WELCOME TO THE

DO GOOD sisterhood

NEW MEMBER PURSUIT WORKBOOK

Name

_____

Chapter

_____

Contact information if this workbook is misplaced:

_____

_____

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

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Welcome to Delta Gamma!

Welcome, new sisters! I am so happy you accepted Delta Gamma's invitation to join our Do Good Sisterhood. Even though it has been a while, I still have vivid memories of my new member period. As someone who wasn't sure if I even wanted to join a sorority, I am so glad I ultimately made the decision to do so. It truly was a life-changing moment, even if I didn't know it at the time.
I hope you have questions you want to answer about yourself, because college is the very best place to learn more about who you want to become and what you value most. And, I hope more than anything that your experience in Delta Gamma helps set you up to do just that. We do not seek for our members to be alike. We strive for our members to feel a sense of belonging because of who they are individually.

Soak up every moment of this time in your life, as these days will become the memories that you and your friends will relive over and over in the future. Trust me, even after more than 25 years, I remember how my roommate ordered her pizza, the trick plays of our flag football team, and some of the funniest moments of living in the chapter house. Some of the women in your new member class or other member classes will become your lifelong friends—the ones who will share these memories with you—which I believe is the most beautiful outcome of your collegiate days.

Take it all in. Take care of you. And, take care of each other. You have a duty to yourself and to your sisters. Cherish both. And don't forget to have a ton of fun!

Amy

Dr. Amy R. Ayres, Alpha Iota-Oklahoma
Fraternity President, Delta Gamma Fraternity

WE GROW BECAUSE

we can

WE LEAD BECAUSE

we should

WE DO BECAUSE

we are

DELTA GAMMA

Delta Gamma was founded in 1873 in Oxford, Mississippi, at the Lewis School for Girls by three young women who were unable to go home for the winter holiday break. Together, Anna Boyd, Mary Comfort and Eva Webb created a "club of mutual helpfulness."

They chose the Greek letters Delta and Gamma because of their desire to "Do Good." It remains Delta Gamma's motto today and is a driving force in all we do.

What started with three women has since grown into an international Fraternity with more than 250,000 members. At the end of your new member period, you will join that sisterhood, helping make us stronger.

Delta Gamma's sisterhood continues to inspire women through the values that were built into our very first Constitution. Article II of our Constitution states: *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.*

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. The original pin of the Fraternity was the letter "H," which the Founders meant to stand for hope. Our colors are bronze, pink and blue.

In 1877, the Fraternity adopted the anchor as our symbol, the age-old symbol for hope.

Welcome to the Do Good Sisterhood.

Why is Delta Gamma called a Fraternity instead of a sorority?

Originally, sororities were known as Women's Fraternities, and "sorority" was a term later applied that became the generally accepted term.

Since we were founded in 1873, before the term "sorority" existed, we kept the use of the word Fraternity.

YOUR NEW MEMBER JOURNEY

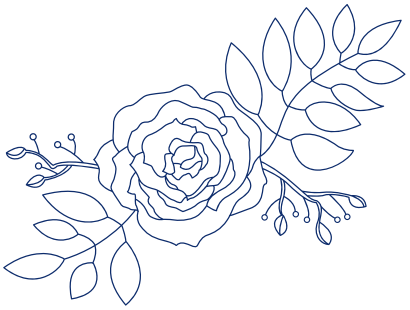
As you begin your new member journey, you can't fully appreciate all that Delta Gamma is, and we don't expect you to. Part of your new member experience is to learn more about Delta Gamma and to find the true meaning of being a DG: living our values and our ritual. Another part is to learn more about yourself and continue to grow throughout this journey. Expect that there will be hard days in your membership, but it is in those days that you should lean in more. You will get out of Delta Gamma what you put in. Our hope is that you will invest your full self into making this sisterhood even better.

PURPOSE OF YOUR NEW MEMBER PURSUIT WORKBOOK

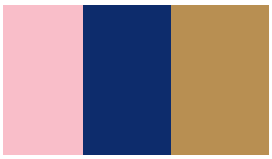
The New Member Pursuit Workbook is designed to be actively utilized throughout your journey as a new member. It has everything you need, plus a little more! You will find everything for your weekly meetings, fun facts about Delta Gamma and a weekly challenge for you to complete. So, be sure to have it with you each week for the new member meeting. This is yours to keep, so make notes, doodle and reflect in here to remember this time in your life. You'll find space in the back of this workbook to write memories of your new member period.

"WE ARE SISTERS AND FRIENDS - NOT ONLY WHEN WE'RE ON TOP OF THE WORLD, BUT ALSO WHEN WE NEED IT THE MOST."

-Wilma Johnson Wilbanks



12 years after our founding, the cream-colored rose was named the Delta Gamma's flower.



At the second Convention in 1883 in Akron, bronze was added to the colors pink and blue to avoid confusion with Beta Theta Pi's pink and blue.

A few years before she died, Founder Mary Comfort Leonard described the first pin: "We went to a local jeweler and had our pin made - the letter 'H,' which stood for hope, for we hoped great results and have not been disappointed..."

-The Shield

My Notes

Our vp: member education and director of new members are:

My Small Group Leader is:

Other new members I met today are:

My memories of Recruitment and Bid Day include:

WEEK ZERO

Introductory Week

ARTICLE II

of the Delta Gamma Fraternity Constitution as we have known it since 1955.

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.

Reflecting on Article II

WHAT STOOD OUT TO YOU ABOUT ARTICLE II?

WHICH PART EXCITES YOU THE MOST?

WHEN DID YOU SEE ARTICLE II APPEAR DURING RECRUITMENT?

WHICH PART RESONATED WITH YOU THE MOST?

WHAT ASPECTS MAY BE THE MOST CHALLENGING FOR YOU?

ARTICLE II PROVIDES US A ROADMAP FOR OUR BEHAVIOR, AND CHALLENGES US TO BE THE BEST VERSION OF OURSELVES.

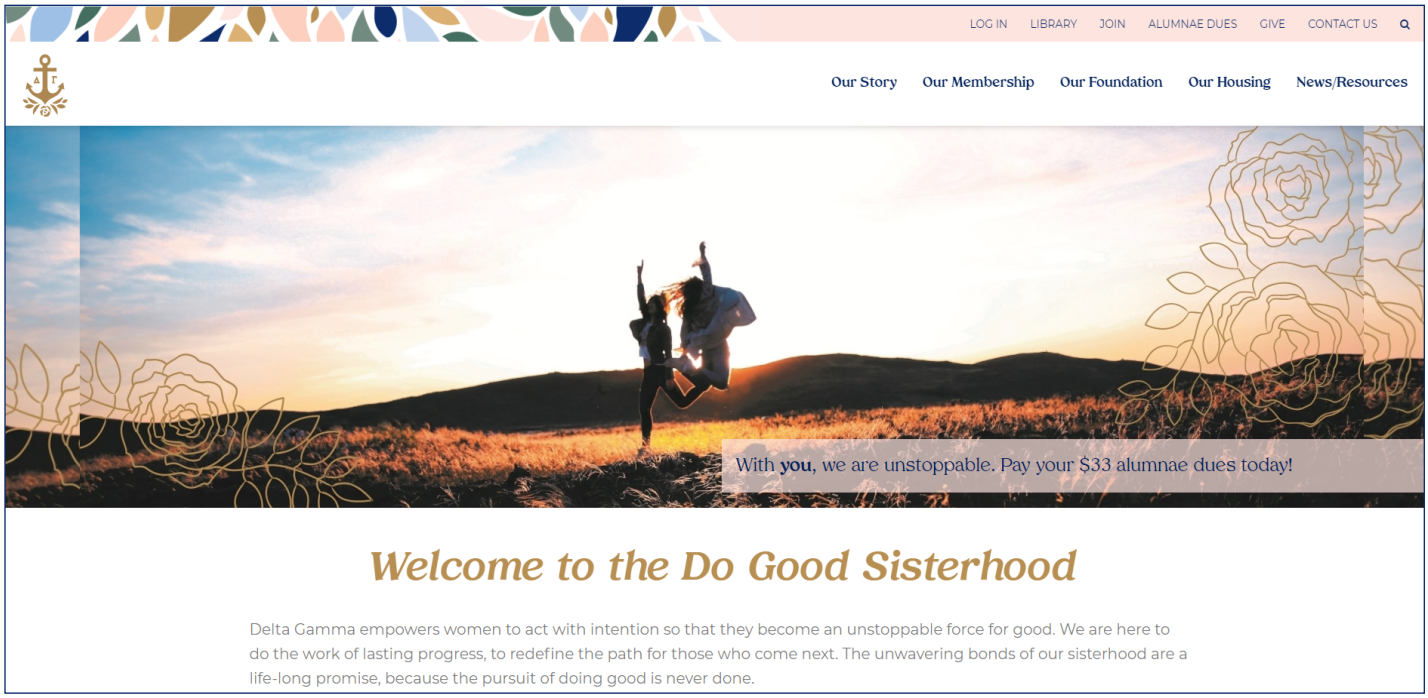
Weekly Challenge
To start to honor the high ideals of friendship set forth by Article II, exchange phone numbers with at least one other new sister and make a plan to connect this week.

