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 alumnæ 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 alumnæ 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