

Diversity, Equity and Inclusion Priorities

2023-24 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 mid-year updates regarding our highest diversity, equity and inclusion progress and accomplishments. As such, we are pleased to share a mid-year update on our efforts so far this fiscal year. Previous updates can be found in the [Alpha Chi Omega Resource Center](#).

Throughout the fall, continued opportunities for DEI and personal development remained a priority. A new resource, the Unsafe and Uncomfortable Conversations Discussions Guide, was made available for members in the Resource Center. Additionally, the expansion of access to The Heights Learning Center enables all collegiate members to participate in more than 20 DEI-focused trainings, covering topics from restorative practices to the six Greek umbrella organizations and more. Further, through Notes of Belonging, Alpha Chi Omega's newest DEI initiative, two new infographics and blog posts, [Cultivating Harmony](#) and [Bridging the Generation Gap](#), were created and shared with members. The Notes of Belonging initiative continues to make a significant impact by encouraging members to foster inclusive environments where all members feel a sense of belonging!

Another advancement is the creation of Collective Endeavors, a three-part series in The Heights Learning Center designed as pre-training for Kaleidoscope, Alpha Chi Omega's DEI rotational program. Collective Endeavors encourages members to answer the call to action from Alpha Chi Omega's diversity, equity and inclusion statement of position through three steps: reflect, welcome and commit. Alpha Chi Omega members should reflect on the diversity of our communities; strive to welcome members to an accessible, inclusive and equitable experience; and commit to creating spaces where all members are respected, are included and feel a sense of belonging. More than 1,000 collegians have completed the Collective Endeavors training, and we are excited to introduce it to more chapters throughout the spring.

The Alpha Chi Omega Ritual Task Force (RTF) concluded its work reviewing and evaluating the Ritual of Alpha Chi Omega and submitted these recommendations for updates to the National

Council for consideration. The National Council invited nearly 1,000 members to participate in listening sessions to provide feedback regarding the Ritual Task Force's proposed updates throughout October and November. Considering the Ritual Task Force's recommendations and member feedback, the National Council submitted potential updates to the Ritual to the Legislative Committee to prepare legislation for the convention delegates to vote on this summer.

Updates to the Bias Incident Reporting Process were implemented this fall, and members were provided with revised resources on the topic. This has resulted in increased accessibility to the bias incident reporting form. Alpha Chi Omega continues its dedication to educating members on accountability and supporting chapters navigating bias-related incidents.

Noteworthy advances were made with updates to Alpha Chi Omega's National Membership Standards and their definitions. The standards are used to determine eligibility to join the organization as a potential new member, and as lifetime members, we strive to uphold them in our daily lives as collegians and alumnae. These updates respect and respond to the dreams and realities of today's women in today's world, continuing our shared commitment to a powerful, transformative and everlasting sorority experience.

The fourth year of the Seeking the Heights to Board Service Educational Experience kicked off. The program furthers the goal of expanding the pool of qualified individuals who might potentially serve on an Alpha Chi Omega Enterprise board or on a board in their community. Additionally, the Enterprise Board DEI Committee worked to increase transparency and access to information about applying for board service. A board interest webinar was hosted in November, and board ambassadors were established to speak with any member interested in applying to serve on an Enterprise board.

Alpha Chi Omega continues our commitment to advancing efforts to create a more inclusive membership experience. After endorsement by the National Council, the Fraternity has begun work to identify and contract a DEI consultant to provide expertise in establishing an updated DEI plan, identifying both short-term and long-term goals and initiatives, and continuing to drive meaningful and sustainable change throughout the organization. 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 can be found in the Alpha Chi Omega [Resource Center](#).