



NPC Listening Tour Executive Summary for the NPC Family

The ongoing conversation about racial injustice and inequality has reiterated the need for action to address anti-racism and other aspects of diversity, equity and inclusion (DEI). The National Panhellenic Conference (NPC) Board of Directors has acknowledged the need for the Conference to more substantively and candidly engage in dialogue about race and confront racism and is [taking steps to do that](#). As one example, the board appointed the NPC Access and Equity Advisory Committee, charged with helping NPC identify reforms to eliminate structural and systemic barriers to sorority membership for women from all walks of life.

As part of their early work, the NPC Access and Equity Advisory Committee, along with the NPC staff and volunteers, hosted a series of listening sessions with various constituencies regarding access and equity within the Panhellenic community. The listening sessions were created to provide a space for constituencies to share their experiences, express their thoughts about what changes are needed and offer suggestions on resources and education that would help achieve our vision of advancing the sorority experience together.

Five listening sessions were hosted Aug. 25-Sept. 4, 2020; one for campus-based fraternity/sorority advisors, one for College Panhellenic officers, one for NPC alumnae members, one for NPC collegiate members and one for fraternity/sorority collegiate community members. Each listening session had similar, but specific, questions for discussion, related to the work of the NPC Access and Equity Advisory Committee.

Overarching Listening Session Themes

The themes that emerged in the listening sessions were:

1. Education and training resources on a broad range of DEI related subjects, including the history of NPC and its member organizations, are needed for all constituencies. Those resources must be developed knowing that our current constituencies have a variety of levels of knowledge/understanding.
2. The current Panhellenic recruitment process/practices, including all recruitment policies at the NPC and member organization level, need to be redesigned/revisited to make Panhellenic recruitment more accessible/inclusive for all wishing to participate.
3. NPC and member organization leadership and volunteers should reflect the more diverse members of NPC organizations.
4. There is a desire to be able to hold potential and current members (collegiate and alumnae), as well as member organizations, accountable for their actions/inaction in this area.