

Diversity, Equity & Inclusion Programming Ideas



KAPPA SIGMA FRATERNITY

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Our Vision

Gamma-Rho's vision is to provide our members with a great college experience; to ensure they are career-ready; to start a lifetime of friendships; and help them have successful lives.

- We will be a values-driven organization.
- We will be innovative and not afraid to lead.
- We will adapt as it makes sense and will collaborate with our campus & community stakeholders.
- We will focus on creating a fun and healthy environment.
- We will provide a quality living-learning environment.
- We will recruit those focused on academics, campus & chapter involvement, career-readiness, diversity & inclusion, leadership development, service and respect for differences, as well as those with a competitive spirit.
- We will on-board our members successfully, ensure our members are career-ready, and help them develop a lifetime affinity to Gamma-Rho, Kappa Sigma and the University of Arizona.

Diversity, Equity & Inclusion Definition Examples

The following terms have been developed from a range of resources including those made publicly available by the University of Washington's College of the Environment, Washington University in St. Louis and the Center for Servant Leadership:

Diversity

The presence of different identities, backgrounds, experiences, and perspectives within an organization or community. Each Kappa Sigma member brings their own uniqueness to strengthen our chapter. These characteristics impact the way a member is perceived and received by others, as well as how a member perceives the world.

Equity

The fair treatment, access, opportunity, and advancement for all people. In life, advantages and barriers exist – and as a result, we all don't all start from the same place. Kappa Sigma believes a premier member experience should be obtainable by every member and therefore the Fraternity works to remove unnecessary barriers.

Inclusion

Being welcomed and truly valued for what you contribute. Kappa Sigma desires to create an environment where all members feel they have a voice, are valued, feel validated and can fully participate.

Belonging

The desire to form and maintain lasting, positive, and significant interpersonal relationships where one can be authentic and a part of something bigger than themselves. Kappa Sigma is centered around the concept of belonging, where members come together to celebrate shared core values and support one another.

Identity

How we define ourselves as individuals, including our personal characteristics, history, personality, name, race, sexual orientation, gender and other characteristics that make us unique and different from other individuals.

Intersectionality

The overlapping of the unique characteristics, identities and personalities an individual holds which creates a perspective all their own. *

Privilege

Access to resources based on being part of a societal group, which becomes an advantage over others. An example is the life-benefit that comes with being college-educated; college education is a privilege held by Kappa Sigma members.

Discrimination

Treatment of individuals, based on conscious or unconscious prejudice, that favor one group over another. Kappa Sigma's non-discrimination policy specifically forbids discrimination in operations or membership selection practices on the basis of race, religious affiliation, national origin, physical ability or sexual orientation.

Anti-Racism

The intentional act of working to eliminate prejudiced thoughts and discriminatory actions based on the differences in race and ethnicity.

Servant leadership

Servant leadership is a philosophy that focuses on leadership practices that enrich the lives of individuals, builds better organizations and ultimately creates a more just and caring world. Kappa Sigma has adopted many of the principles of servant leadership and has long expected Kappa Sigma leaders to practice servant leadership. Among other responsibilities, servant leaders also have a social responsibility to strive to remove inequalities and social injustices and therefore, the emphasis is based on listening, empathy and acceptance. **

Access/Accessibility

Improving access – or making an experience more accessible – means reducing economic, social, communication, and physical barriers to participation. Kappa Sigma works to remove irrelevant barriers to participation in our sisterhood for qualified Potential New Members, New Members and Initiated Members.

*The term intersectionality, as an analytical framework, was coined by Kimberlé Williams Crenshaw.

**The philosophy of servant leadership was developed by Robert Greenleaf.

Diversity, Equity, Inclusion, Access Recommendations for Kappa Sigma

Action Recommendations:

ACTION ITEM

Establish an Advisory Group, consisting of collegians and alumni.

An Advisory Committee makeup of 9: Four undergraduate members and five alumni serve on the committee. Consideration to thoughtfully create a group of individuals representing diversity in age, race, ethnicity, ability, socioeconomic status, and region.

The Diversity, Equity Inclusion and Access Advisory Committee (DEIA AC)

- Meet regularly, Meeting topics to include
- Defining guiding principles for operationalizing DEI efforts, collegiate programming and more. In between regular committee meetings, members of the DEIA AC should be integrated into other projects and discussions with volunteer and teams to help encourage thoughtful integration of DEIA into all the efforts of the Fraternity.
- Include conversations around DEI long-term strategy and also more immediate projects and milestones such as supporting the Fraternity's Leadership Committee, Among other things, a current focus of the committee is advising the organization on designing affinity groups.
- Committee conversations should be used to inform the development of the Fraternity's Commitment to DEI statement and guiding principles which will help focus the Fraternity's efforts. Once those are defined the committee will build on those conversations to develop and launch five DEI-focused strategies.

