

# Diversity, Equity & Inclusion Priorities and Action Plan

## INTENDED OUTCOMES OF DEI INITIATIVES

Alpha Chi Omega has two desired outcomes from our diversity, equity and inclusion (DEI) work – 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.

## DIVERSITY, EQUITY AND INCLUSION PRIORITIES

- Create a **volunteer committee comprised of collegians and alumnae** to advise on national policies, practices, programming and DEI initiatives
- Establish a **clear statement on diversity** that articulates the organizational aspirations and telegraphs the importance to members and campuses; include a **clear definition of diversity** for data collection purposes
- Create a **collegiate chapter executive board DEI officer position**; develop resources for this position
- Establish a **task force** to review membership selection practices and the legacy policy to evaluate barriers to membership
- Manage a comprehensive strategy for **board recruitment and development** for future Black, Indigenous and People of Color (BIPOC) board members to diversify the four Enterprise boards
- Charge boards and individual board members to commit to their own **board educational process** and hold one another accountable for increasing their knowledge and awareness
- Create an **internal staff DEI advisory committee** to steward action plans for employee training and development
- Develop educational **programming on difficult conversations** for collegians and alumnae about race, inclusion, class exclusion and beyond, and about how to have difficult conversations with honesty, civility and respect

- Develop **DEI training and education for advisors and volunteers**, with initial focus on chapter advisors and recruitment advisors
- Transition REPRESENT, one of the four rotational programs, to a **social justice focused rotational program**
- **End the Global Service Initiative** and consider replacement with a social justice-focused initiative
- Launch a module in the Dedication, the new member education program, on **social identity development for all new members**
- Develop and implement a **bias reporting incident process** for chapters, volunteers and staff
- Amend the **recommendations process** to afford more access and remove barriers to entry
- Collect **identity data** for members and volunteers consistent with the organizational definition of diversity
- Charge a **Ritual Task Force** with the responsibility for evaluating ceremonies and programming for inclusivity and making recommendations for changes
- Design and execute a **communications strategy** that shares transparently where we are, what we have done, what we realize is not working and what we plan to do next