

# Diversity, Equity and Inclusion Priorities

## MID-YEAR UPDATE

In July 2020, Alpha Chi Omega shared our highest priorities to advance the organization's efforts 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. The end of January marks the midway point in Alpha Chi Omega's fiscal year, and we're pleased to share an update on our efforts with you.

Following are some of the accomplishments during the first half of the fiscal year:

- Hosted a training, Conversations About Race in Recruitment, for collegiate chapter officers and advisors in August
- Rolled out an update to our new member education program, the Dedication, that includes a module and discussion guide about diversity, equity and inclusion and what they mean as a member of Alpha Chi Omega
- Established a Diversity, Equity and Inclusion Work Group comprised of 12 collegiate and alumnae volunteers who represent the rich diversity of our membership. The DEI Work Group is charged with developing recommendations and possible work product on topics as assigned, such as national policies, practices and programming.
- Established the VP diversity, equity and inclusion position for collegiate executive boards and provided support for that position with 13 resources and a panel discussion
- Developed and launched a VP DEI training module as well as training modules about governing umbrella organizations including NAPA, NALFO, NIC, NMGC, NPC and NPHC for The Heights Learning Center, accessible to collegiate executive board members and operational volunteers
- Included educational content about the umbrella organizations in *The Lyre*

- Designed and launched self-guided volunteer training resources on topics including inclusive volunteering and DEI
- Recruited and selected an inaugural class of diverse women for a newly-created board cultivation and training opportunity, Seeking the Heights to Board Service Educational Experience
- Formed the Staff DEI Advisory Committee, which assembles and provides monthly resources and training opportunities to further education and commitment of headquarters professional staff members to DEI. Monthly topics thus far have included microaggressions, Hispanic heritage in recognition of Hispanic Heritage Month, domestic violence and the impact on individuals from marginalized identities, privilege in the criminal justice system, religious privilege and financial privilege.
- Appointed an Enterprise DEI Board Committee to advance education of Enterprise board members (National Council, Foundation Board of Trustees, National Housing Corporation Board of Directors and Pearl Stone Partners Board of Managers)
- Featured the most celebrated holidays of the five major world religions (Christianity, Islam, Judaism, Hinduism and Buddhism) from July to January on social media including: Eid al Adha, Rosh Hashanah, Yom Kippur, Diwali, Hanukkah, Christmas and Bodhi Day) and 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.
- Provided more need-based educational assistance grants for collegiate members through a substantial gift from the Fraternity to the Alpha Chi Omega Foundation. In recognizing that the challenges of 2020 have not had an equal impact on all members, the Fraternity prioritized this additional funding so that the cost of education this spring could be made more equitable.

Looking forward to the second half of the fiscal year, Alpha Chi Omega anticipates advancing the following priorities:

- Delivering a virtual Leadership Academy program with more than one-third of the program focused on conversations about creating a more diverse, inclusive and equitable collegiate chapter experience

- Appointing a Membership Recruitment Task Force charged with reviewing membership recruitment policies and practices, evaluating barriers to membership and making recommendations to the National Council
- Hosting conversations about implicit bias during Collegiate Growth Academy
- Providing a three-part continued DEI training for recruitment leaders and advisors
- Designing and developing a new rotational program focused on diversity, equity and inclusion to be launched in fall 2021. Recruitment for program facilitators will be announced this spring.
- Seeing Enterprise board members engaging in monthly DEI discussions during board meetings, hosting quarterly Enterprise board DEI discussions and participating in comprehensive training during Enterprise Weekend
- Training operational volunteers during Volunteer Summit on topics centering on access, equity and inclusion
- Finalizing a statement of position related to diversity, equity and inclusion as recommended by the DEI Work Group
- Receiving a recommendation from the DEI Work Group for a bias incident reporting and management process
- Exploring and assessing the feasibility of collection of membership demographic and identities data

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.

Visit the Diversity, Equity and Inclusion [webpage](#) for additional information and resources about our DEI initiatives. Additionally, details and updates about the 2020-21 strategic priorities are periodically posted here [on our website](#).