



Diversity, Equity and Inclusion Advisory Commission (DEIAC)

Frequently Asked Questions

What is the purpose of the Diversity, Equity and Inclusion Advisory Commission (DEIAC)?

In fall 2020, our Fraternity Council endorsed the formation of the DEI Advisory Commission to help advise, guide and inform Delta Gamma's efforts around diversity, equity and inclusion to achieve our goal of ensuring Delta Gamma is more equitable, more inclusive, and more diverse, creating a sense of belonging amongst members who hold identities that have been marginalized.

What types of information and materials will the DEIAC review and provide guidance on?

This group will provide feedback on policies, procedures, programming and operations which may impact diversity, equity, inclusion, access and belonging. They will provide feedback on a number of items, including but not limited to: strategies and initiatives, programs, trainings, educational resources, our *ANCHORA* quarterly magazine, website, electronic communications and social media presence.

This group is advisory in nature which will allow Fraternity leaders to receive feedback regarding new initiatives and the advancement of the organization prior to implementation.

What is the difference between the DEIAC and Delta Gamma's partner for the implementation of our equity assessment recommendations provided by The Kirwan Institute?

Delta Gamma's partner for the implementation of our equity assessment recommendations is Social Responsibility Speaks (SRS). SRS has provided [Reframed Recommendations](#) based on the Kirwan Institute's Organizational Equity Assessment and a [DEI Workflow document](#) to clarify and streamline Delta Gamma stakeholder communications and processes. SRS will continue to help us craft our strategy and overarching philosophy related to diversity, equity and inclusion. They will provide broad guidance and support us through offering best practices and other tools, but it is ultimately up to Delta Gamma how we implement those recommendations and how pervasive change is within our organization. This group will serve as a sounding board for the specific ways in which Delta Gamma seeks to take a recommendation and implement it at the policy-level, local/regional level, etc. to ensure our approach makes sense and takes various perspectives into consideration.



Who serves on the DEIAC and how are they selected?

The members of the DEIAC have expertise in diversity, equity and inclusion through their professional, volunteer or lived experiences. Members may be Delta Gammas or non-members who have reached the age of majority in their state or province. The Delta Gamma Fraternity Region Directors, who represent the eight geographical regions and each Fraternity subject matter, will serve as the selection committee and will recommend committee members and a Chair. Council will make final endorsement of members and the Chair.

View information about the members of the 2021-2022 DEIAC on our [website](#).

How long is the term the members of the DEIAC will serve?

For 2022-2023, members will serve from February 2022-June 2023. For the 2023-2024 DEIAC, the term will adjust to align with Delta Gamma's July-June fiscal year.

If I am interested in joining the DEIAC, what steps should I take?

Applications for the 2022-2023 DEIAC can be found [here](#). The DEIAC is open to members and non-members of our organization. Any person with professional, volunteer or lived experiences who considers themselves to be a subject matter expert on topics of diversity, equity and inclusion is welcome to apply.

What is the timeline for choosing the members of the DEIAC?

Applications will be reviewed in December 2021. Some applicants will be asked to participate in an infoview to learn more about the DEIAC and for Delta Gamma to gain a better understanding of the applicant. Infoviews will be held in January 2022. A recommendation will then be made to the Fraternity Council. The Fraternity Council will make final endorsement of the recommended DEIAC members and the Chair. Applicants will be notified in February 2022 regarding their selection.

How can I contact the Advisory Commission if I have a question or feedback?

Questions may be directed to equityandinclusion@deltagamma.org to be shared with the Advisory Commission members.