



Delta Gamma Fraternity Diversity, Equity, and Inclusion Workflow

The goal of this document is to provide guidance for the workflow of projects and communication related to the cultivation of a more equitable and inclusive organization culture within Delta Gamma Fraternity. All entities listed are identified stakeholders and will need representation within the Stakeholders Meeting to be held monthly, or as determined by the Organizational Equity Assessment (OEA) Implementation Team. For Year One of the implementation process of the OEA Report and subsequent reframed recommendations, all projects not germane to a specific entity by virtue of their specified role outlined below should be sent to the OEA Implementation Team Co-Chairs – Katie Klos Russell and Allie Crouse Crolata. This streamlined flow of communication allows for the purposeful review with the Social Responsibility Speaks' Team (SRS) to help with prioritization of change. The core belief of assuming positive intent of all stakeholders is essential to this work as it needs to be done in community.

Diversity, Equity, and Inclusion Advisory Commission (DEIAC)

- The charge of this group remains unchanged. It is designed to be a body “to advise, guide, and inform Delta Gamma’s efforts.” Based on their charge, the DEIAC is not a programmatic body. Instead, they are a supportive entity and their work is driven by requests for engagement. This is integral to protecting the time, skill, and talent of this group; careful consideration should be given to the “asks” around the delivery and design of content.

DEI Staff Working Group

- At the time of its creation, this group was the primary source of diversity, equity, and inclusion deliverables and support. The purpose of this group has changed as a result of the onboarding of the DEIAC and SRS implementation partners. This should be re-purposed to identify needs for staff professional development in DEI, foster the opportunity for all staff to come together to continue dialogues around DEI resources, and to create a space for internal departments to share what they are working on to provide the potential opportunity for idea-sharing and collaboration as needed to advance the staff's ability to foster a more equitable and inclusive Delta Gamma Fraternity. This group is not an accountability body for the Fraternity’s initiatives and progress as there are other structures in place to address this need.

Education & Development Department

- The Education & Development department is tasked with the comprehensive education and development of members and volunteers within the Fraternity, including DEI related topics. In order to be conscientious about their bandwidth, the Director of Education and

Development should serve as the department’s representative to this Stakeholder Group. This will aid all parties in distinguishing the service of Education and Development department members service on the aforementioned DEI Staff Working Group and their specific responsibilities they are tasked with by Fraternity Council or within the requisite staffing structures.

Social Responsibility Speaks (SRS)

- SRS is the retained Organizational Equity Assessment (OEA) Report Implementation Team partner. The SRS Team’s primary role is to support Delta Gamma Fraternity Leadership and staff in establishing priorities based upon the recommendations provided by the Kirwan Institute. Based on the received recommendations, SRS’ role shifted to reframe the recommendations through a private, National Panhellenic Conference member organization lens. Additionally, the reframing will also account for an intersectional lens to account for marginalized and minoritized identities within the historical context of Delta Gamma Fraternity. SRS established Dr. Suzette Walden Cole as the Project Lead for this work. The three Team Leads serve as part of the OEA Implementation Team, and the full SRS team is available to do the work necessary to assist Delta Gamma. SRS’ primary points of contact are the OEA Implementation Team Co-Chairs.

Organizational Equity Assessment Implementation Team

- This group is comprised of the SRS Team and two (2) staff co-chairs. The role of this group is to identify volunteers and/or staff members who are needed at the table to implement the reframed recommendations and additional charges stemming from those recommendations – communication, education, and enforcement parameters. The OEA Implementation Team is focused on moving the Fraternity forward in their efforts towards a more equitable and inclusive organization that will promote a space where diversity will thrive.