Delta Gamma's Website

The Delta Gamma website is a hub for information just for members, volunteers and family/friends of Delta Gamma. On the website, you can find:

- News and Resources
- Hannah's Closet link for Delta Gamma merchandise
- Ways to connect with the Delta Gamma Foundation including scholarships, grants, fundraising and service opportunities
- Information about collegiate and alumnae chapter locations
- The Barbara Nussa Boersma Library (often referred to as the DG Library) for digital policies, procedures, handbooks and other documents
- Links to Fraternity and Foundation social media pages
- A link to Anchorbase for chapter operations

Visit* www.deltagamma.org *to explore!



Empowered by Delta Gamma

Mary Thompson Stevens, Eta-Akron

First Editor of the *ANCHORA and one of the first pediatricians in Detroit, MI*

Mary Thompson was one of three undergraduate editors to support the *ANCHORA* in its early stages. She is recognized for creating larger member interest in the Fraternity, encouraging members to submit their own essays and poetry and inviting volunteers to write about the Fraternity's state, shortcomings and plans for the future. Not only is Mary remembered as our first magazine editor, but she was also one of the first pediatricians in the city of Detroit, Michigan. In 1883, in a letter of advice to a young woman wanting to start a DG chapter at her school, Dr. Stevens once wrote, "In this 19th century, this woman's rights age, we must vindicate ourselves ... and this can be done only by diligence, by earnest effort, by our conscientious work."

Mary Thompson Stevens (Mrs. R. H.), *Editor of Anchora, 1884*

Barbara "Lindy" Gans Ritz, Alpha Iota-Oklahoma

Aviation leader during and after September 11, 2001 terrorist attacks

A graduate of the University of Oklahoma, Lindy Ritz earned her master's degree in aviation and space from Oklahoma State University. She served as the Director of the FAA's Mike Monroney Aeronautical Center in Oklahoma City from 1997 to 2013. After the September 11, 2001 terrorist attacks, she led the Center to create training and business support for the Transportation Security Administration (TSA) which was created in response to those tragic events. She received the first FAA Golden Compass Award for Exemplary Leadership in September 2007.

Ritz was appointed to the Aeronautics Commission in January 2018 and will serve until December 2023. Ritz has received the Delta Gamma Order of the Rose Award, the Girl Scouts Red Lands Council Woman of Distinction, the Secretary's Award for Meritorious Achievement from the Secretary of Transportation and the 2001 Distinguished Leadership Award from the Community Leadership Association, the Distinguished Graduate and Distinguished Leadership award from Leadership Oklahoma in 2019 . She has been noted for her outstanding leadership and professionalism during and after September 11, 2001.

Empowered by Delta Gamma Cont'd

Sarah Tilghman Hughes, Psi (II)-Goucher

Judge to swear in Lyndon B. Johnson after Johnson F. Kennedy assassination

Sarah Tilghman Hughes started her career in Dallas, Texas in 1922 when no women were hired to work in law firms. Sarah served as a Judge for the U.S. District Court for the Northern District of Texas. She received a recess appointment from John F. Kennedy in 1961 to a new seat in thiat district as the first female federal judge in Texas and was nominated to that same position again in 1962. She is most well known for administering the oath of office to Lyndon B. Johnson aboard Air Force One after the assassination of John F. Kennedy. However, she considered her greatest accomplishment to be her election to the Texas Legislature in 1930. Sarah was also recognized for playing a key role in the 1954 Texas Constitution amendment that allowed women to serve on juries.

Taylor Johnson, Alpha Omega-Arkansas

First African American woman to become president of a Panhellenic sorority at the University of Arkansas

During Taylor's sophomore year, Delta Gamma reestablished our Alpha Omega-Arkansas chapter. She joined our sisterhood and quickly created a foothold in leadership roles for herself. Her first chapter leadership role was as vice president: social standards and she intended to run for that position for a second year. Then she got the opportunity to attend our Lewis Institute and that catapulted her into even greater leadership opportunities as chapter president. Since re-establishing, Taylor said that Alpha Omega has had a good connection with the other chapters on campus. She also felt supported by the other fraternity/sorority leaders at the U of A upon becoming president: "I don't think people knew about me being the first African American Panhellenic [organization] president until recently."

When asked what surprised her most about leading her chapter, she mentioned not realizing the impact she would have as president, "I realized how much influence I had, I guess you could say." Sisters like Taylor are proof that who we are, and our actions, can have a historical impact and reach outside of our immediate community.

WEEK ONE

Doing Good in Delta Gamma

Article II

Friendship

Educational and Cultural Interests

Social Responsibility

Character

Article II: *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.*

We've stood the test of time, but not by standing still.
The first version of Article II from the first constitution stated: "The object of this Club is the improvement of its members, morally and intellectually, and for the cultivation of sister love."

Delta Gamma Policies

LINKS TO POLICIES

Positional Statement on Inclusivity | Alcohol Policy | Hazing Policy | Social Media Policy | Campus Resource Worksheet

POSITIONAL STATEMENT ON INCLUSIVITY

Delta Gamma Fraternity is committed to cultivating an inclusive and equitable environment and experience for our members, potential new members and communities. In our membership selection processes and in the life-long membership experience, Delta Gamma Fraternity and its members do not discriminate on the basis of race, ethnicity, religious affiliation, color, creed, national origin, sexual orientation, marital status, physical disability or other protected identities. Membership is open to all individuals who identify as women and who have a sincere desire to uphold our shared values, as outlined in Article II. We resolve to eliminate inequities and address behaviors that do not align with our values.

COLLEGIATE ALCOHOL POLICIES AND RESPONSIBILITIES

A few points to note from the Collegiate Alcohol Policy:

- Members and new members shall not be required to attend any function/event where alcohol is available.
- Alcohol is forbidden at the following events:
    - Any fundraising or philanthropic event hosted by a collegiate chapter
    - Delta Gamma Ritual events
    - Recruitment activities. Recruitment activities include, but are not limited to, Recruitment Preparation Workshops, Formal Recruitment events, Continuous Open Bidding events, and any events taking place during the college/university's designated recruitment period.
    - New Member Program
- No Overnight/Weekend Parties allowed
- No alcoholic beverages should be served or stored on Delta Gamma Property (see definition in Collegiate Alcohol Policy).
- Chapter and/or Fraternity funds shall not be used for the purchase of alcoholic beverages.
- Delta Gamma Fraternity or Foundation functions shall not be sponsored by distributors of alcoholic beverages.
- Unregistered Events with alcohol (individual or group) are not permitted before or after a Delta Gamma Event.

View the complete Collegiate Alcohol Policy in the DG library.

Hazing Policy

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.

IS IT HAZING?

Defining hazing is not black and white. Discerning if an activity involves hazing can be difficult and complex, especially if the activity in question does not involve physical harm. Indeed, trying to define hazing can lead to arbitrary boundaries or to overly simplistic "lists" of rights and wrongs that ignore the harmful subtleties that often differentiate hazing from other activities. Often, it is helpful to consider an activity using a series of questions to help evaluate. Such questions are offered below, and they may also be useful when seeking to learn more about the nature or context of a chapter activity.

Does the activity promote the values (Article II of the Fraternity Constitution and ritual) of Delta Gamma?

If the activity jeopardizes Delta Gamma's values, the activity may be hazing.

Does the activity involve mental distress such as humiliation or intimidation?

Examples of such activities may include singling out an individual for not completing an activity in the allotted amount of time, resulting in her having to complete yet another activity in isolation. Take notice of the context as it is often the context in which the activity is done that illuminates elements of distress rather than the activity itself.

Will the individuals participating be made aware of the activity well in advance?

If the members or new members are not aware of the activity and are notified to be at a certain location in X number of hours or minutes, this activity may be hazing.

Is alcohol involved?

Alcohol cannot be involved in any new member activity per Delta Gamma policy.

Does the activity involve physical abuse?

Often this is the easiest type of hazing to identify. Examples of physical abuse may include but are not limited to paddling, unsafe or inappropriate scavenger hunts, sleep deprivation, forced (real or implied) alcohol consumption, drinking games, etc.

Is there a significant risk of injury or a question of safety?

There are numerous examples of activities that lead to injury or threat to safety. Certain types of scavenger hunts and line-ups are two examples. A scavenger hunt that requires women to race against other teams, especially in cars, and collect clues or items/pictures of items is a safety concern. Line-ups are also unsafe because by design, they use intimidation to achieve cohesion or knowledge acquisition.

Would you have any reservations describing the activity to family/parents/support system, university officials or Council/Leadership/staff?

If a student is hesitant to share the activity or if an activity requires extensive explanation to "make sense of it" to an outsider, it is likely to have elements of hazing.

Are there real or perceived consequences for not participating in this activity or completing it appropriately?

If a member or group is not permitted certain rights or privileges, then the activity may be hazing. Even if the activity only has perceived consequences, it should be avoided.

Is the activity relevant to Delta Gamma membership?

If individuals are instructed to obtain signatures, memorize information about members or new members or complete personal tasks for members, this is not relevant to Delta Gamma membership.

Is there another way for the individual to accomplish the task/ meet the objective if they are uncomfortable completing this activity?

If a chapter is asking individuals to complete a team-building activity that is physically demanding, the chapter needs to utilize the principle of challenge by choice. If an individual is uncomfortable, she is permitted to say, "I am not comfortable with this." The chapter should work to involve her in the activity in another way, such as providing the instructions for the activity, helping the groups strategize or participating as an active observer where she shares her observations with the larger group during the processing of the activity. If the activity asks the individual to share personal information, the same principle of challenge by choice applies. The woman is only required to share information she is comfortable offering.

