

## College Panhellenic Inclusivity Statement Best Practices

The National Panhellenic Conference (NPC) is committed to supporting and nurturing healthy College Panhellenic communities that showcase the diverse and inclusive values of the women's-only sorority experience. NPC expects its members to respect every individual regardless of her race, ethnicity, national origin, sexual orientation, gender identity or expression, religion, disability, socio-economic status or any other characteristic.

NPC encourages College Panhellenic communities to engage in dialogue on important topics such as diversity, privilege, cultural appropriation, cultural competency and inclusivity. College Panhellenics should engage campus and community stakeholders and student leaders as well as utilizing campus, community and member organization resources to initiate change they wish to see in their communities.

Incorporated into the yearly goals of a College Panhellenic should be the identification and evaluation of barriers that keep women from a positive Panhellenic experience. This is not limited to the experience of those who join our member organizations, but also includes the broader campus community. The College Panhellenic Association can be the largest student organization for women on campus. The College Panhellenic Association should consider ways that it can help, encourage and be representative of the entire women's population on the campus.

Inclusion statements are an opportunity for the College Panhellenic to define and create intentional efforts to commit to the positive aspects of the sorority experience for all women. The College Panhellenic should work with their NPC area advisor and the NPC office before constructing a statement. This document is to help frame ideas for the community, however no actions should be taken before consultation with the NPC office.

Once your College Panhellenic has taken the time to evaluate and define actionable steps to create a more inclusive environment, the College Panhellenic Council should vote on the statement for approval from chapters on the campus. Each chapter delegate needs to appropriately inform her chapter and member organization on the creation and formation of the statement.

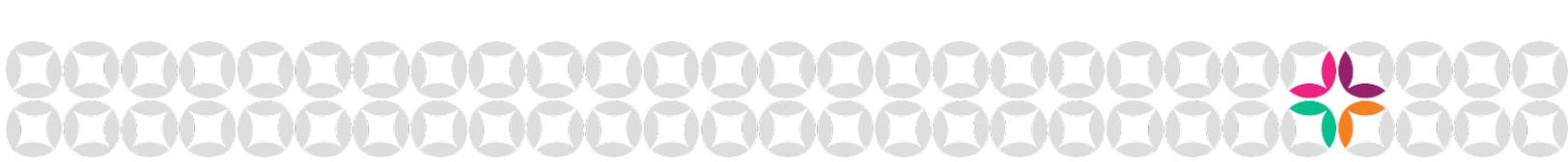
### Best practices for creating a College Panhellenic inclusivity statement:

#### 1. Define the community

Consider the use of the Panhellenic Creed in looking for the ideals your community will uphold. Below are two examples of College Panhellenic communities that have defined their goals and aspirations based on the values that are fostered in the women's-only sorority experience. This statement must define the College Panhellenic as women's-only, in accordance with the NPC Unanimous Agreement II.

Purdue University

*We strive to promote academic excellence and involvement in all aspects of sorority life. The sororities work together to help the entire Fraternity and Sorority community better achieve its common goal of membership development and service in the Purdue and Greater Lafayette community. Panhellenic works to achieve these goals by focusing on many areas; chapter and leadership development, scholarship, philanthropy and community service, member education, alumni involvement, and public relations.*



The University of Alabama-Tuscaloosa

*The Alabama Panhellenic Association desires to build a community that reflects diversity and inclusion within our sorority chapters. We strive to make our campus stronger through our commitment to promoting diversity and creating positive change within the Greek community. Women of all backgrounds make up the Alabama Panhellenic Association and each individual is celebrated for her perspectives, ideas and contributions to her organization and to our entire community.*

## 2. Identify opportunities

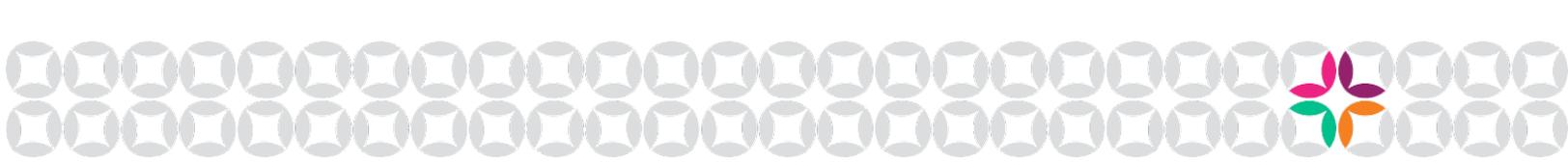
Have conversations to critically identify opportunities where the College Panhellenic community can be more open, inclusive, inviting and incorporate the entire women's student population on campus.

