

DEI Conversation Points for Chapter Support

- Acknowledge the validity of the issues and importance of the discussion.
- Validate their concerns.
- Convey that we know collegiate members are thoughtfully engaged in these issues and are contemplating serious change. National organizations are listening/responding to members and want to assist the community in emerging stronger as change is made.
- Confirm that this dialogue is productive for reimagining the experience.
- Communicate that we want to more consistently represent what the sorority community was intended to be: a place of empowerment for women and a positive force for friendship/community, while being as inclusive as possible.

Things to Consider

HARASSMENT AND BULLYING: It is possible that members could be targets of bullying or harassment, in particular from external sources. If a student believes this to be the case, she should know her rights of reporting to appropriate university officials (student conduct or civil rights office).

CHAPTER COMMITTEE: Consider assembling a collegiate committee (task force) of chapter members to begin communication about reform.

USE OF SURVEY DATA: Chapter leadership will receive information about organization-wide trends from the DEI membership survey launched by the Fraternity in mid-July 2020 and specific chapter-level results from the Chapter Culture Survey launched in August 2020. Use these results to help inform strategies for improvement.

USE OF EXTERNAL RESOURCES: Often, students may find it difficult to know how to begin conversations related to diversity. Encourage them to employ the assistance of campus professionals or community agencies to assist.

EDUCATION: There are [DG Dialogues](#) programs that help start conversations related to race and ethnicity, and new programs will be developed. Additionally, the chapter can attend programs offered by university offices or organizations as a DG Dialogue (if offered this semester) or consider writing their own program. An outline for writing a unique program and how to get it approved is in the DG Dialogues program guide. The chapter can also engage in additional conversations throughout the year and can perhaps have educational focuses or spotlights at chapter meetings to inspire continued conversation outside of official chapter programming.

CHAPTER BUDGET: Some chapters have chosen to revisit their budgets as a means of not only making membership less expensive for the current members, but to also lower barriers for women who are considering joining. This may be a more difficult conversation to have this year, given that the chapter budget is likely as slim as it has been in recent years due to COVID-19, but

the chapter can consider for future years how they can keep dues low while still offering the robust programming and valuable experiences members seek.

BYLAWS AND STANDING RULES: Similar to the budget, chapters have expressed a desire to more thoroughly review their bylaws to ensure there aren't practices that unintentionally create barriers.

HONOR BOARD: In instances where a member has allegedly engaged in behavior contradictory to our values in regards to diversity, equity and inclusion, there may be external and internal pressures regarding disciplinary procedures.

Sample Honor Board Statement:

Sister, thank you for reaching out. (CHAPTER NAME) finalized the Honor Board process under the guidance of their Regional Collegiate Specialist in regards to the member involved. As you know, the Honor Board process is confidential therefore specific information regarding the case or outcome cannot be shared.

Additionally, (CHAPTER NAME) (insert details regarding any planned education or action in improving diversity in the chapter and/or emphasize the priority for equity and inclusion with current and future members.)

Thank you for taking the time to reach out with your concerns and your willingness to hold members accountable to our stated values.

ADDITIONAL TALKING POINTS REGARDING THE HONOR BOARD PROCESS:

- **Accountability:** Honor Board is responsible for facilitating difficult conversations along with holding members accountable for actions that do not align with the principles of Delta Gamma.
- **Confidentiality:** All participants in Honor Board discussions and hearings are responsible for upholding confidentiality at all times. As a result, outcomes of hearings may not be shared with anyone outside the sphere of Honor Board.
- **Procedure and Policy:** Honor Board policies and procedures are clearly defined. Review of Honor Board recommendations are done with the guidance of the Regional Collegiate Specialist along with the Director: Standards as needed. These international volunteers are external to the local chapter.
- **Resources:** Honor Board members and advisers are provided with tools and resources to help adequately prepare for difficult conversations and guide discussion. The new resource [Addressing Racism in Honor Board](#) can assist Honor Boards with these conversations. While the actual hearing content is confidential, it can sometimes be helpful to share the kinds of questions that are part of this process.