



## Diversity, Equity & Inclusion Strategic Focus

---

This plan outlines the high-level goals and concrete actions that Alpha Gamma Delta will take to achieve its commitment to fostering a loving, equitable and inclusive experience for our members. Developed in the summer of 2020, these goals are established for a 4-year period and will be updated annually by International Headquarters and International Council.

In the development of this plan, the Fraternity acknowledges it does not have all the answers. To enable learning throughout the process, the Fraternity will utilize the Adaptive Management approach. Adaptive Management is a planning philosophy that will allow the Fraternity to act, assess, progress and revise our actions as we make progress towards our goals.

### **DIVERSITY**

- Diversity includes all the ways in which people differ and encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity and gender—the groups that most often come to mind when the term "diversity" is used—but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language and physical appearance. It also involves different ideas, perspectives and values.
  - *Source: [Racialequitytools.org/glossary](https://racialequitytools.org/glossary)*

### **EQUITY**

- Equity is the guarantee of fair treatment and access to opportunities and provides the chance for everyone to succeed. Equity seeks to reduce barriers that prevent some groups and individuals from fully participating.
  - *Source: [UC Berkeley Strategic Plan for Equity, Inclusion and Diversity](#)*

### **INCLUSION**

- Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.
  - *Source: [Racialequitytools.org/glossary](https://racialequitytools.org/glossary)*

# Educate

---

**GOAL:** Cultivate members, volunteers and staff to be knowledgeable and exemplify the values of diversity, equity and inclusion within Alpha Gamma Delta.

**ACTIONS:**

- Provide thoughtful and intentional DEI training for all levels of leadership on an annual basis.
  - Staff Training, led by Dr. Stacey Pearson Wharton; *September 2020*
  - Launch of *Unpacking Alpha, Gamma, Delta*, DEI training for collegiate members, advisors, alumnae chapters/clubs, Volunteer Service Team committee members and IHQ staff.
    - Collegiate Chapter Advisor launch; *October 2020*
    - Volunteer Committee Member launch; *October 2020*
    - Staff launch; *October 2020*
    - Continued staff development; *June 2021*
  - Training for collegiate advisors; *January 2021*
- Develop a list of educational resources available to all members.
  - Educational resources available on commitment page at [alphagammadelta.org](http://alphagammadelta.org); *August 2020*
  - Resources updated on a quarterly basis; *ongoing*
- Incorporate DEI content into the Epsilon Pi Journey collegiate programming.
  - DEI educational content reviewed by DEI Committee and included in Embark materials; *August 2020*
- Develop accountability and coaching outlines to be utilized in Change in Membership Status (CIMS) cases with allegations of discrimination and racism.
  - DEI Committee to develop coaching materials for chapters around allegations of discrimination and racism; *February 2021*
- Require annual Membership Selection training—including reporting concerns—for collegians and advisors prior to Primary Recruitment.
  - Implicit Bias training (distributed via Acorn) to all collegiate chapter members and advisors; *August 2020 and ongoing*
- Establish a new collegiate officer position focusing on diversity, equity and inclusion.
  - Outline DEI officer position for collegiate chapters; *October 2020*
  - Provide support materials for DEI Officer; *December 2020 and ongoing*
  - Academy for Collegiate Chapter Officers attendance extended to DEI officers; *February 2021*
  - *Hold DEI Officer Roundtables with Fraternity DEI Committee; February 2021, September 2021*

# Concentrate

---

**GOAL:** Make DEI an integrated, consistent, meaningful and continual aspect of Alpha Gamma Delta.

**ACTIONS:**

- Review mass communication materials annually.
  - Reviewed with DEI Committee; *July 2020 and ongoing*
- Establish an ongoing feature of the *Alpha Gamma Delta Quarterly* to address new and existing DEI initiatives
  - Launched Summer 2020; *ongoing*
- Examine Fraternity Ritual services, policies and practices.
  - IC appointed committee to review practices and policies around Fraternity Ritual services and ceremonies; *February 2021*
- Annually review Fraternity document templates.
  - Collegiate bylaws language reviewed by Documents Audit Committee; *July 2020 and ongoing*
- Examine recruitment practices and Membership Selection policies to ensure all are equitable for Potential New Members.
  - Membership Growth team to collect data on legacy impact during fall 2020 Primary Recruitment process; *November 2020*
  - Data review by International Council; *November 2020*
  - International Council Review of Membership Recommendation Process; *February 2021*
- Update Fraternity Non-Discrimination Statement; *October 2020*
- Conduct a thorough analysis of the Fraternity's historical context as it relates to diversity, equity and inclusion.
  - Reviewed historical/archival Fraternity information as it relates to policies around membership selection and other Fraternity policy; *April 2021*
- Outline clear expectations and standards for behavior regarding diversity, equity and inclusion in the Embark—new member education—program materials.
  - Member expectations regarding DEI clearly articulated and stated in Embark New Education Materials; *August 2020*
- Conduct quarterly assessments, monitor progress and revise the plan as needed.
  - International Council to review Strategic Focus quarterly and revise annually in collaboration with staff and volunteers; *July 2020, October 2020, January 2021, April 2021*
- Utilizing an adaptive management approach, annually review and revise DEI plan.
  - Reviewed plan at International Council Meeting; *April 2021*

# Participate

---

**GOAL:** Alpha Gamma Delta will lead, through words and actions, by building welcoming and inclusive communities.

**ACTIONS:**

- Work with collegiate chapters to create opportunities for connection and community building with Black and multicultural campus organizations.
  - Through the work of the DEI Officer, identify chapter opportunities for community-building on their respective campus, including reporting in COE; *March 2021*
- Work with NPC to foster positive change within the collegiate panhellenic experience.
  - Nominate a member of Alpha Gamma Delta to NPC DEI Task Force; *September 2020*
  - In collaboration with another NPC organization, co-sponsor a virtual DEI speaker for all members; *February 2021*
- Maintain a private Facebook group for Alpha Gamma Delta Members of Color; *ongoing*
- Collaborate with admins of the private Facebook group for LGBTQIA+ members on opportunities for engagement and visibility; *May 2021*
- Develop proactive and reactive ways to share stories of members, collegiate chapters or alumnae groups doing important work as it relates to DEI.
  - Develop Social Media campaigns to collect and share stories of members; *September 2020, October 2020, February 2021, June 2021*
- In addition to the data collected in the sisterhood survey, conduct an annual survey to gain feedback from members of color.
  - Create optional survey for Members of Color to provide anonymous feedback; *April 2021*
  - International Council held a Listening Session in conjunction with Academy for Collegiate Officers; *February 2021*
- Establish an endowment with the Alpha Gamma Delta Foundation to secure ongoing funding for educational initiatives focused on racial justice.
  - Initial gifts secured to begin process of building Equity Education Endowment; *August 2020*
  - Day of Giving member challenge gifts secured additional funding; *March 24*