

Diversity, Equity and Inclusion Priorities

2023-24 END-OF-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 end-of-year updates regarding our highest diversity, equity and inclusion progress and accomplishments. As such, we are pleased to share an end-of-year update on our efforts January through July 2024; for additional information about efforts this fiscal year, reference the mid-year update. Previous updates can be found in the [Alpha Chi Omega Resource Center](#).

Annual rotational programs, Leadership Academy (January 2024) and Collegiate Growth Academy (February 2024) incorporated conversations around creating cultures of trust and inclusion, as well as identifying ways to foster environments where all members feel a sense of belonging. Through Notes of Belonging, Alpha Chi Omega's DEI infographic series, a new infographic and blog post focusing on [nurturing belonging](#) was created and shared with members. The Notes of Belonging initiative continues to inspire members to champion change and embrace their unique identities through membership in Alpha Chi Omega!

In March 2024, applications for Alpha Chi Omega's Social Justice Institute (SJI) experience opened, encouraging all members to apply. Twenty-five members were selected for participation. A team of five volunteer facilitators, all Alpha Chi Omega members, led the SJI sessions. Over six weeks, participants engaged virtually in diverse topics, including building bridges to healing and recognizing the special talents and gifts they can offer their communities. The program concluded in late June, providing a transformative experience for all involved and fostering growth, understanding and a commitment to advancing support for domestic violence survivors.

The fourth cohort of participants completed the Seeking the Heights to Board Service Educational Experience. The program seeks to broaden the pool of qualified individuals who may serve on an Alpha Chi Omega Enterprise board or a board within their community.

Alpha Chi Omega remains steadfast in our efforts to create a more inclusive membership experience. After endorsement by the National Council, the Fraternity partnered with The Harbor Institute to conduct a review of organizational inclusion and belonging efforts. This

collaboration aimed to identify areas of success and potential areas of future growth for the organization. The National Council and professional staff have begun evaluating the feedback. We know our work in this space is never done, and we ask for your dedication and support as we continue to advance these efforts.

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](#).