room, their big sister will be there waiting for them!
- Big Present: Each big sister wraps herself up in a large box or wrapping paper with a tag with the new members name on it
- Ice Cream Bowl: Each big sister will be given a paper bowl and will be instructed by the director of new members to write their name on the bottom of the bowl. Once the new members arrive, they will be given their appropriate ice cream bowl that has their big sister’s name on the bottom and their favorite ice cream in the bowl and the new members will find out who their big sister is after they have eaten their ice cream. Another version: the big sisters make ceramic bowls for their little sisters with both of their names on the bottom to reveal their big sister, but then it is also a keepsake with both of their names at the bottom.
- Balloons: Have a helium balloon labeled with the new member’s name. Inside, there will be nine names of famous people. The tenth name will be the big sister. The little sister will pop her balloon and root to find her big sister’s name inside.
- Hats Off: Big sister makes two matching hats-big sister wears hers and little sister is given hers wrapped.
- Fortune Cookie Reveal: Insert the name of the big sister into a fortune cookie to reveal the identity of the big sister.
- Poems: Little sister is given the first half of the poem to read aloud and the big sister finishes reading the second half of the poem.
- Puzzles: Big sisters color a blank puzzle that reveals her identity. The puzzles are left at the chapter house in an envelope with the new member’s name on it. When they come, they put the puzzle together to find out the identity of their big sister.



APPENDIX E:

Icebreakers/Connection Activities

Let it Snow!

Learning Objectives:

- Identify ways they connected with other new members

Time Allotted: 15 minutes

Materials Required:

- Strip of paper/piece of paper and pen/pencil for every member

Instructions:

10/10	<p>Let It Snow!</p> <p>Utilize small groups of 10 to 15 new members.</p> <p>Hand out a strip of paper or piece of paper to each person and ask them to:</p> <ul style="list-style-type: none">• Write a fun fact about yourself that no one knows.• Then, crumple the paper up into a ball. <p><i>When I say “start,” we will stand in a circle and toss your “snowball” across the circle. Continue picking up “snowballs” and toss them around until I say “stop.”</i></p> <p>Then, each person picks up a paper one at a time and reads the fun fact out loud.</p> <p>The group will guess who it belongs to. Then, the person who wrote it will reveal herself.</p> <p>Allow, ten minutes to complete the activity. For larger new member classes, this may be done in smaller circles for time.</p>
5/15	<p>Ask the following discussion questions:</p> <ul style="list-style-type: none">• <i>Was that easy or difficult to guess who each fact belonged to?</i>• <i>Why is learning more about each other important?</i> <p>Here are some examples of possible answers:</p> <ul style="list-style-type: none">• We want to build sisterhood as a chapter



	<ul style="list-style-type: none">• We want to continue getting to know each other on a deeper level to become sisters
--	--

Pop a Question

Learning Objectives:

- Identify ways they connected with other new members

Time Allotted: 15 minutes

Materials Required:

- One balloon per person (have a few extra, just in case)
- Strip of paper with question for each participant

Before the Program You Need to:

- Stuff strips of paper with a question inside of each balloon
- Identify if you need to supply foam earplugs for any new members who have sensory processing difficulties

Instructions:

10/10	<p>Pop a Question</p> <p>The Small Group Leader will prepare questions on small pieces of paper and put one question inside a balloon.</p> <p>Give each new member a balloon to blow up and tie, but don't let them know what question is inside of it.</p> <p>Once everyone is finished blowing their balloons up, do a quick round of balloon volleyball to mix-up the questions.</p> <p>Then, go around the room and one at a time, have them pop their balloon and answer the question inside aloud to the group.</p> <p>Suggested questions:</p> <ul style="list-style-type: none">• Who is your hero?• If you could live anywhere, where would it be?• What is your favorite family vacation?• What would you change about yourself if you could?• What motivates you to work hard?• What is your proudest accomplishment?• What is your favorite book to read?• What makes you laugh the most?
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	<ul style="list-style-type: none"> • What was the last movie you went to? What did you think? • What did you want to be when you were a kid? • If you could choose to do anything for a day, what would it be? • What is your favorite game or sport to watch and play? • Would you rather ride a bike, ride a horse or drive a car? • What would you sing at Karaoke night? • What two radio stations do you listen to in the car the most? • Which would you rather do: wash dishes, mow the lawn, clean the bathroom or vacuum the house? • If you could only eat one meal for the rest of your life, what would it be? • Who is your favorite author? • Have you ever had a nickname? What is it? • Do you like or dislike surprises? Why or why not? • Would you rather vacation in Hawaii or Alaska and why? • Would you rather win the lottery or work at the perfect job? And why? • Who would you want to be stranded with on a deserted island? • If money were no object, what would you do all day? • If you could go back in time, what year would you travel to? <p>Facilitator Note: If any new members have sensory processing difficulties, you may consider having foam earplugs so she can still participate without the sound becoming overwhelming. You could also alter this activity by putting the questions in a bowl and having the new members select a question.</p>
5/15	<p>Ask the following discussion questions:</p> <ul style="list-style-type: none"> • <i>Did you feel vulnerable answering your question?</i> • <i>What did you learn about your new sisters that you want to connect with them on after?</i>

