



## WHAT ACTION IS DELTA GAMMA TAKING?

Below are a few of the ways Delta Gamma is working to address the systemic racism that prohibits us from being every sisters' champion.

- Providing belonging, equity, inclusion and diversity (BEID) training at educational and leadership programs and through virtual learning opportunities.
- The public endorsement of [Delta Gamma's Positional Statement on Contextualization](#).
- Partnering with the Kirwan Institute for the Study of Race and Ethnicity to perform an equity audit throughout our organization, resulting in the Organizational Equity Assessment with recommendations we are continuing to implement.
- Joining with Social Responsibility Speaks as our implementation partner for the recommendations received from the Kirwan Institute's equity audit.
- Redesign of the New Member Pursuit to include curriculum around creating inclusive, brave spaces in our sisterhood.
- Contextualization article in the [winter 2019 ANCHORA](#) and a progress update in the [winter 2023 ANCHORA](#).
- The removal of the Lei Ceremony from Preference Events.
- Creation of a BEID training plan that includes training for all members including Delta Gamma Fraternity Council and Executive Offices staff.
- Council removed preferential invitations for legacies in the Membership Selection Policy.
- The launching of the [DG Women of Color Facebook Group](#) where members of color can find a community of other Delta Gammas who better understand their life experiences. Delta Gamma also invited sisters who identify as LGBTQ+ to join the existing [DG Rainbow Facebook Group](#).
- Launched a new section of the Delta Gamma [website](#) to share educational offerings and updates regarding our BEID efforts.
- Delta Gamma Fraternity voted to donate from set aside funds to Color of Change Educational Fund and the Loveland Foundation for the development of educational programs that empower women.
- Creation of a chapter donation guide for collegiate and alumnae chapters who want to donate to causes supporting social justice initiatives.
- Updated Positional Statement on Inclusivity to expand it beyond membership selection to the entire membership experience.
- The creation of an Honor Board Resource Guide that collegiate chapters may use for support and education in examining accusations of racism or discrimination of current collegiate members.
- Addition of peer-led training guides for collegiate members to implement prior to primary recruitment and throughout the year within the DG Dialogues framework.
- Creation of the [Organizational Equity Commission](#).
- Launched tools to provide greater financial transparency for members, new members and potential new members.
- Creation of a volunteer Director: Belonging, Equity, Inclusion and Diversity to advance BEID within our sisterhood and support the work of all volunteers
- Addition of a staff assistant director of belonging efforts to develop, implement, monitor, and assess programs that promote the Fraternity's commitment to BEID.

**As Delta Gammas, we strive to do good.**

**This shared purpose has anchored our bonds of sisterhood since 1873, but today more than ever, it is important to remember that doing good requires action.**

We want to make meaningful change in the world in the hopes it will become a better place for all people. This means that our sisterhood needs to become more diverse, more actively inclusive and more equitable.

**This is a start, but we know this is not enough.** As we work to address institutional racism, we want to learn from our sisters and pave the way for change across the entire fraternity and sorority community. If you have recommendations for how we can be more actionable, we welcome you to share with us at [equityandinclusion@deltagamma.org](mailto:equityandinclusion@deltagamma.org).