### Recruitment and marketing of the sorority experience

- Marketing the sorority experience
  - Is every woman on campus aware of the opportunity? Is marketing intentionally executed to reach the broadest audience?
  - Are all women's populations (e.g., first generation students) captured in the marketing of the College Panhellenic? Are there opportunities to use campus resources to reach all women about the opportunity (e.g., through campus mailings and communication to parents)?
  - How is the College Panhellenic marketing to women who may not yet have a connection to the sorority experience?
- Outreach through the local community
  - Work with local high schools in the area to talk about campus life, the sorority experience and expectations for attending a college/university.
  - Be intentional about connecting with community resources to provide outreach to a variety of stakeholders, including caregivers of students.
  - Work with local Alumnae Panhellenics to assist with high school information sessions.
- Data and facts about the community
  - Gather data and statistics on your community including GPA, educational foci, and service and philanthropy opportunities.
  - Provide opportunities to promote the collected data to show the experience a woman will have being a part of the College Panhellenic community.

### Provide opportunities to work with the College Panhellenic community

- Work with campus departments for programming and partnership opportunities
  - Consider programming with departments such as Title IX, campus counseling services, women's centers and offices of diversity and inclusion to educate the College Panhellenic community, the fraternity/sorority community and even the broader campus community.
  - Use the campus programming departments as the experts of the particular subject in order to gather the best resources and provide information to women.
- Provide opportunities to work with all student organizations on campus including all the fraternity/sorority councils and student organizations that share similar values.
  - Invite all student organizations that would have an interest in the topic/program/event.
  - Create continued dialogue between all student organizations and the College Panhellenic Association.

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- Create an opportunity for partnership on programming that include cross-cultural conversations.
  - Create events and programming that are intentional opportunities open to the entire campus community.

#### Remove barriers of entry to College Panhellenic membership

- Consider ADA-compliance barriers that create an unequal experience. This may include providing, and going above and beyond the minimum appropriate accommodations during the primary recruitment process.
- Create partnerships with various campus departments to provide insights on how to improve the recruitment experience for women, including on topics of equity and diversity.
- Implement the NPC financial transparency program to appropriately inform potential new members about the financial considerations of membership.
- Adhere to a values-based recruitment process.

#### 3. Outline actionable steps the College Panhellenic community will take

Document the actionable and measurable tasks the College Panhellenic community will take to foster diversity and inclusion in the sorority community and on campus. Below is an example of a College Panhellenic that has outlined the initiatives or steps it will take to do so.

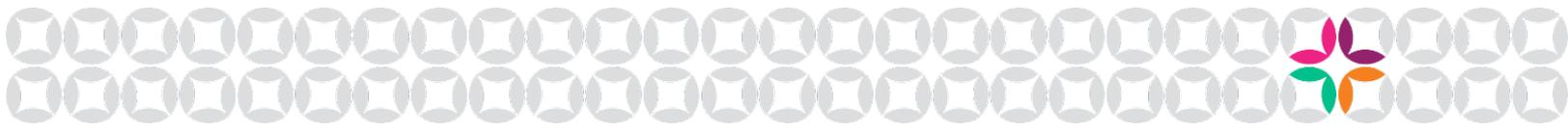
##### University of Texas at Austin

*Today, as the University Panhellenic Council, we stand as a more diverse and strong community with various ethnic, racial, religious, cultural identities, ability status, and gender expressions, despite the systematic barriers we encounter. Informed by these facts, the initiatives listed below are the tangible ways in which our community commits to creating more equitable organizations on campus.*

*Our Commitment to Combating these National Issues at The University of Texas at Austin Throughout the 2018 year, we will implement the following initiatives:*

- *Develop educational programs for each chapter to delve into the history of Greek life and aforementioned issues. These trainings and educational programs will serve as opportunities to educate our members on cultural appropriations, implicit biases, challenges in our political climate, privilege, and ways in which we can be better allies for all.*
- *Establish a D&I Task Force composed of representatives from Panhellenic chapters who will serve as liaisons to the community on educational and programmatic efforts concerning cultural competency, beginning in the fall 2018.*
- *Continue to examine the UPC Primary Recruitment Process and strive for a bias-conscious environment by including relevant trainings for recruitment teams and advisors involved in the process.*
- *Provide transparent information about how to join Panhellenic organizations as well as provide further details on the academic, financial, and time requirements of membership.*
- *Improve the reach of information about our Panhellenic community to every incoming student.*
- *Create a Vice President of Diversity and Inclusion (D&I) as part of our Executive Board, which we intend to slate for the first time in 2019.*

Once your College Panhellenic Association has evaluated the College Panhellenic community and



defined actionable steps to create a more inclusive environment, the College Panhellenic Council should vote on the statement for approval from chapters on the campus. Each chapter delegate needs to appropriately inform her chapter on the creation and formation of the statement and inform her member organization through the appropriate channels.