Find Your Twin

Learning Objectives:

- Identify ways they connected with other new members

Time Allotted: 15 minutes

Materials Required:

- One piece of paper for each new member

Instructions:

10/10	Find Your Twin
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	<p>Pass out a piece of paper to each new member. Have the new members fold the paper in half lengthwise (hot-dog style) and on the left side, write a list of 20 personal traits.</p> <p>Label the column on the left “my traits,” and label the column on the right “my twin’s autograph”.</p> <p>Once everyone has finished writing down their own traits, have them go search for their “trait twin” for each thing they wrote down. Make sure everyone writes their names down.</p>
5/15	<p>Ask the following discussion questions:</p> <ul style="list-style-type: none">• <i>What did you learn about your new sisters that you want to connect with them on after?</i>• <i>What were you excited to learn about in this activity?</i>

Balloon Fight

Learning Objectives:

- Identify ways they connected with other new members

Time Allotted: 15 minutes

Materials Required:

- One balloon per person (have a few extra, just in case)
- One piece of elastic band per person

Before the Program You Need to:

- Identify if you need to supply foam earplugs for any new members who have sensory processing difficulties

Instructions:

10/10	<p>Balloon Fight</p> <p>Divide everyone into groups of twos or threes. Give everyone a balloon and a piece of elastic band each.</p> <p>Get everyone to blow up their balloon to a reasonable size (if you have not already done so) and tie it to their ankle using the elastic band, facing outwards.</p> <p>The objective of the game is for a team to destroy all other teams’ balloons by stepping on them (their balloons, not their feet!). Before you start the game, allocate each team to a particular location within the playing space.</p> <p>Announce the scoring system to them:</p>
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	<ul style="list-style-type: none"> • For destroying one balloon, one point is awarded. • For being the last team standing, three points are awarded. • Give the teams 5 minutes to strategize. After five minutes, start the game. • Every time a person's balloon is burst, that person is eliminated and will be asked to sit down on the side. • Call the game when only one balloon remains. • The winning team is the one with the highest score. <p>Facilitator Note: If any new members have sensory processing difficulties, you may consider having foam earplugs so she can still participate without the sound becoming overwhelming.</p>
5/15	<p>Ask the following questions:</p> <ul style="list-style-type: none"> • <i>What behaviors did you observe from your team members before and during the balloon fight?</i> • <i>What behaviors did you observe from your opponents during the balloon fight?</i> • <i>How do you think that behavior is reflected in other spaces?</i> • <i>Did you see a behavior that you thought was helpful toward the team effort?</i> • <i>Did you learn anything about your new sisters that you want to connect with them on after?</i>

DG Bingo

Learning Objectives:

- Identify ways they connected with other new members

Time Allotted: 15 minutes

Materials Required:

- Copies of DG Bingo card




Instructions:

10/10	<p>DG Bingo</p> <p>Pass out the DG Bingo cards. Explain to the group that we are going to play bingo, DG Style. Ask them to find a new sister who represents a square and have her sign or initial the square. Yell BINGO when you've achieved all squares in a line or angle filled in.</p> <p>Variation:</p>
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	<ul style="list-style-type: none">Depending on the size of the new member class, you can also have new members do a shape of an anchor and blackout all squares.
5/15	<p>Ask the question:</p> <ul style="list-style-type: none"><i>Did you learn anything about your new sisters that you want to connect with them on after?</i>