"Speak up if you see a situation that does not look right. If you're noticing something doesn't seem right-chances are, it's not. Take action. Get help. Taking action takes courage-even if it seems like the unpopular route to take."

- Parents of fraternity hazing victim, Max Gruver

Hazing Myths & Facts

MYTH: THE FRATERNITY CAN LEGISLATE HAZING COMPLIANCE

Fact: Human nature is such that actions speak louder than words. Reading hazing policies is insufficient if the actions of the members cast doubt or disrespect on those policies – or worse, the values of our ritual. Hazing devalues our ritual and renders it ineffective or seemingly insincere. Newer members are more likely to follow the implied standard exhibited by older members/leaders rather than the specified standard of Fraternity policy or procedure enabling chapter culture to prevail. Therefore, chapter culture must align with Fraternity values and expectations.

MYTH: IF SOMEONE AGREES TO PARTICIPATE IN AN ACTIVITY, IT CANNOT BE CONSIDERED HAZING.

Fact: In states that have laws against hazing, consent of a victim cannot be used as a defense in a civil suit. In some situations, consent may not be true consent but instead a lack of self-confidence or a disproportional desire to belong to a group.

MYTH: ONLY NEW MEMBERS CAN BE HAZED

Fact: Delta Gamma's definition of hazing is applied evenly to each member. This means a senior or sophomore member can be hazed just as a new member can be hazed.

MYTH: IF I THINK AN ACTIVITY IS ACCEPTABLE, IT DOES NOT COUNT AS HAZING

Fact: Sadly, most hazing starts as disrespectful and demeaning behavior which is on a path towards hazing. Our values do not stand for mistreatment and disrespect of ourselves or others.

HOW DO I REPORT BEING HAZED?

If you ever feel uncomfortable with any activity, immediately consult your vp: member education, vp: social standards, president, an adviser or Executive Offices. If you have concerns regarding hazing, you can always contact Executive Offices' collegiate department at 614-481-8169 or by emailing DG-EO@deltagamma.org.

Learn about the laws on hazing in each state at hazingprevention.org/home/hazing/statelaws/

Think about how you would act if you learned that a friend in another organization was being hazed.

How could you speak up?

If you are struggling to find your voice or ways to help, who else could you go to for help?

Social Media Policy

INCLUDED ARE KEY EXCERPTS OF THE SOCIAL MEDIA POLICY. THE ENTIRE SOCIAL MEDIA POLICY MAY BE FOUND IN THE DG LIBRARY.

This policy applies to Delta Gamma Fraternity chapters, members, new members, alumnae, volunteers, Cabinet, Council Executive Offices staff, House Directors and other staff at chapter houses. When used correctly, social media is extremely valuable to Delta Gamma Fraternity, its members and alumnae. These policies are designed to promote positive use of social media and encourage positive behavior, while maintaining the best interests of the individual member.

Postings on an individual's website, social media or email account that do not uphold the high ideals of friendship or display the finest qualities of character may result in a Statement of Obligation review.

Inappropriate content includes, but is not limited to: vulgar language, expletives, profanity; photographs or videos depicting illegal behavior that is or may be subject to prosecution in local, state and federal courts; nudity; distasteful graphics; sexually explicit photographs and wording, including sexual innuendo; statements that threaten an individual member, alumna or the Fraternity; cyberbullying; statements that violate the Statement of Obligation, the Oath of Friendship or the Oath of Secrecy or discuss chapter meetings, ritual ceremonies, functions relating to membership selection and Initiation; libelous statements; graphics that violate the logo and trademark of Delta Gamma Fraternity; and content in violation of the Delta Gamma Philosophy and Membership Responsibilities.

SOCIAL MEDIA USE AND PROMOTION GUIDELINES

When engaging in social media sites or applications, keep in mind that anyone can access or read your post and may be able to see your online behavior regardless of privacy settings; this includes members, non-Fraternity members, other collegians, parents, the university, potential employers, law enforcement, the National Panhellenic Conference, media resources and the public at large.

Social networking and the related posts by the chapter or alumnae chapter should be limited to events, updates and information for beneficial relationships with members and alumnae, potential members and the greater community. Social networking by the chapter should promote educational and cultural interests, while providing intellectual motivation and goodwill. Social media networking and the related posts should also promote the good works by the members of chapters, items of social interest, interpersonal relationships and fun topics. All postings should demonstrate pride in membership and bring credit to Delta Gamma and the fraternity system.

Nothing should be posted that disparages a fellow member, denigrates a fellow member, slanders a member's reputation, defames a member's character or is disrespectful to Delta Gamma Fraternity, Delta Gamma Foundation, the Delta Gamma Fraternity Housing Corporation, the Delta Gamma Fraternity Management Corporation and the alumnae, including that which is against Article II of the Constitution or Fraternity values. This includes postings about former new members or former members. Avoid disparaging remarks about any fraternity or collegiate woman, regardless of affiliation.

Be true to your authentic opinions, own your words and actions; take responsibility for what you put online. We all leave behind a digital footprint; create yours with integrity and character. Represent yourself in any posting to a social media site. Integrity is the heart of the Fraternity's core values. Anonymous profiles, like Finstas, phishing, and "catfishing" lend themselves to more negative content and demonstrate a lack of integrity. Regardless of privacy settings, content can be screenshotted and shared with a broader audience at any time.Be upfront and say if the views being expressed are personal, rather than those of the chapter or Delta Gamma Fraternity.

Be responsible when posting to a social media site, creating a new social handle or adding information to a bio or about me section. All information should be factually accurate, timely and appeal to the members as a whole. The information, biographies, photographs, links, names and references mentioned in a post should be consistent, grammatically correct and reflect correct, public information about Delta Gamma Fraternity and portray Delta Gamma and its members in a positive light.

All photos, presentations, podcasts, audio media, or video media must be appropriate in nature, and adhere to the Delta Gamma Philosophy and Membership Responsibilities, the Statement of Obligation, the Oath of Secrecy, the Circularizing policy, the Media policy, the Crisis Communication Policy and the Public Relations/Dissemination of Information Policy.

Campus Resource Worksheet for Collegiate Chapters

Chapter: _____

Together with your vp: member education, please complete this form to use as a resource. Fill in each section with the applicable information for your campus. You will review this during your new member period and it should be posted in a visible location in the chapter house/lodge, if applicable. This document should also be emailed to all members and new members..

Counseling Services:

Name of Office/Department:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:
Other:

(Secondary) Name of Office/Department:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:

Student Health and Wellness:

Name of Office/Department:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:
Other:

(Secondary) Name of Office/Department:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:

University Police/Public Safety:

Name of Office/Department:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:
Other:

(Secondary) Name of Office/Department:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:

Office of Fraternity and Sorority Life:

Name of Chapter's Fraternity/Sorority Adviser:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:
Other:

(Secondary) Name of Fraternity/Sorority Adviser:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:

Academic Support/Training:

Name of Office/Department:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:
Other:

(Secondary) Name of Office/Department:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:

***Sexual Assault Center/Title IX Coordinator/Office:**

Name of Office/Department:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:
Other:

(Secondary) Name of Office/Department:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:

Optional: Availability of the following resources will vary by campus. Checking to see if your campus provides the resources is suggested.

***Sexual Assault Advocate:**

Name of Office/Department:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:
Other:

(Secondary) Name of Office/Department:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:

Women's Center:

Name of Office/Department:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:
Other:

(Secondary) Name of Office/Department:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:

Peer Advocate Program:

Name of Office/Department:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:
Other:

(Secondary) Name of Office/Department:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:

LGBTQIA+ Center:

Name of Office/Department:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:
Other:

(Secondary) Name of Office/Department:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:

Office of Diversity, Equity and Inclusion or Multicultural Center:

Name of Office/Department:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:
Other:

(Secondary) Name of Office/Department:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:

Campus Immigration Services:

Name of Office/Department:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:
Other:

(Secondary) Name of Office/Department:
Phone Number:
Address:
Hours of Operation:
Types of Services Offered:

Other relevant on-campus resources (if applicable):

Mental Health Resources:

Anchored Through Adversity, the Fraternity's first-ever suite of mental health programs and services is available in the Delta Gamma library.

Delta Gamma strives to promote an environment where mental health and well-being is a priority in the member experience. It is necessary for collegians and alumnae to be equipped with the knowledge and skills necessary to promote the health and wellbeing of all members and approach conversations of expressing concern with care and sisterhood.

***Confidential vs. non-confidential resources for survivors of sexual assault or violence**

If a member is sexually assaulted or a survivor of sexual violence, it is important to know there are support resources available. If they are not certain about whether they would like to report the incident, the confidential (they are not required to report your assault to anyone) resources available are generally counseling center, health center, clergy member and campus victim advocate or community advocate. If the member is confident about their choice to report, in addition to the confidential resources listed, the following non-confidential resources are generally available: Title IX Coordinator, police, campus safety or professional staff (e.g. residence assistant, fraternity/sorority adviser, dean of students, etc.).

An important note about confidentiality: Most campus/university professional staff and all faculty are often required to report suspected incidents of dating violence, sexual violence and stalking to the university. This is to help the campus ensure that the student has access to the services they need, and to minimize any threat to the campus community if the abuser is also a student or staff/faculty member. Victim advocates, licensed counselors, medical staff and clergy do not have to report to the university administrators. In most instances, they can discuss the situation with students confidentially. If unsure about whether the resource is required to report, the member always has the right to ask about confidentiality before choosing to share her experience.

