

Diversity, Equity and Inclusion Priorities

2022-23 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, 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 2023), Collegiate Growth Academy (February 2023) and Volunteer Summit (July 2023) incorporated conversations about creating cultures of inclusion and belonging through a diverse and equitable membership experience. Additionally, three new resources were created and made available in the Resource Center: Dimensions of Diversity and Definitions, Alumnae DEI Resources by Topic and Creating a Sense of Belonging through DEI. Further, an educational Golden Key session was hosted in May for alumnae volunteers led by headquarters staff, focusing on creating a welcoming space where every individual feels valued and empowered to engage and collaborate with others effectively.

Notes of Belonging, Alpha Chi Omega's newest DEI initiative, showcased the efforts of numerous members and chapters striving to champion change and foster a sense of belonging. In addition to story sharing, [five infographics](#) and [blog posts](#) centered around DEI education were created and shared with members. The infographics covered important topics like empathy and accountability, name-based microaggressions, starting conversations about DEI and more. We are excited to continue promoting Notes of Belonging and hope that our members gain valuable information from this initiative inspiring them to continue cultivating inclusive environments.

Applications for Alpha Chi Omega's inaugural Social Justice Institute (SJI) experience opened in February 2023, and all collegians and alumnae were encouraged to apply. Twenty-six members (13 collegians and 13 alumnae), reflecting a wide range of diversity and lived experiences, were selected to participate and a team of seven volunteer facilitators, comprised of members of

Alpha Chi Omega were selected to lead the SJI sessions. Over the course of six weeks, virtually, the participants delved into a diverse range of subjects, including asset-based community development and identifying the special talents and gifts they have to give to the world. The program concluded in late June and provided a transformative experience for all involved, fostering growth, understanding and a commitment to advancing support of domestic violence survivors.

The Alpha Chi Omega Ritual Task Force (RTF), comprised of nine members (two collegians and seven alumnae), has been meeting regularly since being established last fall. The task force has been continuing its work reviewing, evaluating and creating recommendations for updates related to the Ritual of Alpha Chi Omega including ceremonies, best practices and related programming. The RTF is preparing to finalize its recommendations and updates and is excited to continue serving the two-year term.

The third cohort of participants completed the Seeking the Heights to Board Service Educational Experience. 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.

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](#).