



# A CULTURE OF CARE

Delta Gamma Fraternity



# A CULTURE OF *care*

**Delta Gamma** continues to build a foundation of fostering high ideals of friendship, promoting educational and cultural interests, creating a true sense of social responsibility and developing the best qualities of character.

**A Culture of Care** reinforces the directive of our Founders, fosters a healthy member experience and roots every decision in the Fraternity's mission and values and holistic well-being. A Culture of Care is grounded in ritual and Article II, offering an intentional and purposeful catalog of educational programs and member services so you can continue to do good.





# Our Risk Management *Philosophy*

Delta Gamma Fraternity's Risk Management Philosophy seeks to empower its members to make informed decisions in high-risk situations based on Delta Gamma Fraternity's purpose and organizational values, especially social responsibility and personal integrity.

***The Delta Gamma Risk Management Philosophy upholds the following:***

- While adherence to Delta Gamma policy and local, state, provincial and federal laws is expected, the Fraternity recognizes its members making informed, fair and reasonable choices regarding their personal safety while always acting with social responsibility and personal integrity, even if in violation of Delta Gamma policy and/or local, state, provincial and federal laws.
- The Fraternity believes that risk management is everyone's responsibility. Every member has the responsibility to keep themselves, their sisters, their chapter, their campus and the overall international organization safe.

The Delta Gamma Fraternity Risk Management Philosophy promotes intentional education through multifaceted programming and well-informed individual decision-making by members resulting in doing good not only for their communities but also for themselves.

***This document provides information on the priority focus areas of health and wellness to create a safe environment for members to exemplify sisterhood at its best:***

*Alcohol and  
Substance Misuse  
Prevention*

*Belonging, Equity,  
Inclusion and  
Diversity*

*Hazing  
Prevention*

*Mental Health  
and Well-Being*

*Sexual Misconduct  
Prevention and  
Title IX*



## ARTICLE II OF THE DELTA GAMMA FRATERNITY CONSTITUTION STATES:

The objects of this Fraternity shall be:

*to foster high ideals of  
friendship among women*

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*to promote their educational  
and cultural interests*

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*to create in them a true sense  
of social responsibility*

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*to develop in them the best  
qualities of character*

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# Alcohol and Substance Misuse Prevention

The negative effects and implications of alcohol and substance misuse can impact the health and wellness of individuals, their decision-making, relationships, overall academic performance and physical and mental health.

## CONTRIBUTING FACTORS

- Negative coping mechanisms for stress and anxiety
- Cultural norms of the collegiate experience that everyone is doing it
- Misinformation about the consequences of use

## BE AWARE OF

- Slurred speech
- Changes in demeanor, lethargy or appearing sluggish
- Increased absences and decreased engagement in the chapter
- Clothes and/or breath that smells of alcohol, cannabis or other substances
- Bloodshot or glassy eyes, and significant changes in pupils

## EDUCATIONAL RESOURCES

- | **Xcelasone:** *New Member Prevention Education Program*
- | **DG Dialogue Programs:** *Safe Medication Practices for Life - Prescription Opioids, Prescription Stimulants, Letting Go of "You Do You"*
- | **Alcohol Skills Training Program:** *Act with Intention: Health & Wellness Series*
- | **At Request - Risk Reduction Programs:** *Alcohol101+ and Mock Trial*
- | **Delta Gamma Library:** *Collegiate Alcohol Policies and Responsibilities*
- | **The Pursuit:** *Alcohol Misuse Prevention and Drug Misuse Prevention Modules*

# Belonging, Equity, Inclusion and Diversity

Delta Gamma is committed to fostering an inclusive and equitable member experience that promotes belonging. However, there are times when the actions and/or behaviors of some members or community members have negative implications or cause harm to others. Discriminatory incidents and/or policies directly impact the ability of members to trust and support one another.