Xcelasone Program Overview

WHAT IS XCELASONE?

Xcelasone (Excel-As-One) is an interactive prevention education program that empowers members to make safer, healthier and more compassionate choices. The program covers various educational topics such as hazing prevention, bystander intervention, alcohol awareness, sexual assault prevention, the value of belonging, equity, inclusion and diversity and mental health awareness.

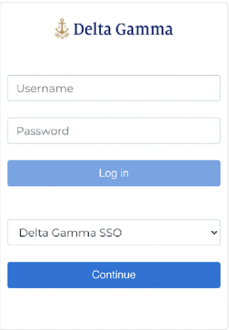
Please refer to the Xcelasone FAQ & Troubleshooting in the Delta Gamma library for more information.

HOW DO I COMPLETE XCELASONE?

To complete Xcelasone, you will need an electronic device with internet access and audio/video capabilities. New members must have claimed their Delta Gamma member account at deltagamma.org in order to access the platform.

Direct access:

1. Go to: deltagamma.xceleratemedia.com
2. On the login screen, select "Continue" under the "Delta Gamma SSO" dropdown as shown below:



3. Once you login to the site, your assigned training will be available on the homepage. The final module (204) and survey will be locked until all previous modules are completed.

WHAT ARE THE REQUIREMENTS FOR XCELASONE?

All new members will be expected to complete all Xcelasone modules in the training library to be eligible for Initiation. The course includes an initial and a final survey that allows new members to share their feedback.**All of the Xcelasone modules and surveys must be completed seven days prior to the date of Initiation.** This is to allow time for any issue resolutions that may occur during the authorization process

FOR BEST RESULTS

- Do not use a public wifi connection. This may cause the program to react slowly.
- Utilize Google Chrome. This is the preferred browser of the program.
- Take breaks. You should spread the training over your new member period and not try to complete it all at once, which can be overwhelming.
- You may leave modules and return at any time and your progress will be saved.

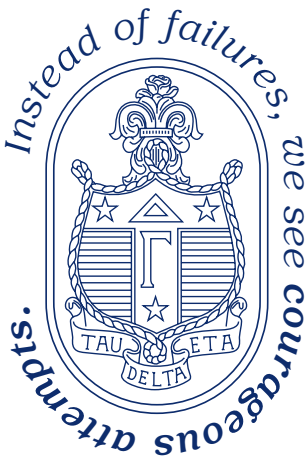
SAMPLE TIMELINE

Xcelasone is an asynchronous program that new members can do at their own pace. However, the program must be completed in full, seven days prior to the scheduled Initiation for new members to be eligible. Please see the estimated time to complete each module series to plan your time accordingly:

- Health & Well-Being (100 Series Modules): Approximately 2 hours
- Health & Well-Being Scenarios (200 Series Modules): Approximately 25 minutes

REDEFINING THE PATH

Bystander Behavior



"The role that bystanders can play in addressing health and social justice issues is receiving increasing attention. Bystanders have the potential to intervene to prevent violence against women, hazing, when observing prejudicial remarks and behavior, and when individuals engage in behaviors damaging to personal health and well being. Bystander intervention approaches encourage us to trust the voice within that senses when a wrong is being committed and to overcome the barriers that keep us from acting on our concern."

- Dr. Alan Berkowitz

Source: http://www.alanberkowitz.com/bystander_behavior.php

BYSTANDER BEHAVIOR: SCENARIO ONE

You've been having lunch with Lauren and Jo for three weeks now and you've begun to notice 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's going to feel awful all day. She often mentions it's fine for you "because you've got a naturally great metabolism" but that she doesn't 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's decided to just study on the quad and skip lunch so she can get more done.

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're both concerned about her, but it didn't go well when you talked to her last time.

PROCESSING QUESTIONS

What would you do in this scenario?

Who could you talk to about your concern for Jo?

If we want to do good in this scenario, what do we need to consider?

BYSTANDER BEHAVIOR: SCENARIO TWO

You're excited to be able to study in the living room of the DG house between classes, especially because it's much closer to the quad and a great place to take a break between classes. Today, 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're planning to bring new members back to the house and then, after they're blindfolded, dress them up in sombreros and ponchos, and drive them to the house where the party will be hosted.

PROCESSING QUESTIONS

What would you do in this scenario?

Who could you talk to about your concern?

If we want to do good in this scenario, what do we need to consider?

BYSTANDER BEHAVIOR: SCENARIO THREE

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 asked to show their ID and given 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 in 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 worst rules.

PROCESSING QUESTIONS

What would you do in this scenario?

Who could you talk to about your concern?

If we want to do good in this scenario, what do we need to consider?

BYSTANDER BEHAVIOR: SCENARIO FOUR

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,” but then 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 Kelly feels like her experience is only put front-and-center in Delta Gamma when the chapter wants to showcase itself as “diverse” but does not take steps to make women of color, especially Black sisters, feel included in the chapter experience.

PROCESSING QUESTIONS

What would you do in this scenario?

Who could you talk to about your concern?

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?

BYSTANDER BEHAVIOR: SCENARIO FIVE

Joining DG has been great for many reasons, but it's been especially nice to finally make friends who are in a few of your most challenging classes. Alex and Ruthie are both in your 9 a.m. and 10 a.m. MWF engineering classes. You've 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're 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 doesn't 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.

PROCESSING QUESTIONS

What would you do in this scenario?

Who could you talk to about your concern?

If we want to do good in this scenario, what do we need to consider?

BYSTANDER BEHAVIOR: SCENARIO SIX

Gianna has been busy posting on Instagram. You see she has shared several posts that do not align with Article II and makes reference to the fact she is a Delta Gamma. You have also heard that Gianna has a separate "finsta" account where she's been posting photos that aren't 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."

PROCESSING QUESTIONS

What would you do in this scenario?

Who could you talk to about your concern for Gianna?

If we want to do good in this scenario, what do we need to consider?

Weekly Challenge

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 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.

Also, make sure to fill out the Campus Resource Worksheet included earlier in this section of the workbook with your campus' resources. If you need assistance completing the worksheet, please visit with your Small Group Leader.

WEEK TWO

Responsibility Begins with Me

What do you expect from Delta Gamma?

What does Delta Gamma expect from you?

Delta Gamma Fraternity Statement of Obligation

A CONTRACT WITH DELTA GAMMA

As a new member of the _____ chapter of Delta Gamma Fraternity, I accept the responsibilities of lifelong membership in the Fraternity. I am familiar with and at all times will abide by the Constitution, policies and procedures of the Delta Gamma Fraternity and the _____ chapter's bylaws and standing rules. I understand that should I transfer to another campus and affiliate with another chapter, I am still bound by my Statement of Obligation and become responsible for and will abide by that chapter's bylaws and standing rules.

I will live by the high standards and ideals of sisterhood of Delta Gamma Fraternity. I will strive to achieve my scholastic potential and I will provide, and hereby authorize my university to provide, copies of my grade reports to the director of scholarship within two weeks after grades are released. I will meet my financial obligations incurred as a member in the chapter and I will abide by the chapter's housing policies. I will hold in confidence the business, including any Honor Board business, and rituals of Delta Gamma Fraternity and of my chapter.

I understand that the Honor Board of _____ chapter (or any subsequent chapter with which I affiliate) has the responsibility to enforce all chapter, Fraternity and university rules and regulations, and to require me to comply with all local, state, provincial and federal laws. I understand that a violation of any of these requirements will result in disciplinary action against me by the chapter Honor Board in accordance with the procedures of Delta Gamma Fraternity.

If for any reason my membership is terminated, I promptly will return my badge and my membership certificate. I understand that termination of membership in the_____ chapter of Delta Gamma Fraternity does not relieve me of my financial obligations incurred while a member.

What questions do you have?

What surprised you?

What stands out to you?

What are you glad to see mentioned?

Membership Expectations

FINANCE

SCHOLARSHIP

ATTENDANCE

HOUSING (IF APPLICABLE)

HONOR BOARD

AS

SISTERS,

THERE'S NOTHING WE

HOLD HIGHER

THAN THE

PROMISES

WE MAKE TO
ONE ANOTHER.

WHAT WOULD HAPPEN IF OUR NEW MEMBERS AND MEMBERS IGNORED THE EXPECTATIONS SHARED TODAY? WHAT WOULD OUR CHAPTER LOOK LIKE?

Weekly Challenge
Think of two artifacts to bring 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.

WEEK THREE

Creating Inclusive Spaces

What is an artifact?

ar·ti·fact

noun

1. an object made by a human being, typically an item of cultural or historical interest

2. something characteristic of or resulting from a particular human institution, period, trend, or individual

The oldest Delta Gamma artifact currently held at Executive Offices is the original minutes book from 1874.

THE ARTIFACTS I BROUGHT ARE...

THESE ARE IMPORTANT TO ME BECAUSE...

Positional Statement on Inclusivity

Delta Gamma Fraternity is committed to cultivating an inclusive and equitable environment and experience for our members, potential new members and communities. In our membership selection processes and in the life-long membership experience, Delta Gamma Fraternity and its members do not discriminate on the basis of race, ethnicity, religious affiliation, color, creed, national origin, sexual orientation, marital status, physical disability or other protected identities. Membership is open to all individuals who identify as women and who have a sincere desire to uphold our shared values, as outlined in Article II. We resolve to eliminate inequities and address behaviors that do not align with our values.

