



Delta Gamma
1873

GROW IN THE KNOW

Recruitment SZN

As we know, recruitment season is the most fruitful season for us, as we get to gain more sisters and increase our impact as the change agents of the sorority world! In sisterhood, we pride ourselves on being the standard of excellence in recruitment, sisterhood, and inclusivity. That said, we must remember that inclusivity and consciousness is an everyday process that begins with our first impression from other people-which is our recruitment season!

Lets. Talk. Inclusivity.

Inclusivity is the practice of ensuring that all individuals, regardless of their background, identity, or abilities, feel welcomed, respected, and valued within a group or environment. It involves actively creating spaces where differences are embraced, diverse perspectives are encouraged, and everyone has equal opportunities to participate and contribute. Inclusivity fosters a sense of belonging and equity, ensuring that no one is excluded or marginalized.

Why our awareness is important

As DG, our awareness is crucial because it helps individuals recognize, understand, and respect the diverse backgrounds, traditions, and perspectives of others. It fosters empathy, reduces misunderstandings, and promotes positive interactions in a multicultural society. By being culturally aware, we can build more inclusive and harmonious environments, whether in the workplace, communities, or social settings, ultimately leading to stronger relationships and better collaboration.

Self-Reflection!

- How would you define your cultural identity?
- What parts of your identity do you feel are most important?
- What parts of your identity do you feel it would be hurtful if people joked about (or made fun of)?
- How would you feel if someone took credit for your cultural identity (or tried to 'copy' it)?
- Can you think of an instance in which you've seen cultural appropriation (in person or in the media)?
- Can you think of a time that your identity was disrespected? How did you feel?

Cultural Appropriation

We must be conscious of how people feel. Remember, cultural appropriation is harmful because it involves adopting elements of a culture, often marginalized or oppressed, without understanding or respecting its significance. This can perpetuate stereotypes, trivialize cultural traditions, and contribute to the erasure of the true meaning behind important cultural symbols. For us, engaging in cultural appropriation can damage relationships, harm our reputation, and create an unwelcoming environment for members from diverse backgrounds. Practicing cultural awareness and respect helps foster inclusivity and mutual respect.

Ageism

Understanding ageism is important for sorority members because it helps prevent stereotypes and discrimination based on age, which can affect both older and younger individuals. Recognizing and avoiding ageist attitudes fosters a culture of respect and inclusion, where all generations are valued for their contributions and perspectives. For us, being aware of ageism ensures that they support an environment where every member, regardless of age, feels included, respected, and free from judgment, promoting stronger, more empathetic relationships across age groups.

Sexism

Understanding sexism is crucial for us because it involves recognizing and challenging the biases, stereotypes, and discrimination based on us simply being women. Sexism limits opportunities, perpetuate harmful norms, and negatively impact both women and men. For us, being aware of sexism empowers others to advocate for gender equality, support one another, and create an environment where all of us are treated with respect and dignity, regardless of our gender. Addressing sexism is key to fostering an inclusive, supportive, and empowering sorority culture.

Racism

Understanding racism is vital for us because it helps them recognize and confront the systemic inequalities, stereotypes, and discrimination that harm individuals based on their race or ethnicity. Racism creates division, perpetuates injustice, and limits opportunities for marginalized groups. By being aware of racism, we can actively work toward creating a more inclusive, equitable, and supportive environment where everyone is treated with dignity and respect, regardless of their racial or ethnic background. This awareness strengthens the sorority's commitment to diversity and unity.

Xenophobia

We must be aware of xenophobia because it involves recognizing and addressing the fear or prejudice against people from other countries or cultures. Xenophobia can create division, foster hostility, and exclude individuals who bring valuable perspectives and experiences. By being aware of xenophobia, we can cultivate a welcoming and inclusive environment that embraces diversity, promotes cultural exchange, and ensures that everyone, regardless of their background, feels respected and valued.

Ableism

Ableism is an important concept to understand because it involves recognizing and challenging the discrimination or prejudice against people with disabilities. Ableism can create barriers to inclusion and make individuals feel marginalized or excluded. By being aware of ableism, we can be sure to create an environment that is accessible, inclusive, and respectful of all abilities, where every person feels valued and supported.

Appreciation vs Appropriation

The key difference between appreciation and appropriation is respect and understanding. Cultural appreciation involves learning about, honoring, and respectfully engaging with another culture, recognizing its significance and giving credit to its origins. Appropriation, on the other hand, is when elements of a culture are taken or used without understanding, permission, or respect, often reducing them to trends or stereotypes. Appreciation fosters respect, while appropriation can be harmful and exploitative.

Have the Challenging Conversations!

Part of our journey toward more inclusive spaces involves bravery of sisterhood and not shying away from the challenging conversations that increase our connectivity and understandings. We must use challenging conversations to find active solutions to the complicated problems we face, along with asking a few questions to get the ball rolling!

Examples:

- How do you appreciate a culture you are not part of? And can you?
- Is the culture inviting you to celebrate it?

We can also use challenging conversations to provide space to clear up misconceptions about various cultures and identities!

This includes (but is not limited to):

- Personal experiences & storytelling
- Celebrating other cultures while respecting their linguistic/ethnic identity and traditions
- Look at the reality behind media representations and ask sisters to share their experiences in reference to said representations
- Use videos to educate yourself and others!

Identifying Cultural Appropriation

Question: Why is it important to understand the history and significance behind a cultural practice before adopting it?

Example: Wearing a Native American headdress as a costume, which has deep spiritual and cultural significance, is an example of appropriation because it disrespects its meaning and context.

Q: How can you tell if you're appreciating a culture or appropriating it?

E: Listening to and learning about traditional African music in a respectful way is appreciation, but using African hairstyles or clothing for fashion without understanding their cultural importance can be appropriation.

Q: What are some ways you can respectfully engage with a culture that is not your own?

E: Instead of copying a traditional dance from another culture for a performance, consider inviting a member of that culture to teach the group about the dance and its significance.

Q: How can cultural appropriation harm the people whose culture is being borrowed or misrepresented?

E: Using sacred symbols like the Hindu "Om" or Buddhist prayer beads as fashion accessories can trivialize their religious importance, which may offend those who hold them in high regard.

Q: How can you ensure that your sorority's events or themes are culturally respectful and inclusive?

E: When planning themed parties or events, avoid using cultural stereotypes like "Fiesta" or "Luau" parties, which reduce rich cultural traditions to oversimplified caricatures.

Resources - Reading

- [What Is Cultural Appropriation?](#)
- [What's Wrong with Cultural Appropriation? These 9 Answers Reveal It's Harm](#)
- [Flirting and Flag-Waving: the Revealing Study of Holidays and Rituals](#)
- [Why 'The Cotton Picker's Minstrel Review' is part of higher ed history**](#)
- [Open Letter to the PocaHotties and Indian Warriors this Halloween](#)
- [The Difference Between Appreciating and Appropriating Queer Culture](#)
- [Blackface: The Birth of An American Stereotype**](#)
- [How Being Biracial Makes Me Feel About Cultural Appropriation](#)
- [Costume with Care](#)

The Do Good Sisterhood!

Our organization was founded on principles related to friendship among women, educational and cultural interests, social responsibility, and qualities of character. It remains important that we uphold those values in our everyday lives, inclusive of our chapter activities and recruitment events. This guide is just the beginning, as all of us will have to continually educate ourselves and make sure that we are not offending (or causing uncomfortability to) any group or culture. We are Delta Gamma. We are the standard, and we must always maintain that conscious connection to our values.



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