## CONTRIBUTING FACTORS

- Discriminatory or harassing actions and/or behaviors directed at members based on their social or perceived identities:
  - Race/Ethnicity
  - Gender Identity/ Sexual Orientation
  - Religion/ Spiritual Affiliation
  - Class/Socio-economic status
  - Ability
  - Other Salient Identities

## BE AWARE OF

- Actions and/or behaviors that may be considered a bias incident
- Discrimination or harassment in the form of belittling, excluding, tokenism, name-calling, stereotyping, etc.
- Increased absences and decreased engagement in the chapter
- Withdrawal from other student organizations or academic participation

## EDUCATIONAL RESOURCES

- | **Xcelasone:** *New Member Prevention Education Program*
- | **New Member Pursuit Workbook**
- | **DG Dialogue Programs:** *Social Identities 101: The Importance of Language, Social Justice Issues: Race and Ethnicity, Exploring Sex, Gender and Sexual Identity*
- | **Redefine the Path:** *Act with Intention: Health & Wellness Series program*
- | **Delta Gamma Library:** *BEID Support Toolkit for Collegiate Chapters, Delta Gamma Positional Statement on Inclusivity, Rethinking Member Recruitment and Retention: Recognizing and Reducing Social Class Barriers to Membership, Tangible Ways to Be a Champion for Sisters*



# Hazing Prevention

Delta Gamma is committed to fostering an environment that promotes human dignity and belonging; without fear of hazing. Members of Delta Gamma should participate in all aspects of the member experience without compromising their personal health & wellness, academic performance, and human rights. Hazing corrupts the true meaning of Fraternity life and negates what Delta Gamma affirms.

*NOTE: Each state has different laws as it relates to hazing. It is pivotal to the Delta Gamma member experience that you and the chapter members are aware of these specific hazing laws.*

## CONTRIBUTING FACTORS

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 a violation of city, county, provincial, state or federal/national law
- Is mentally or physically degrading
- Requires a personal or menial task of a new member and/or member, regardless of location, intent or consent of participants

## BE AWARE OF

- Behaviors expected of individuals in order to gain membership in Delta Gamma or any other organization, team, or club that do not promote the values of the organization
- Power dynamics within the Delta Gamma member experience that promote inequity
- Expressed concern or fear from members or new members regarding their participation in Delta Gamma activities
- Examples include but are not limited to embarrassing stunts, kidnapping, force drinking or eating, deprivation of sleep, blindfolding for any reason, etc.
- Making something optional or taking a vote to participate does not negate the act being considered hazing

## EDUCATIONAL RESOURCES

- **Xcelasone:** *New Member Prevention Education Program*
- **DG Dialogue Programs:** *Because I Said I Would: The Importance of a Promise*
- **Human Dignity Workshop:** *At Request: Risk Reduction Programs*
- **Delta Gamma Library:** *Hazing Policy, National Hazing Prevention Week - Human Dignity Promise, Strategies to Confront Hazing*

# Mental Health and Well-Being

Delta Gamma strives to promote an environment where the mental health of members is a priority in the member experience. Over 60% of college students turn to their peers for informal counseling, and self-harm rates have significantly risen over the last few years for 18- to 24-year-olds. It is necessary for members to be equipped with the knowledge and skills necessary to promote the health and wellness of all members and approach conversations of expressing concern with care and sisterhood.

*NOTE: Resources and services are constantly being evaluated and updated in this area to better support members.*

## CONTRIBUTING FACTORS

- Actions and/or behaviors that contribute to members feeling unvalued or excluded
- Relationships with family, friends or partners
- Depression, anxiety or other diagnosed mental illnesses
- Increased academic pressure and exploring personal identities

## BE AWARE OF

It is important to lookout for changes in:

- Appearance, behaviors, mood or speech
- Academic performance, level of engagement in the chapter or relationships
- Physical health, heavy alcohol usage or sleep patterns
- Withdrawal from everyday life, giving away personal possessions or expressing hopelessness

## EDUCATIONAL RESOURCES

- **Xcelasone:** *New Member Prevention Education Program*
- **DG Dialogue Programs:** *Behind Happy Faces: Talk to a Sister and Understanding Mental Health*
- **You Can Help a Sister:** *Act with Intention: Health and Wellness Series Program*
- **The Pursuit:** *Name Your Story Virtual Program*
- **Delta Gamma Library:** *Anchored Through Adversity Mental Health Programs and Services*

# Sexual Misconduct Prevention and Title IX

Delta Gamma is committed to supporting survivors of sexual violence and actively works to educate and prevent events of sexual misconduct and maintain an environment that emphasizes respect and dignity of all members. Title IX protects students (and more) from all forms of sex discrimination, including discrimination based on gender identity.