Implicit bias is the attitudes or stereotypes that affect our understanding, actions and decisions 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.

Read more about our Positional Statement on Contextualization and the full ANCHORA article at www.deltagamma.org/blog/delta-gamma-announces-positional-statement-on-contextualization

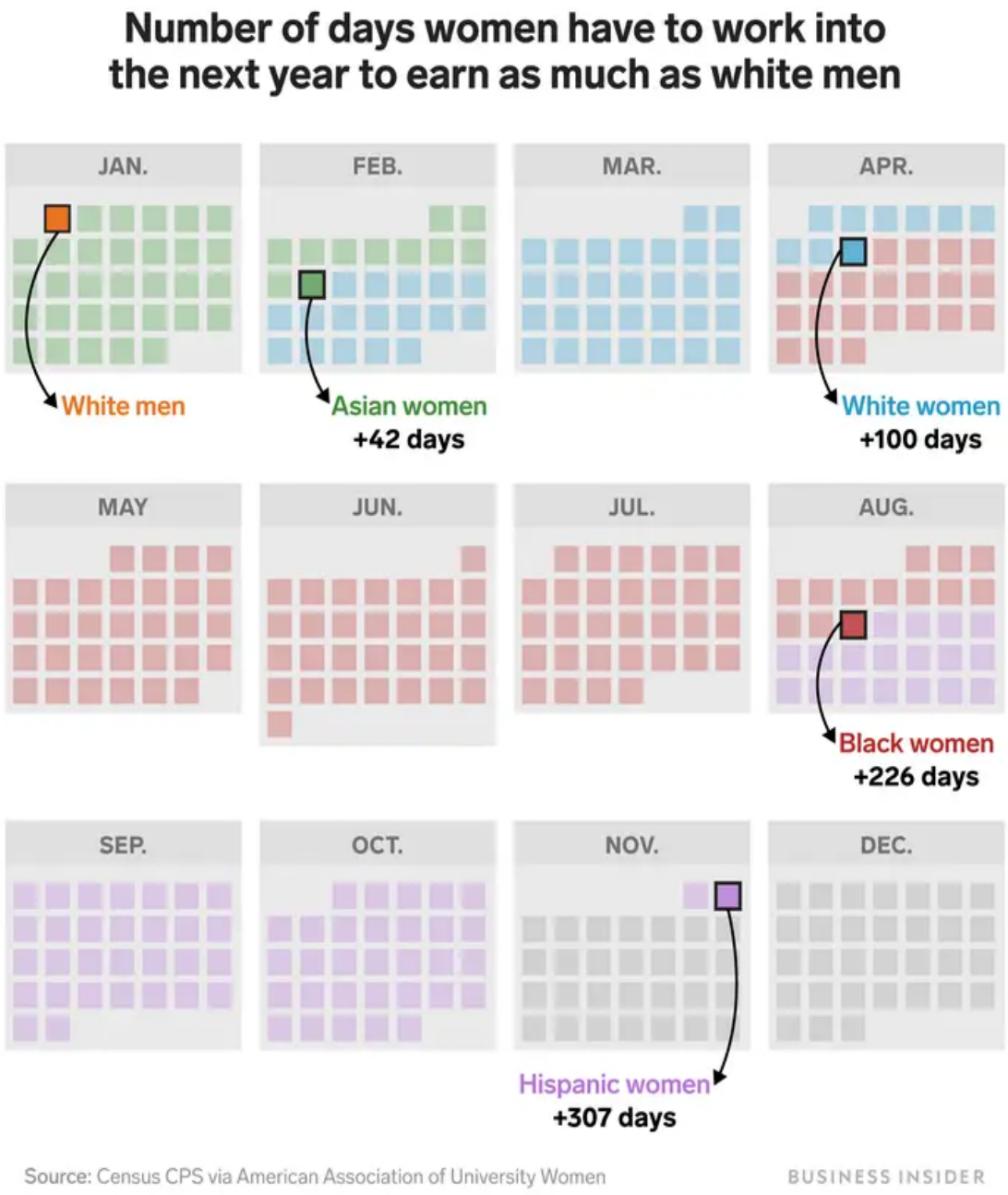
"Racism, prejudice, and bigotry have plagued civilization since the beginning of recorded time. When addressing these issues in their histories, organizations and institutions have two choices: They can attempt to ignore the problems or hide them, or they can embrace contextualization. In June 2019, Council endorsed a positional statement on contextualization so that we can study and accept our entire history, one in which our mistakes and misjudgements have equal weight with our many accomplishments and strong record of outstanding service. It is our intention to own our entire history, not just the highlights.

The Council believes strongly that it is never too late to apologize, nor to acknowledge mistakes or poor decisions. It is our hope that by discussing our past with transparency and candor we can learn from it and provide our members the tools to discuss these matters openly."

- From the Winter 2019 ANCHORA

About the Gender Pay Gap

Comparatively, Asian women earn 97%, White women earn 80%, Black women earn 66% and Hispanic women earn 58% of what White men earn.



https://www.businessinsider.com/gender-wage-pay-gap-charts-2017-3#another-way-of-looking-at-that-gap-for-women-of-different-racial-and-ethnic-groups-is-to-consider-when-equal-pay-day-for-each-group-falls-4

WHEN YOU STAND UP

250,000 WOMEN

stand with you

Reflections on Sisterhood

After watching "Reflections of Sisterhood," what are your initial thoughts?

If you had been a few years behind Eva, Mary and Anna in school, what role would you have played in the beginning of Delta Gamma?

Delta Gamma joined six other fraternal organizations in establishing the National Panhellenic Conference (NPC) in 1902. While your campus may only have a select few, today there are 26 NPC organizations.

What challenges do we still face as women? In college? At work? In politics?

Why is it important to create an environment where all members feel included?

As women what can we do to support one another in our quest for equality for all members, especially members with marginalized identities?

Knowing our sisterhood and those of other groups have positively impacted women, what can we do for those who do not belong to a Greek letter organization? Or, for someone who does not have the support you found at your university? Or, for those with different levels of privilege?

What can we do, as individuals or as a chapter, to keep the momentum going?

On our campus, what could be improved for women?

My Reflections on Sisterhood Today

As a woman on my campus, I want to be more aware of...

Next time I talk to an alumna, I hope to ask her what inequalities she experienced and how she moved past them...

As a Delta Gamma, I know when I stand up, 250,000 sisters stand with me. Sometimes I need help standing up when it comes to...

When I see inequality in my community, I wish I knew...

Weekly Challenge

Reach out to another sister. Share your story. Share what each of you need to make Delta Gamma feel like a safe, inclusive space.

Let's keep the conversation about implicit bias going. Take an implicit bias test at https://implicit.harvard.edu/implicit/takeatest.html and learn more about implicit bias at http://kirwaninstitute.osu.edu/implicit-bias-training/

WEEK FOUR

The Ruth Billow Story

WHAT IS YOUR FAVORITE WAY TO GIVE BACK TO YOUR COMMUNITY? WHY?

Ruth Billow, Friend of the Sightless

BETTY GARRETT JOHNSON, ETA-AKRON

Excerpts from an article featured in the ANCHORA in 1942

At Lake Placid in 1936, a woman took the Convention floor to explain, with sincerity and simple directness, the merits of a "Talking Book" for the blind.

Delta Gammas at that Convention listened intently, and the big room was quiet as Ruth Billow outlined the work that Delta Group originally, and later the entire Akron alumnae chapter, had done to aid the sightless.

Delta is one of four divisions in the Akron chapter. When it decided to have something of interest presented at each meeting by an individual member, Ruth had been the first called upon to explain an activity in which she was interested. Thus the "Talking Book" had been introduced to the Fraternity and Delta group, and later the entire Akron chapter had adopted it as their project.

Was this humane job of making life more pleasant and worthwhile for the blind the fraternity project that Delta Gamma alumnae had been seeking? This was the question which filtered through the room at Lake Placid as the Akron woman spoke, her expressive face and gestures lending enthusiasm to her message.

All of you now know that the answer was, "Yes," that the delegates to that Convention voted a two-year trial of the project. And two years later, at Colorado Springs, Eta's Ruth Billow was there to see Aiding the Blind adopted as the Fraternity's Alumnae Project.

If you were to tell Ruth that she is the spark which generated alumnae chapters to devote their efforts and time to this tremendous job of aiding the blind, she would be quick to correct you.

In 1936 Aiding the Blind was adopted as the Fraternity Service Project, it was changed to "Sight Conservation & Aiding the Blind" in 1942. In 1995, it was changed to "Service for Sight." The vote to make aiding the blind as our official Fraternity service project was unanimous thanks to the presence and participation of Ruth Billow.

Modest and unassuming, she would immediately call your attention to the work done by others.

Blind since the age of three, when searing hot coffee spilled over and splashing into her eyes. She is the daughter of a leading Akron mortician and lives in a lovely, large home on the west side of this Ohio center of the world's rubber industry. Her mother and two brothers complete the family circle.

Her life-story is a saga of perseverance and determination. From her childhood days, when, riding a rubber-tired tricycle and guided by the clanking metal wheels of her brother's velocipede which preceded her, she first attended private school, up to her present activities as a leader in welfare work for the blind.

