

# Leadership Drives Culture



# KAPPA SIGMA FRATERNITY

FELLOWSHIP • LEADERSHIP • SCHOLARSHIP • SERVICE



## 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.

- **You as a leader drive our culture.** You can't delegate it. It is your #1 priority.
- **Great culture is the reason why great organizations have sustained success.** Culture drives expectations and beliefs. Expectations and beliefs drive behavior. Behavior drives habits. Habits create the future.
- **Culture beats strategy.** Strategy is important but it is our culture that will determine whether our strategy is successful.
- **If you focus on the fruit of the tree (outcomes and numbers) and ignore the root (culture) our tree will die.** But if you focus on and nourish the root we will always have a great supply of fruit.
- **When building a team and our chapter, you must shape our culture before it shapes us.** A culture is forming whether you like it or not. The key is to identify what you want our future and chapter to stand for.
- **A culture of greatness doesn't happen by accident.** It happens when a leader expects greatness and each person in our chapter builds it, lives it, values it, reinforces it and fights for it.
- **Culture is dynamic, not static.** Everyone in our chapter creates our culture by what they think, say and do each day. Culture is led from the top down but it comes to life from the bottom up.
- **Our culture is not just our tradition.** It is the members in our chapter who carry it on.
- **When leading a new chapter, it will take longer to build new culture if you allow negative members from the previous culture to contaminate the process.**
- **When you build a strong, positive culture most of the problem members will leave by themselves because they don't fit in.** But you may also have to let a few members off the bus (out of the chapter).
- **Creating a culture where members are afraid to fail leads to failure.** Allowing members to fail and learn from failure ultimately leads to success.
- **Change is part of every culture and chapter.** Embracing change and innovating will ensure that our chapter thrives.
- **Progress is important but when innovating and driving change make sure you honor our tradition, purpose, and culture.** This generates power from our past to create our future. Find ways to keep alumni from all eras engaged.
- **Culture is a tree.** It takes years to cultivate and grow and yet it can be chopped down in a minute. Protect our culture.



[www.uakappasigma.org](http://www.uakappasigma.org) | [www.kappasigma.org](http://www.kappasigma.org)

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# 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.