*NOTE: Reviewing and understanding your campus resources (confidential and non-confidential) and policies is crucial to promoting the safety and well-being of members. Sexual Misconduct is never the fault of the victim. The perpetrator is at fault for sexual misconduct or violence.*

## CONTRIBUTING FACTORS

- Presence of alcohol or drug use in social settings
- Aggressive or coercive behaviors can be normalized in social settings
- Understanding expectations of consent

## BE AWARE OF

- Low self-esteem or changes in self-esteem
- Avoiding specific people, groups or places
- Increased negative coping mechanisms (heavy alcohol or substance misuse/abuse)
- Increased absences and decreased chapter engagement

## EDUCATIONAL RESOURCES

- **Xcelasone:** *New Member Prevention Education Program*
- **DG Dialogue Programs:** *Supporting Survivors of Sexual Assault*
- **Delta Gamma Library:** *Supporting Survivors of Sexual Assault Resource Guide, Honor Board Handbook (p. 56, Sensitive Matters)*

# Executive Offices Staff Support

## TRAINING, DEVELOPMENT AND MEMBER EXPERIENCE

The training, development and member experience department develops the Fraternity's educational programs, health and wellness, oversees volunteer training, the Collegiate Development Consultant program and collegiate and alumnae leadership initiatives. They work closely with volunteers, staff, and our members to develop programming that meets the needs of our membership and focuses on the Fraternity's core purpose.

## RESOURCES

- **Health & Well-Being Programming and Resources**
- **Leadership Programming**
- **The Pursuit: Learning Management System (LMS)**
- **Collegiate Development Consultant (CDC) Support**

## MEMBER SERVICES

The member services department keeps the pulse of our alumnae, collegians, volunteers, staff, university administrators, parents and National Panhellenic Conference (NPC) counterparts. This team provides training, support, and administrative services to volunteers, collegiate chapters and alumnae groups. Our member services team is also the primary contact for Fraternity/Sorority Advisors on college and university campuses.

## RESOURCES

### Collegiate Development Team

*Roster changes, Initiation Authorization and more. Please contact [collddept@deltagamma.org](mailto:collddept@deltagamma.org) for support from the collegiate development team*

### Fraternity Standards for Collegiate Chapters

**Delta Gamma Library: Crisis Communication Protocol and FAQ**

# What You Can Do

- Educate yourself about how to assist individuals in distress
- Learn about your campus resources and ensure the Campus Resource Worksheet for Collegiate Chapters is accurate and that chapter members know how to access it
- Approach members of concern with sisterhood and care to discuss their well-being
- Share your concerns with your advisory team chair (ATC) and Executive Offices staff
- Do not promise confidentiality concerning situations that may require mandatory reporting – know your responsibility to do so

***The most important thing to remember is that if you know something that does not feel right, or align with the values, purpose or policies of the Fraternity, you make the conscious decision to do good:***

- When someone's physical or mental health and well-being are at immediate risk, call 9-1-1 for physical health or call 9-8-8 (US) or 1-833-456-4566 (Canada) for mental health
- When there is a member in crisis or a crisis situation, report this information to [crisis@deltagamma.org](mailto:crisis@deltagamma.org) immediately
- When there are non-emergencies that require the assistance of law enforcement, utilize your local non-emergency number
- Utilize the Behavioral Threat Assessment Rubric in the Delta Gamma library



Together, we  
continue  
to drive  
Delta Gamma's  
promise to  
*do good.*





**Celebrating  
150 Years of  
Sisterhood**