

Diversity, Equity and Inclusion Priorities

JULY 2021 UPDATE

Alpha Chi Omega's goals related to diversity, equity and inclusion 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 shared with the membership our highest priorities in July 2020, a mid-year update was communicated in January 2021 and July marks the end of Alpha Chi Omega's fiscal year. As such, we are pleased to share an update on our efforts since our last communication in January 2021.

The Diversity, Equity and Inclusion Work Group recommended an organizational statement of position which has been adopted into the policies of Alpha Chi Omega by the National Council. We are thankful for the work of the DEI Work Group and their commitment to clearly establish Alpha Chi Omega's commitment to diversity, equity and inclusion.

The final statement of position aims to reflect the following goals:

- Celebrate the many identities of each of our members and potential members
- Commit to creating an inclusive experience as a necessary prerequisite to increased diversity
- Commit to a focus on personal development and learning from the experiences of others
- Be grounded in the values of Alpha Chi Omega
- Echo and incorporate elements of the Alpha Chi Omega Ritual, branding, mottos and mission

DIVERSITY, EQUITY AND INCLUSION STATEMENT OF POSITION

We are Alpha Chi Omega.

We are real women: diverse in our experiences, our identities and our stories. Our sisters must reflect the diversity of our communities, and we must welcome them to an accessible, inclusive

and equitable experience. We are a sisterhood committed to creating spaces where all members are respected, are included and feel a sense of belonging.

We are strong women: eager to embrace the interconnected and diverse world in which we live. Our unique experiences provide an opportunity to learn from the personal narratives of others; we listen with humility and openness as we commit to appreciating all that is noble in another.

We are real, strong women committed to fostering diversity, cultivating equitable and inclusive environments, and empowering all of our members to seek the heights.

SPRING 2021 ACCOMPLISHMENTS

- More than one-third of the virtual Leadership Academy program was focused on conversations about creating a more diverse, inclusive and equitable collegiate chapter experience.
- Conversations about creating an inclusive recruitment experience were hosted during Collegiate Growth Academy.
- DEI webinar trainings for recruitment leaders and advisors with expert speaker and facilitator Krystal N. Clark continued.
- A webinar training was hosted for all position advisors covering topics such as microaggressions and being a transformational leader in inclusion.
- A targeted communication was sent to position advisors highlighting diversity, equity and inclusion resources from Alpha Chi Omega as well as suggested external resources.
- New trainings were developed and launched in The Heights Learning Center for collegiate officers and advisors: Intention and Impact as well as Promoting Civility.
- A DEI session was presented during Volunteer Summit for operational volunteers and house directors focused on cultural humility and ring theory.
- Tran Arrowsmith was contracted to begin designing and developing the curriculum for a new rotational program focused on diversity, equity and inclusion, and individuals were recruited and selected to serve as volunteer facilitators for the program.
- Enterprise board members engaged in monthly DEI discussions during board meetings, hosted two Enterprise board DEI discussions and participated in comprehensive training during Enterprise Weekend.
- The DEI Work Group worked on a recommendation for a bias incident reporting and management process.
- A generative discussion was hosted with the National Council about the collection of membership demographic and identities data.

- Social media featured the most celebrated holidays of the five major world religions (Christianity, Islam, Judaism, Hinduism and Buddhism) from February to July, as well as the heritage months celebrated during this time, including Black History Month (February), Women’s History Month (March), Asian American and Pacific Islander Heritage Month (May) and LGBTQ Pride Month (June). Social posts and blogs included education and stories from members who self-identified that they celebrate and/or identify with these holidays and heritages.
- The Staff DEI Committee continued its work assembling and providing monthly resources and training opportunities to further education and commitment of headquarters professional staff members to DEI.
- The National Council appointed members to the Membership Recruitment Task Force, comprised of collegiate and alumnae volunteers who represent the rich diversity of our membership. Their charge included reviewing all policies, processes, practices and programming related to recruitment and making recommendations to the National Council that would remove barriers and allow for diversity – in all forms – to flourish.
- *The Lyre* included education content about the work of the newly established VP DEI position.
- An inaugural class of diverse women completed a new board cultivation and training opportunity, Seeking the Heights to Board Service Educational Experience.
- Pearl Stone Partners hosted three DEI trainings for house directors and transitioned and enhanced Spanish-language support for employees deployed at collegiate chapters.

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 are periodically posted [on our website](#).