ACTION ITEM

Conduct a series of Listening Sessions to collect member voices.

Allow members to express their opinions directly to Fraternity leadership in a small group setting. For each session, at least one Advisory Board, Educational Foundation Board and House Corporation Board director shall be present, and one advisor shall serve as a facilitator. Feedback will be beneficial in helping the Fraternity inform and define opportunities.

The dialogue between volunteer leaders, chapter officers, and our membership will be intentional and ongoing. It can be accomplished through phone calls, video meetings, emails, and social media comments and posts. Kappa Sigma leaders need to continue to hear from and listen to the membership on this topic.

ACTION ITEM

Add and maintain a committee chair for Diversity, Equity and Inclusion, and have that chair provide advice to the Executive Committee in decision making.

Consider two new Assistant Chairs: Assistant Chair of Inclusion and Assistant Chair Community Inclusion. These new chairs will be supported by an Advisory Board member.

ACTION ITEM

Ensure member development programs explore racism, diversity, and inclusion as a priority.

Alignment of overall programmatic outcomes and seminars to Kappa Sigma's Commitment to Diversity, Equity, Inclusion, and Access. Develop and launch Critical Conversations Speakers Series program.

As part of a bias training series designed for chapter engagement prior to recruitment, all collegiate members/recruitment prospects receive an email outlining the Fraternity's expectation for participation.

Recommended topics for volunteers and/or UA staff to present: identity development, power and privilege, implicit bias and a program on language for members. We should record these when we can.

ACTION ITEM

Address recruitment practices to drive inclusivity.

Develop and launched DEIA Pre-Recruitment training. Ensure each training session is accompanied by an assessment tool which has illustrated substantial knowledge growth as well as overwhelmingly positive remarks as to the relevancy of content and overall satisfaction of the programs.

Understand the Recruitment Recommendation form, the document by which alumni and undergraduates offer recommendations can be inequitable if the recommendation is for legacies only and carries too much weight in the selection process. There will be no alumni or undergraduate recommendation requirement for a member to join, as it can create a barrier to joining Kappa Sigma. Therefore, these practices are inconsistent with a Commitment to Diversity, Equity, Inclusion, and Access.

ACTION ITEM

Establish a leadership fund with Kappa Sigma Foundation to support diversity and inclusion efforts.

As the Fraternity works with the DEIA AC and evaluates existing programming updates or new needs, our Foundation is anticipating a concerted ask for support to the fund.

ACTION ITEM

Enhanced training for chapter officers and volunteers.

The Fraternity will engage a number of experts to help drive a more comprehensive understanding on the topics of diversity, equity and inclusion among those serving in leadership roles. Fraternity officers, committee chairs, and volunteers are expected to complete the bias training. A request for proposals for a long-term training partner will move toward development. Additionally, the Fraternity recognizes the need and desire for training resources for Alumni Advisory Committee members. Additional resources will be thoughtfully incorporated with future work.

Diversity, Equity & Inclusion Resource List

Websites

<https://www.racialequitytools.org>

<https://www.nationalseedproject.org/>

<https://narteachin.org/>

<https://www.tolerance.org/>

Articles

[The Five Rules for Self-Care](#), Shelly Tygielski

[White Privilege: Unpacking the Invisible Knapsack](#), Peggy McIntosh

[The Hidden Cost of a Seat at the Table and How to Move Forward](#), Jacob Lewis

[Race and Racism in Fraternity and Sorority Life: A Historical Overview](#), Kathleen E. Gillon, Cameron C. Beatty, Cristobal Salinas Jr.

[Liabilities of White Privilege – How White Privilege Hurts White People](#), Michelle Chalmers

[The Characteristics of White Supremacy Culture](#), Kenneth Jones, Tema Okun

Books

[I'm Still Here](#), Austin Channing Brown

[Bad Feminist](#), Roxanne Gay

[Is Everyone Really Equal?](#), Özlem Sensoy, Robin DiAngelo

[Cards on Race](#), Jackson Collins (topic and key concept cards)

[The Black Tax: The Cost of Being Black in America](#), Shawn D. Rochester

[Brainwashed](#), Tom Burrell

[Whistling Vivaldi](#), Claude M. Steele

[So you Want to Talk About Race](#), Ijeoma Oluo

[Teaching to Transgress](#), bell hooks

[White Fragility](#), Robin DiAngelo

Videos

[Unequal Opportunity Race](#)

[Birth of a White Nation](#)



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