

Alpha Chi Omega Diversity Equity and Inclusion

Commitments For External Release

Mission Statement: At the Epsilon Chapter of Alpha Chi Omega, we acknowledge that our organization was founded and rooted upon socioeconomic and racial exclusivity. We have not done enough to acknowledge our past and reflect on the ways in which our current practices still contribute to these institutional systems of oppression. We appreciate all those who have called attention to the way our chapter and the Panhellenic and IFC communities are complicit in these systems, as it reminds us that there is still more work to be done, as DEI is an ongoing process. The Epsilon chapter of Alpha Chi Omega is committed to long term change in our community as we work to address the ways our community has harmed marginalized groups in the past and today. We know that words without actions are meaningless - this working document is a comprehensive action plan the members of Alpha Chi Omega Epsilon intend to enact this semester and into the future. We intend for these actions to generate a more inclusive environment for those both within and outside of the Panhellenic and IFC community. These reforms are a product of engaging and creating a dialogue with our chapter, Panhellenic community, National organization, and the larger USC community for how we will work to be better. We started with several guiding questions:

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1. How will we make members from every socioeconomic background, BIPOC community, and LGBTQ+ community feel welcome in our home?
2. How will we make reforms to our recruitment process to be more inclusive?
3. How will we continuously educate our members?
4. How can we best use our monetary privilege, time, and actions to promote change in our community and beyond?
5. How will we use our social media platform to accurately depict our chapter and raise awareness and funds for important social issues?
6. How will we ensure that these changes are permanent and effective?
7. How will we hear everyone's voice and make sure everyone feels heard and represented?
8. How will we spread awareness and promote known resources?

- I. General Bylaw Changes:** These amendments outlined below will be presented to the chapter during the 2022-2023 year.
- A. Formally create the newly formed Diversity, Equity, and Inclusion Committee whose purpose is to spearhead all subsequently listed action items and hold the greater chapter accountable in all necessary efforts.
 - B. Formally require 2 DEI points to fulfill Alpha Chi Omega membership requirement every semester (which can be acquired through DEI events on campus, through Alpha Chi Omega, off campus events, service events, and more)
 - C. Review our existing chapter bylaws to remove any language that is discriminatory or otherwise non-inclusive.

- D. Expand the existing Non-Discrimination and Non-Harassment Clauses to include a Zero Tolerance Policy for any member exhibiting such behaviors.
- E. Creation of a Social Responsibility Chair that will sit on the Public Relations and Marketing and Diversity and Inclusion Committees

To ensure the following changes are long-lasting and clearly defined, we will be embarking on a chapter policy revision process with the goal of making our governing documents inclusive to all.

II. Diversity, Equity, and Inclusion: We understand that DEI is a work in progress, therefore by implementing such practices, we hope to integrate this subject as a core value at Alpha Chi Omega, beginning by integrating DEI points as a membership requirement in the 2022-2023 bylaws.

- A. Educate members through events such as DEI workshops, DEI Tabletalks, DEI Film Nights, DEI themed Monday Night Dinner, focused on past/current social injustice issues to facilitate hard conversations between members.
- B. Promote awareness through monthly infographics/newsletter displaying books, podcasts, short films, movies, and other resources members can use.
- C. Creating DEI Service events – members have opportunity to be involved with philanthropy, community service, and DEI at the same time.
- D. Eliminate exclusively heteronormative events and establish sorority-sorority relationships.
- E. Collaborate with other campus organizations, not just Greek organizations.
- F. Work to celebrate sisters' holidays/cultures/backgrounds/etc. through cultural celebrations and more.

III. Finance: We understand that the large financial commitment is a barrier to entry for many Panhellenic sororities, in both recruitment related registration fees and chapter dues. By implementing subsequent practices, we hope to remove this barrier by making membership and housing more accessible.

- A. Increase scholarship opportunities by:
 - 1. Reaching out to our Alumnae to create new scholarship funds.
 - 2. Requiring our Vice President of Intellectual Development to continually research and publish materials to apply for scholarships to offset the cost of dues.
- B. Reduce Dues and Fees by creating a chapter budget that reflects the minimum costs necessary to promote a meaningful chapter experience while reducing the socioeconomic barrier joining a chapter poses. This includes, but is not limited to:
 - 1. Evaluating whether it is beneficial to reduce required dues and add in additional costs for members who want to participate in optional activities.
 - 2. Reducing excessive officer budgets.
 - 3. Continuing existing efforts for budget transparency like sharing the detailed chapter budget with all members.
- C. Continue to allocate budget funds to the DEI committee for hiring speakers and other professionals to educate our members.

