

Diversity, Equity and Inclusion Priorities

2022-23 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 biannual 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 fall, continued opportunities for DEI education and personal development remained a priority. An all-member Women and Wisdom Series session on DEI in the workplace was led by alumna Ericka Jones (Xi, University of Nebraska – Lincoln). Additionally, multiple new resources were created and made available in the Resource Center: Promoting Civility Discussion Guide, Conscious and Inclusive Language Guide, Understanding Campus DEI Resources, DEI Chapter Assessment Guide, DEI Programming Recommendations and DEI Resources by Topic. Further, an educational session was hosted for alumnae chapter leaders with national speaker Ginny Carrol, focusing on creating welcoming and inclusive alumnae programming.

Another area of advancement was the creation of Alpha Chi Omega's Notes of Belonging initiative. Notes of Belonging highlights moments our members championed change and embraced their unique identities through membership in Alpha Chi Omega, all while exploring quick tips and resources to aid members' DEI learning. Notes of Belonging will be spotlighted in Alpha Chi Omega quarterly communications, on [the blog](#) and on the [Educate and Take Action webpage](#). We hope that through Notes of Belonging, our members will learn something valuable that will encourage them to continue to foster inclusive environments.

The Alpha Chi Omega Ritual Task Force was established this fall. The Ritual Task Force is charged with reviewing, evaluating and providing recommendations for updates related to the Ritual of Alpha Chi Omega including ceremonies, best practices and related programming. The task force will evaluate the Ritual through a diversity, equity and inclusion lens to ensure the ceremonies and practices are such that members feel respected, included and a sense of

belonging. A passionate and highly qualified team of collegians and alumnae, representing a wide range of diversity and experiences, were appointed to serve for a two-year term and have begun meeting regularly.

The third 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.

Planning for Alpha Chi Omega's inaugural Social Justice Institute (SJI) has begun. SJI will be a social justice-focused initiative encouraging greater awareness of social issues and a personal commitment to sustainable social justice efforts. Virtually over the course of six weeks, participants will gain an affinity for initiating change and ambition to create environments that promote diversity, equity and inclusion. Applications for this experience are anticipated to open in early March, and the official launch of the virtual experience will be in May 2023. All alumnae and collegians will be encouraged to apply.

Noteworthy advances were made with the organization's communication goals as we work to highlight and celebrate the full diversity of our membership. Members' personal narratives and accomplishments were highlighted in *The Lyre*, which is now available in print and [online](#); the stories of our sisterhood are available to everyone – members and nonmembers alike. Social media featured the most celebrated holidays of the five major world religions (Christianity, Islam, Judaism, Hinduism and Buddhism), as well as a number of heritage and history months. Social posts and blogs included education on cultural appropriation and stories from members who self-identified that they celebrate and/or identify with these holidays and heritages.

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, 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](#).