

Organizational Equity Commission

The Organizational Equity Commission (OEC) is formed to help guide and inform Delta Gamma's efforts around belonging, equity, inclusion and diversity (BEID) 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.

Objectives

The primary objectives of this board shall be:

- Come together at an in-person meeting to create a framework from which the OEC will work alongside Delta Gamma Leadership and staff to implement the Organizational Equity Assessment (OEA) Reframed Recommendations
- Provide feedback, craft advice and develop recommendations on policy, procedure, programming and operations to Delta Gamma Leadership and staff to impact diversity, equity, inclusion, access and belonging.
- Share research, ideas, and resources to support staff and volunteers in developing and implementing BEID initiatives, helping our members to develop a deeper understanding of the experiences of members who hold identities that have been marginalized and how to support better members who do not feel welcomed and included in Delta Gamma because of their identities.
- Expand Delta Gamma's thinking related to BEID and how to foster a sense of belonging.

Time Commitment

The OEC will create the framework and roadmap from which we will implement OEA recommendations. After the framework is complete, the Commission will typically meet quarterly. Board members may be expected to review materials outside of the quarterly meeting. The time commitment should average approximately 5-7 hours per month. You may experience ebbs and flows with this work.

Term Length

The 2024 Organizational Equity Commission will serve from January 2024 – June 2025. This will allow the commission to align with other volunteer appointment structures. Each year, the current Council Trustee: Fraternity Programming and Director: BEID, will lead the selection process to begin July 1 of each fiscal year.

Board Members

The members of the OEC shall 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. The Fraternity Director: Belonging, Equity, Inclusion and Diversity, will chair this Commission.

The group shall comprise 8-12 individuals working collaboratively with all levels of Delta Gamma Leadership to become an organization that embraces BEID within all aspects of the membership experience.