- IV. Member Education:** Educating our members with an honest history about the exclusivity of our chapter, both at USC and nationally, is paramount to understanding our privilege as members in these organizations and can help guide us moving forward.
- A. Educate Members on the Exclusionary Roots of Greek Organizations and History of the National Pan-Hellenic Council, Asian Greek Council, and Multicultural Greek Council.
 - B. Mandate educational events like microaggression prevention training and anti-bias training for the entire chapter.
 - C. Implement discussions about racial justice and other prevalent social issues into existing chapter practices like our monthly MyJourney meetings.
 - D. Mandate participation for all Executive Board members to attend Panhellenic sponsored DEI learning events.
 - E. Promote culturally based membership programming events such as Alpha Chi Kitchen or cultural food of the month)

V. Recruitment

- A. Mandate all members of the chapter to attend microaggression workshops, unconscious bias workshops, and workshops on appropriately and respectfully discussing race, sexuality, gender-identity, etc. with a PNM.
- B. Create more cost-effective outfit look books for the required themed dress of recruitment rounds.
- C. Encourage natural hairstyles and explicitly prohibit recruitment appearance guidelines that require members to adhere to Eurocentric standards of appearance.
- D. Urge PHC to prohibit recruiters in Panhellenic chapters from wearing luxury branded items that may exacerbate socio economic induced insecurity during the recruiting process.
- E. Remove PNM pictures from all general chapter voting proceedings during recruitment to eliminate bias.
- F. Base voting purely on a PNM's fulfillment of Alpha Chi Omega's membership standards of Academic Interest, Character, Leadership Ability, Financial Responsibility, and Personal Development.
- G. Continue to engage in conversations with our national organization to ensure PNMs with legacy status or letters of recommendation will be given no preference in the selection process.

VI. Social Media Presence

- A. Use our platform with intention by consistently raising awareness and funds for movements in need of support relating to BIPOC, the LGBTQ community, and other marginalized groups.
- B. Use our platform with intention by consistently raising awareness for specific holidays and events, such as cultural holidays
- C. Accurately depict our chapter makeup by eliminating the use of filters that may lighten darker skin tones, highlighting members of all backgrounds, and not tokenizing members of color.

- D. Create a Social Responsibility Chair position to sit on the DEI and PR committees to ensure the following is carried out and make the @uscaxo Instagram inclusive, informative, and effective.

VII. Community Outreach and Engagement

- A. Promote and attend the events hosted by the other Greek Councils & other cultural and philanthropic organizations by sharing their events on our social media and creating a line of communication with our chapter to hear and support their needs.
- B. Foster new relationships and communication between other Greek communities off the row, such as multicultural fraternities and sororities.
- C. Fundraise for organizations that support marginalized groups with monthly bingo fundraisers, for example the Navajo COVID-19 Relief Fund and the Marsha P. Johnson Institute.

VIII. Ritual and Tradition

- A. Work with nationals to remove the religious aspects from chapter ritual.
- B. Educate our members on the heteronormative culture in the Panhellenic and Interfraternity Councils, and work to dismantle these exclusionary traditions within our chapter and the larger community.

IX. Staff/Employees and Facilities

- A. Require yearly discrimination/microaggression prevention training for all staff members working in the chapter facility.
- B. Implement specific holidays/events around/in the Alpha Chi Omega house

X. Long-Term Change: We understand that for these changes to be meaningful they must be long lasting and implemented by every other executive board that comes after us. This document is not the result, but rather the starting point for long term change in our community.

- A. Consistently update this plan with our progress as we accomplish each item
- B. Conduct semesterly reviews of this plan to add new items and address current issues.
- C. Ensure our successors on the executive board are educated regarding this plan and will prioritize Diversity, Equity, and Inclusion in their term as a part of their programming.
- D. Promote accountability within the executive board through different programs such as the 21 Day Racial Equity Challenge.