Ruth's accident did not leaver her timid, and she is quick to relate that she was a neighborhood tomboy. At tree climbing, she recalls, she always was able to perch herself higher than her brothers.

When she was eight, because the Akron public schools would not admit her, her parents sent her to the Ohio State School for the Blind at Columbus. She spent seven years there, learning methods of blind reading, the New York point and dot system, and later Braille, a system standardized from the others. Other subjects as taught in the elementary schools also were in the curriculum, and geography was her favorite, a forerunner of her love for travel.

At about this time, a period of intense self-consciousness was ended by a Buffalo specialist who urged her to get out among people more. Her mother, remembering those days when she had to force Ruth to develop a natural gregariousness, now says laughingly that she cannot keep her daughter at home. To help in the social development of her daughter, Mrs. Billow subjected her husband to a series of dancing lessons so that he could dance with Ruth.

And speaking of dancing, one of Ruth's happiest memories is of a weekend at Culver Military Academy as a guest of her brother's. She danced with the students. She danced with the officers. And the muted strains of orchestra music, the swish of silk dresses, the happy laughter of young girls and awkward young swains in the stag line formed an indelible picture on the mind of Ruth. She says she will never forget it.

House parties at the Billow home, with her mother as chaperone and girl friends from the Columbus school as guests, also brought happy times.

At fifteen, Ruth went east to the Perkins Institution for the Blind at Watertown, Massachusetts, near Boston.

At Perkins, the nostalgic new student had to learn methods of study different from those taught her at Columbus. At the Ohio school, for example, she had been taught arithmetic by a method whereby she arrived at her solutions entirely by headwork. She says she still cannot trust solutions gained by written work and to this day has to double check by means of her

original methods. Mental gymnastics is what she calls it. Music also was taught differently at the new school. Today, Ruth says schools for the blind have standardized their teaching methods for the most part.

She graduated from Perkins Institution in 1916 and entered the University of Akron in the fall of that year. She was pledged to Eta chapter and was initiated the following spring.

Ruth's classroom work was in specialized subjects. She employed a girl friend, a graduate of the university and a member of Kappa Kappa Gamma, to take notes for her and to act as reader. Later schooling included two years of music at Perkins Institution, and a course in welfare work at Harvard University's Graduate School for the Blind. Of her school days, Ruth says that she was always too worried to enjoy them; that she has had lots more fun since.

Following a business school course, Ruth then bought a typewriter, desk and Dictaphone and went to work in the office of a local attorney. Later, she spent a year in the employ of the Akron Lions Club. In this job, she made a complete survey of the blind persons in the community, planned Sunday afternoon programs for them, made personal visits to their homes and looked after their needs in general.

Today, Ruth is recognized in Ohio as an outstanding friend of the sightless. She is active in the Monthly Welfare Association of Akron and its Ladies' Club, helping to plan dances, bridge parties, and outings. Last year, this club was successful in getting free dancing and bridge lessons for its members, and this year expects to include swimming lessons in its program.

As we have said before, Ruth's principal hobby is travel. She has visited California three times and Florida once, but denies that this was because the movie state Chamber of Commerce and Travel Bureau did a better job than did its southern rival for the tourist dollars. She has attended Delta Gamma Conventions at Coronado, California; Asheville, North Carolina; Lake Placid, New York; Colorado Springs, Colorado; and Mackinac Island, Michigan. She also attends the conventions of the American Association of Workers for the Blind, which meets every two years.

Independent and able to take care of herself, Ruth asks no favors. What promotion work she has helped with in connection with Delta Gamma's interest in welfare work for the blind has been given at the request of other members of the Akron alumnae chapter.

With sure steps, she goes about her job of helping others with a pleasant smile and never failing good humor. Evidence of her unselfishness is illustrated by her withdrawal from her business job in mid-depression when others, who needed the work more than she did, were looking for jobs.

Much credit for her normal activities, of course, must go to her lovely family. Her father, mother and brothers have included her in their every day pursuits.

Each summer, the Billow family rents a cottage on nearby Lake Erie and entertains groups of Ruth's friends who are blind for three of four days each, so that thirty or forty enjoy this vacation each summer.

Last summer, she had a guide dog from The Seeing Eye, Inc. in Morristown, New Jersey. Although she has since had to return the dog, she considers this period one of her most wonderful experiences. As her preliminary training to adjust her pace to that of the dog, Ruth paid a Boy Scout to walk her one hour each forenoon, and one hour each afternoon at the rate of three-and-a-half miles an hour.

Novel and interesting are the methods she uses to chart her life. If a friend, for instance, telephones and invites her to make a social call, Ruth is quick to accept. “Just give me the directions and count the intersecting streets between my home and yours,” she will say, “and I’ll walk over.” And she will reach her destination without trouble. Of course, for jaunts of any distance, she has her car and driver.

She laughs easily and with a spontaneity that is contagious. Those who know her well are not conscious of her blindness. Her friends are legion, and her devotion to Delta Gamma is unlimited. The Fraternity owes much to Ruth Billow.

How does Ruth's story inspire you to act?

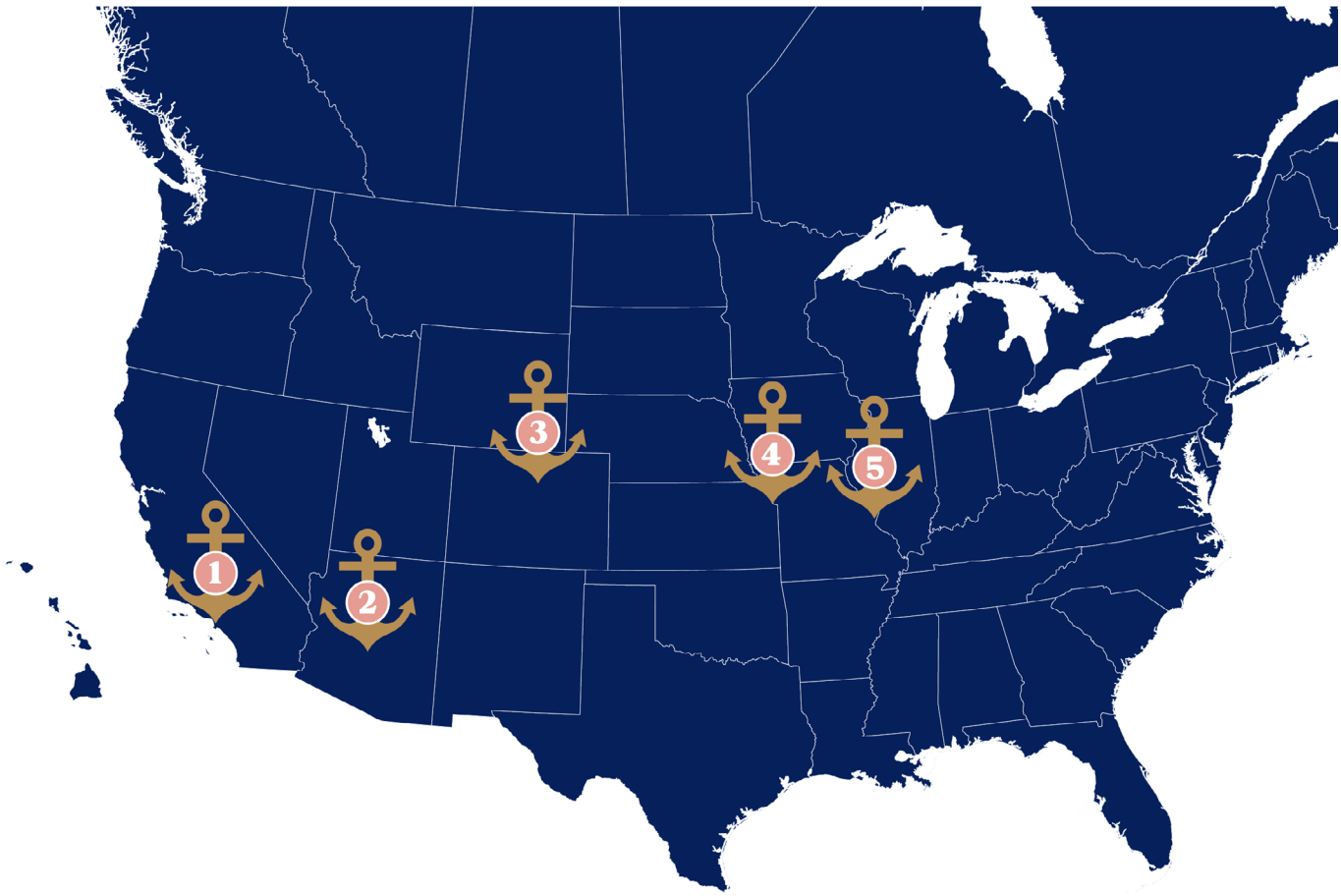
Ruth could have gone to any organization and called upon them to adopt Service for Sight as its philanthropic mission. Why do you think Ruth chose Delta Gamma?

What character traits do you share with Ruth?

What character traits do Ruth possess that you wish you also had?

What does Ruth's life tell you about the time in which she lived?

What is one fact about Ruth's story that you find exemplifies sisterhood?



