

Diversity, Equity and Inclusion Priorities

2021-22 MID-YEAR UPDATE

Alpha Chi Omega's goals related to diversity, equity and inclusion (DEI) are to increase diversity in our membership throughout every level of the organization and to nurture and develop a membership experience that is increasingly equitable and inclusive for members, volunteers and staff. Alpha Chi Omega reports biannual updates regarding our highest diversity, equity and inclusion progress and accomplishments. As such, we are pleased to share an update on our efforts since our last communication in July 2021. [Previous updates are available](#) on the Diversity, Equity and Inclusion page of our website.

Significant strides were made in the first half of the year on the development and anticipated launch of the new collegiate rotational program, Kaleidoscope. The partnership with Tran Arrowsmith and The Harbor Institute continued with curriculum development and volunteer training. A team of volunteer facilitators, comprised of members and friends of Alpha Chi Omega all highly qualified and committed to advancing inclusion in the Alpha Chi Omega experience, was recruited and selected. Three training sessions were hosted for the facilitation team focused on foundational concepts of DEI, strategies for managing common facilitation situations and exploration of personal identities. The program was piloted at two collegiate chapters in November, and feedback from the pilots was incorporated into curriculum revisions. The program will officially launch the first weekend in February with a number of chapters scheduled to receive the session. Lastly, as part of the education materials, participants will complete the Brave and Bold online module created by The Harbor Institute. Work was completed this fall to set up the online training.

Progress was made on advancing the recommendations from the DEI Work Group related to bias incident reporting and management. A vendor was identified and contracted to provide a third-party platform for anonymously reporting bias incidents. The initial platform onboarding has been completed. Trainings, communication and support materials are in development.

The Enterprise board members continued monthly DEI-focused discussions during each respective board meeting and participated in two quarterly chats with all Enterprise board members. The DEI Enterprise Board Committee refocused their energy to continue board education and explore opportunities to expand board recruitment with the goal of further diversification of the four Enterprise boards.

The Seeking The Heights to Board Service Educational Experience recruited and kicked-off for the second year. The program furthers the goal of expanding the pool of qualified individuals

that might potentially serve on an Alpha Chi Omega Enterprise board, or on a board in their community.

The headquarters professional staff DEI committee advanced opportunities for staff personal and professional development. Areas of discussion included topics such as body image, accessibility, food insecurity and mental health. Additionally, tips surrounding inclusive language and digital accessibility were incorporated in monthly staff meetings.

Organization communications goals advanced to highlight and celebrate the full diversity of our membership. Social media channels featured the most celebrated holidays of the five major world religions (Christianity, Islam, Judaism, Hinduism and Buddhism) from July to January including Eid al Adha, Rosh Hashanah, Yom Kippur, Diwali, Hanukkah, Christmas and Bodhi Day, as well as the heritage months celebrated during this time, including Hispanic Heritage Month (September 15-October 15) and Native American Heritage Month (November). Social posts included education and stories from members who self-identified that they celebrate and/or identify with these holidays and heritages.

Collegians serving in the inaugural VP diversity, equity and inclusion position on collegiate chapter executive boards completed their term of office. A number of initiatives were advanced by [these outstanding collegians](#), and we look forward to welcoming their successors to this year's Leadership Academy.

Ongoing national programs continue to incorporate conversations surrounding creating a more inclusive and equitable Alpha Chi Omega. Content is planned for Leadership Academy at the end of January and Collegiate Growth Academy in mid-February.

Alpha Chi Omega continues our commitment to advancing efforts to create a more inclusive membership experience. The work in this area takes each of us, together, to do better every day, as we are all Alpha Chi Omegas.

Visit the Diversity, Equity and Inclusion [webpage](#) for additional information and resources about our DEI initiatives. Additionally, details and updates about the Enterprise strategic priorities are periodically posted [on our website](#).