 <i>Do Good Sisterhood</i> 				
B	I	N	G	O
Someone who is in one of your classes	Someone wearing anchors	Someone who has the same color eyes	Someone who has a first, middle or last name beginning with 'G'	Someone who can name 4 other Panhellenic groups
Someone who has the name Eva, Anna or Mary	Someone with the same major as you	Someone you've eaten a meal with outside of DG activities	Someone born in a different state/province than you	Someone wearing something blue
Someone who has a first, middle or last name beginning with 'D'	Someone who doesn't drink coffee	DG  FREE	Someone who is an only child	Someone who has a sister or mom that was also in a sorority
Someone wearing something pink	Someone who has traveled out of the United States	Someone who commits to doing good	Someone who has never made a TikTok	Someone with a different major than you
Someone who has visited more than three Canadian provinces	Someone wearing something bronze	Someone who has visited over 25 US states	Someone who fluently speaks a second language	Someone who uses a planner to organize herself



APPENDIX F:

Introduction Week Questions

Print and cut the questions into strips for each small group for the Introduction Meeting. You will need one set of strips for each small group.



When do you see your best self?



What is one of the hardest decisions you've had to make?



What is your biggest goal for college?



What is your most prized possession?



What is your biggest fear for college?



If you were going to start a non-profit what would it be and why?



If you opened a business, what would it be and why?



If you were to give a Ted Talk, what would it be about and why?



If you had to choose a hashtag for the next year, what would it be and why?



What issue or cause are you passionate about and why?



If you could meet any author who would it be and why?



When you need to recharge, what do you do?



APPENDIX G:

Be What You Seem Artifact Presentation

Overview:

Each woman can create, find, compose, write or discover an object, artifact or document that represents her experiences in Delta Gamma thus far. It should be in some medium that she finds comfortable. She can use this time to express her feelings, experiences, memories and dreams of Delta Gamma.

Forms of expression could be songs, journals, collages, dioramas, paintings, drawings, dances, poetry, sculptures, speeches, music, photography, arts and crafts projects, woodwork, metal work, etc.

Presentations could include decorating a room or group sharing. No one should be forced to deliver a speech or publicly present her artifact.

Learning Objectives:

- To provide new members an opportunity to share through personal reflection, artifact creation and /or personal testimonials their experience during the New Member Pursuit.

Time Allotted: 45-60 minutes

Materials Required:

- Be What You Seem ceremony
- Each new member's artifact/Be What You Seem project

Before the Program You Need to:

- Explain Be What You Seem to new members and ask them to bring her artifact/presentation/object

Instructions:

55/55	<p>"Be What You Seem" ceremony</p> <p>Director of new members: <i>For the last several weeks we have learned about the bonds of Delta Gamma, one another and the ties that keep us close. We have discovered things about our Fraternity and ourselves that have brought a greater sense of who we are.</i></p> <p>Director of rituals: <i>Our Founders inscribed in the inside cover of their first minute book the statement: "Be What You Seem." Today, that is what we</i></p>
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	<p><i>are going to share: who we are as well as where we are going. You have taken the time to create an artifact reflecting what your Delta Gamma New Member Pursuit has meant to you. Let's begin.</i></p> <p>New members proceed to share or present their personal reflections and artifacts as the director of new members and vp: member education facilitate.</p> <p>Variations:</p> <ul style="list-style-type: none">• Ask the chapter to sing to the new members to set the tone of the meeting.• Set the tone of the meeting as a festive celebration of the education process.• Set an art exhibit theme for the meeting to encourage participation and highlight all new members' artifacts as the exhibit of the year.
5/60	<p>Wrap-Up</p> <p>Thank everyone for their contributions to the meeting and to Delta Gamma.</p>



APPENDIX H:

Evaluating the New Member Program

It is important to evaluate your new member program so you can make the necessary changes for your next new member class. Below is a list of suggested questions to include. Consider using Survey Monkey, Google Forms or another online tool to collect the information.

Suggested Questions:

1. Reflecting on your new member experience, which week/activity did you enjoy the most?
2. Reflecting on your new member experience, which week/activity did you not enjoy?
3. During new member meetings, what do you wish we had more time for?
4. Thinking about your entire experience, how can next year's new member team be more inclusive?
5. Please share your suggestions for new member meetings in the future.

If small groups were used:

1. What did you most enjoy about your small group time?
2. In preparation for next year, what would you suggest Small Group Leaders keep in mind?

Tip

If you are hosting an additional or concurrent new member program, consider how you can incorporate feedback from this group to create positive change for those who will experience this curriculum next.