Delta Gamma and Hope Child

Furthering the mission of the Delta Gamma Foundation is our special relationship with the five Delta Gamma Schools for Children with Visual Impairments located in Denver, Kansas City, Los Angeles, Phoenix and St. Louis. We are proud and honored to support these schools. We continue to educate our membership, both alumnae and collegians, about these schools to encourage service and fundraising.

Endorsed in 2020, Hope Child will invite both members and potential new members to learn more about the Delta Gamma schools through the faces and stories of their students.

HOPE CHILD IS...

- a storytelling initiative to share the impact of the Delta Gamma Foundation.
- an avenue to spotlight the personal stories of Service for Sight.
- an opportunity to inspire collegiate and alumnae members for increased fundraising.
- a challenge to our members to 'do (more) good' for Delta Gamma schools.

The 2020 Hope Children

Foundation for Blind Children in Phoenix, AZ

Chekath "Lucky" is a seven-year-old boy who has a passion for cooking and music. He loves dogs, ice cream and the colors yellow and blue. Lucky's hero is Mr. Garrett, his favorite teacher. He is working to learn braille and looks forward to riding the bus to school each day. Lucky seeks independence both in school and at home and is not letting his Alström syndrome diagnosis slow him down a bit!

Lucky's ability to attend a specialized school to fit his needs has helped him be more social and confident and to adapt to the world around him.

The Anchor Center for Blind Children in Denver, CO

Campbell is two and a half years old. He's fearless and willing to try anything, despite vision loss from ocular albinism and nystagmus. Campbell loves his dog Breckenridge, gobbles down oranges and broccoli and loves to sing and dance. His hero? His daddy!

Campbell's parent's worried he would struggle, but Campbell continues to prove his parents wrong. He doesn't let his vision loss stand in his way. His teacher and parents give him tools to become independent and self-sufficient in so many ways. And his joy and love for life is an inspiration to those around him.

Delta Gamma Foundation Areas of Focus

SERVICE FOR SIGHT

Our philanthropy, Service for Sight, supports the five schools founded by Delta Gammas for the visually impaired and other North American organizations that promote sight preservation and conservation. This philanthropy has been at the heart of the Delta Gamma mission since 1936 when a member who was blind, **Ruth Billow, Eta-Akron**, petitioned to adopt "Aid to the Blind" as our official philanthropy.

TRAINING AND PROGRAMMING

Because of significant gifts from our donors, the Delta Gamma Foundation directly impacts the lives of our members through grants to the Fraternity for leadership and educational programming. These annual grants for programs administered by the Fraternity provide unique opportunities to develop members' leadership skills, teach social responsibility and foster personal growth.

INDIVIDUAL MEMBER SUPPORT

With the rising costs of tuition, it is so important for our members to have options to make completing their education more affordable. Delta Gamma scholarships and fellowships are made possible through generous gifts to the Foundation.

UNDERGRADUATE MERIT-BASED SCHOLARSHIPS

Thanks to contributions from Delta Gamma collegiate chapters, alumnae chapters, members and friends, the Foundation awarded $461,370 to 384 collegiate members for the 2018-2019 academic year. Merit-based scholarships are awarded on a competitive basis to qualified, initiated members pursuing undergraduate degrees. (Applications open December 15 and are due March 1.)

SISTERS HELPING SISTERS: NEED-BASED SCHOLARSHIPS

The Delta Gamma Foundation supports collegiate members who have proven financial need and student loan debt through the Sisters Helping Sisters: Need-Based Scholarships These scholarships are granted on a rolling basis.

MERIT-BASED GRADUATE FELLOWSHIPS

Delta Gamma Foundation fellowships are awarded on a competitive basis to qualified, initiated members pursuing graduate/professional degrees. Through the support of generous donors, the Delta Gamma Foundation granted 33 women with merit-based fellowships in 2018-2019.

To apply for a Delta Gamma scholarship or fellowship, go to https://www.deltagamma.org/foundation/applications.

REDEFINING

THE PATH

In 1951, Delta Gamma became the first women's fraternal group to establish an independent philanthropic Foundation.

To learn more about the Delta Gamma Foundation, visit www.deltagamma.org/foundation.

What's a Big Sister for?

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** by:

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

That was Awkward

Giving or receiving gifts of alcohol, being deprived of sleep or being paraded around fraternities by your big are all prohibited activities. Participating in these activities, even if your big asks you to, is awkward and against the rules. No one wants to start their big/little relationship on the wrong foot, so if you're being asked to participate in any of the above activities, please reach out to Executive Offices at 614-481-8169 or colldept@deltagamma.org.

Sisters Speak Up

The big/little relationship is about fun, friendship and mutual respect. Being pressured to wear a costume, perform a chant or song or earn your membership in any way is not respect. Sisters speak up when they feel pressured to do something that isolates or embarasses them. please contact Executive Offices at 614-481-8169 or colldept@deltagamma.org if you are uncomfortable with any activity.

Committed to You

Your big sister is committed to making your Delta Gamma experience meaningful. It's a committment that she will not only be there for you in good times and in bad, but also that she will uphold all the expectations of being a big sister. Also, always remember that all big/little relationships are unique and there is no one right way for your relationship to progress.

Your Big Sister

I am hopeful my future big sister will hold me accountable by...

On our campus, I could really use help navigating the following:

I need to share with my big sister when I struggle. She can help me by...

Next year when I am a big sister, I promise to...

Brainstorm a list of women you've met you'd like to consider for your big sister:

Weekly Challenge
Because the pursuit of doing good is never done, seek out a sister who has been in the chapter for a few years and share with her one way you will contribute to your chapter, your campus community and your friend community this month.

WEEK FIVE

Foundations of Friendships

In the Beginning, our Founders...

Seated left: Eva; Standing center: Mary; Seated right: Anna

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 stressed 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 and impassable roads, for Kosciusko (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, DA 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.

A lesser known fact about Delta Gamma's founding involved the 1873 outbreak of yellow fever in the area of Tennessee and Mississippi near Oxford, which caused schools to start their academic term late that year, and as a result, the holiday break in December was shortened to make up for the missed days. It was because of this shortened break and the difficulty of travel at the time that three young women – our Founders – remained at school over the winter holiday of 1873, and were together to form a little club of mutual helpfulness, known as Delta Gamma.

In the Beginning, our Founders...

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 doing for 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.

Contrary to popular belief, our Founders chose the initials DG to stand for 'do good' before they even named our sorority Delta Gamma.

Mary Comfort Leonard recalled, "We received no help from anyone, only borrowing a Greek grammar book to find the Greek initial letters for our name."

WHY WAS IT ESSENTIAL FOR EVA, MARY AND ANNA TO CREATE A CLUB BASED ON MUTUAL HELPFULNESS AND DEEP-ROOTED FRIENDSHIP?

Facts about our Founding

Mary, Eva and Anna were all from Kosciusko, Mississippi, a small town in the middle of the state.

Anna Boyd was the first president of Delta Gamma. She and Mary also shared the same birthday of January 22.

Delta Gamma had assistance establishing chapters on northern campuses by George Banta, a young Phi Delta Theta who, because of his interest in college politics in Indiana, wished to see another women's fraternity enter the colleges in the state. As a result, Banta remains Delta Gamma's only male initiate.

The first Delta Gamma Convention was held in Oxford, Mississippi in 1881. Convention is now held every two years (a biennium).

Not long after our founding, Delta Gamma joined five other women's organizations as a National Panhellenic Conference (NPC) group. To find out more about NPC, please visit www.npcwomen.org.

Delta Gamma became an international organization in 1913 with the establishment of our first Canadian chapter: Alpha Gamma-Toronto.

"Trust is built one marble at a time."
-Brené Brown

Why does trust impact friendships to their core?

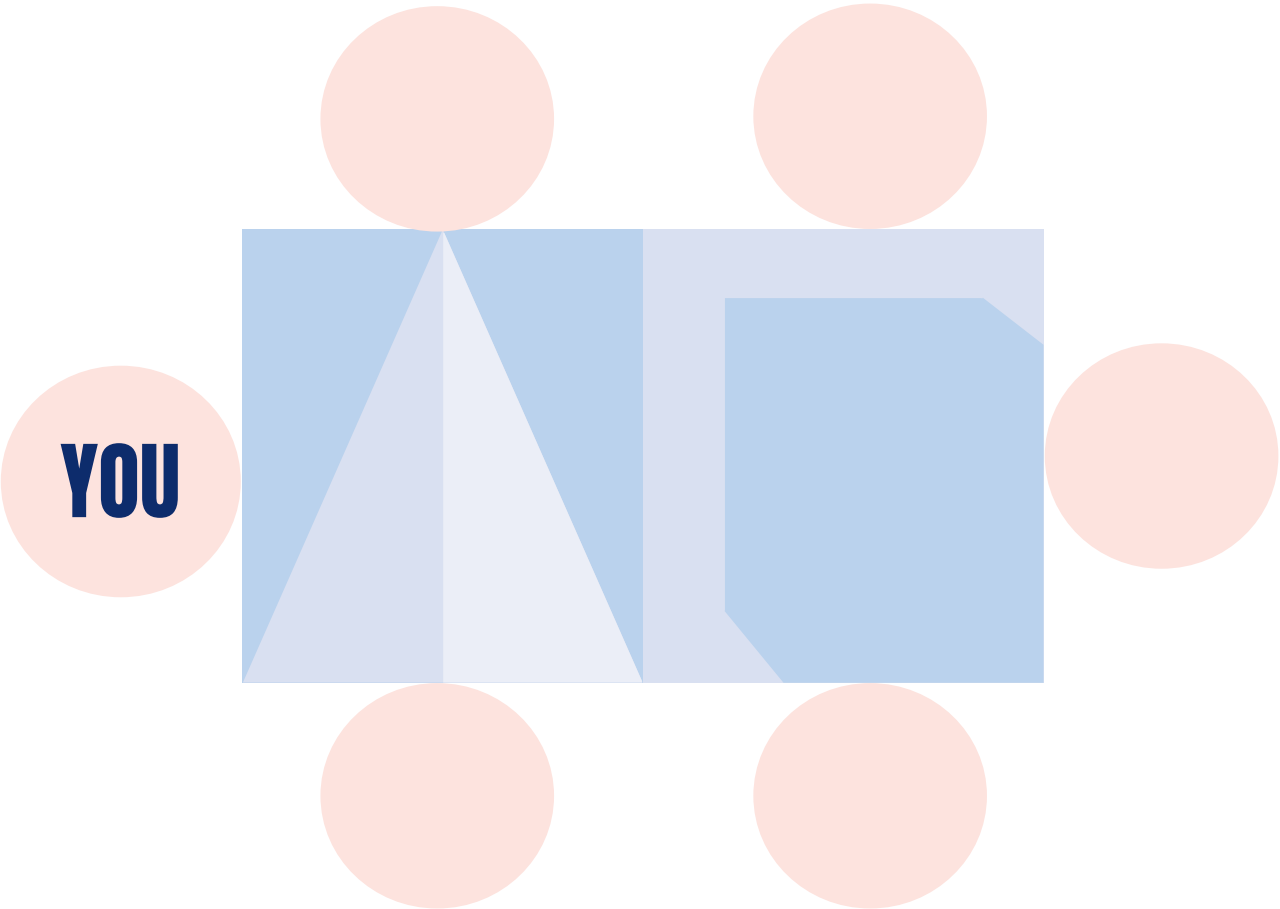
What additional "marbles," besides trust, should be included to fill someone's holistic friendship jar?

In thinking about our founding, how did trust play a role in the creation of Delta Gamma?

Your Board of Advisers

In creating your personal Board of Advisers, think about the people 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?



What surprised you when creating your Board of Advisers?

What are the commonalities amongst your Board of Advisers? What are the differences?

How does your Board of Advisers reflect Article II?

Reflecting on Friendship

Do you have any friendships from high school you want to leave behind?

What is the difference between friendship and sisterhood?

What habits do you display that make you a good friend?

What habits do you need to eliminate to be a better friend?

Weekly Challenge
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.

WEEK SIX

Be Her Champion

BE THEIR champion

The following six steps can help you plan what you are going to say when you are ready to intervene.

Step 1

I care about you

Let your friend know you care. You believe as a true friend, you should be honest with them.

Step 2

This is what I see

Describe the behaviors that cause your concern. Be as specific as possible and give several examples you have witnessed. State facts as opposed to feelings and avoid labeling the behavior.

Step 3

This is how what you do makes me feel

Be clear that your friend's behavior has had an impact on you. Use "I" statements such as, "I was scared," "I was angry" or "I was sad." Connect these feelings with the behaviors you described in step two. Talk about the behavior rather than the person. Remind your friend that you care and that is why you are bringing this to their attention.

Step 4

Do you understand where I am coming from?

Provide an opportunity for your friend to respond to what they have heard you say. Expect some resistance. It is not easy to hear that our behavior has affected another person or that we might have a serious problem. It is important to recognize resistance as a normal reaction.

Step 5

What can we do about this? Can we discuss some ideas?

If the person is willing to talk about change, brainstorm possible solutions and harm reduction behaviors. Share the resources available on your campus and in your community.

Step 6

I will support you if you are willing to try

When you intervene, you start and end by letting your friend know that you care. Let your sister know they can count on you. Let them know that you will support any positive changes they make.

Adapted from The CPE Training Program
by The BACCHUS Network

THE DELTA GAMMA EXPERIENCE DOES NOT END AFTER COLLEGE. INSTEAD, OUR SISTERHOOD BROADENS TO GIVE EACH DELTA GAMMA THE CHANCE TO CONTINUE HER INVOLVEMENT IN HER OWN UNIQUE WAY.

WHAT DID YOU LEARN ABOUT THE DELTA GAMMA EXPERIENCE AFTER COLLEGE TODAY?

Be Her Champion Stories

Delta Gamma membership is for a lifetime and alumnae and advisers are constant reminders.

What type of alumna do you want to be?

AFTER HEARING SOME SISTERHOOD STORIES TODAY, HAVE YOU HAD AN EXPERIENCE WITH A STORY OF SISTERHOOD YET? WHAT IS A TIME SOMEONE HAS BEEN YOUR CHAMPION OR YOU'VE STEPPED UP FOR SOMEONE ELSE?

Founders Day is celebrated on or near March 15. Are you wondering why we don't celebrate on/near December 25, since that is when we were founded?

The celebration of a DG-wide Founders Day was proposed by Eta-Akron. Their chapter used to celebrate 'reunion day' on March 15, the date they were founded, as this time of year would alleviate winter travel concerns.

Weekly Challenge
We reviewed six steps to being someone's champion. This week, be mindful of these steps and notice opportunities to put them into practice.

Big Sister/Little Sister

"My first job is big sister, and I take that very seriously."
–Venus Williams

My big sister is _____.

I first met by big sister _____
_____
_____
_____.

One thing I loved about big/little reveal is _____
_____

Something I hope for my big/little relationship is _____
_____
_____
_____.

Favorite memories with my big sister:

WEEK SEVEN

Character Counts

Those I Admire

Someone I admire	Qualities I admire about them

Character is the process of putting the other three values of Article II in action.

How do you define character?

How do you measure someone's character?

How is character built/developed?

MY GRADUATION TOAST

Write a graduation toast using the space below. 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's 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.

Weekly Challenge
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.

WEEK EIGHT

Reflections of Sisterhood

Letter to Me

Dear Me,

Love, Me

What is a fireside?

A fireside is an informal ritual allowing each member an opportunity to reflect on their Delta Gamma experiences in a positive and dignified manner. The intent of a fireside is always for positive reflection and to grow sisterhood.

How do you feel after experiencing the fireside?

What, if anything, do you wish you would have shared with your sisters during the fireside?

Weekly Challenge
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.

My Thoughts

The most important thing I learned about myself during this new member period is:

I am most looking forward to Initiation because:

My involvement in Delta Gamma in 10 years will be:

THE PURSUIT OF DOING GOOD IS NEVER DONE.

WEEK NINE

Badge of Honor

Living our Values

What do you need from your sisters to model our shared values as a member?

"You may imagine our duties too laborious, our discipline too exacting, but **while we extend to you the encouragement and sympathy of sisters**, we would warn you with equal fidelity that **nothing good or great has ever been achieved without toil and attention.**"

-Anna Boyd Ellington

What can you do to provide strength or model courage to others?

At times membership can become challenging, what do you need to remember about these weeks to continue your "yes" to one another?

When you are a senior member, what do you hope to model for new members?

How can you bring honor to our badge?

Hope Is...

What does HOPE mean to me?

What do you HOPE for from your college experience?

What do you HOPE for out of these new sisters?

What legacy do you HOPE to leave?

Weekly Challenge
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.

Memories of My New Member Period

Memories of My New Member Period

Memories of My New Member Period

Delta Gamma Songs

Dream Girl

I have found my dream girl
She's as sweet as she can be
I have found the one I love
She's all the world to me
She wears the golden anchor
And the bronze, the pink, the blue
Delta Gam, I love you
And to you I will be true.

College memories linger
Never fade nor disappear
Anchored till eternity
With lasting love so dear
Wherever I may wander
All my thoughts will turn to thee
Delta Gam, my dream girl,
You're the only one for me.

Anchor in Your Eye

Do I see an anchor in your eye
An anchor of light and love
Do I hear you confess
Delta Gamma is best
And you'll hold her all others above
Do I see the love of Delta G
That will linger as time goes by
For an anchor so true
Is waiting for you
If there's an anchor in your eye.

Anchors Aweigh

Anchors aweigh, DG
We're setting sail.
Fresh breeze and running tide
Our ship will never fail to anchor.
Colors on high, DG,
Bronze, pink and blue.
All hands stand by
For we are sailing on,
We're sailing on with you.

Will You Wear Our Anchor

Will You Wear Our Anchor

Will you wear our anchor,
Will you be the one
Who will be our new sister?
When morning comes?

Will you sail tomorrow
On the Delta G.
To new harbors of friendship
That you've yet to see

Our captain is calling
Soon you will be gone,
But remember that DG
Is where you belong.

Will you wear our anchor
Wear our pin with pride
Will you be our new sister
You must decide.

When You Go Away to College

When you go away to college,
You must choose your goals in life
For nobody else can choose them for you,
You have to choose them for yourself.

You must also choose your sisters,
Sisters for your whole life through,
For nobody else can choose them for you,
You have to choose them for yourself.

Watch the girls who wear the anchor,
They're the ones who will be true,
And then you will know that Delta Gamma
Is the only one for you.

More special Delta Gamma songs can be found on the website in the DG Library.

WHEN NOWHERE ELSE

feels like home,

DELTA GAMMA

does.