



Kappa Delta

Inclusion, Equity and Diversity Chapter Action Ideas

You have the power to make positive change in your chapter. Work with your members to identify areas for improvement.

Chapter Leadership

- Meet as a chapter council to establish a commitment to diversity, equity and inclusion. Be sure to discuss your commitment with CAB to make them part of the process.
- Meet with chapter members to develop an inclusion commitment statement, goals and action plan. Your inclusion, equity and diversity team is a great place to start!
- Listen to sisters who are expressing their feelings and experiences. Invite feedback. Consider how to include sisters in leadership decision making processes. If sisters express a solution, take it into full consideration.
- Actively mentor and champion future leaders for the chapter. Encourage these leaders to apply for council.

Recruitment

- ALL chapter members should understand and agree on the manner of evaluating potential new members before and during recruitment.
- Be intentional about how or if matching members to PNMs may be done. Choose conversation pairings by common interests rather than identity.
- Work with your CMS to study different membership selection options and characteristics to find what is best for your chapter and community.
- Hold a recruitment preparation workshop to focus on having conversations across differences. Bring in a facilitator from your campus.
- Exercise your chapter's decision making within Panhellenic to propose and vote on recruitment timing, style and updates where needed and appropriate for your community.
- Work with Panhellenic to expand marketing and recruitment efforts to increase the diversity of the pool of PNMs.
- Work with our NPC delegate and your division Panhellenic specialist on ideas and implementation.
- Be transparent and assess how your chapter evaluates PNMs. o Actively engage with women who are not Kappa Deltas to broaden and enrich our membership experience.
- Evaluate the costs associated with recruitment and membership to include attire, food, decorations and other items.
- Do they promote and enhance the value of sorority membership?
- Are economic barriers created by having these items?
- Do your recruitment items show the individuality of our members?
- Work with the VP-F and Panhellenic delegate to assess the implications of our financial decisions.

Programming & Education

- Facilitate the Identity Exploration Activity available in the Resource Library to engage women in a conversation about diversity, social identities, and privilege.
- Ask someone from the campus' DE&I office or multicultural affairs office to provide training for your chapter about implicit bias, microaggressions, and/or general diversity and inclusion education at a virtual chapter meeting.
- Participate in university led inclusion and diversity initiatives and educational opportunities and have a chapter discussion about what you learned.
- Organize a chapter book club on a nonfiction or fiction book that explores issues of diversity. Reading list is in the Resource Library. Discuss how your reading may influence how you engage with your chapter.
- Encourage members to pursue individual education of their own unconscious bias and privileged identities.
- EFMS can be used to assist any member who is unable to afford the current dues for the chapter. The amount of money available is up to the chapter and part of the chapter's budget. Chapters have the ability to establish payment plans that meet the cash flow needs of members who need that flexibility.
- Consider helping your Girl Scout troop earn its diversity patch. Find more details here: <https://volunteers.girlscoutsrv.org/troops/troop-leader/additional-badges-patches-and-awards/>

Finances

- Review chapter budget to identify potential areas to reduce, control or eliminate expenses to keep local dues and fees as affordable as possible.
- Work with Panhellenic to consider ways to reduce/eliminate recruitment fees and Panhellenic dues to make them more affordable.
- Educate members on how their dues are used. National dues are \$184 annually. The chapter decides the remainder of what members pay.

Community Service

- Assess your chapter's community service efforts. How can your Shamrock Event and Girl Scout activities reflect appreciation for inclusion, equity and diversity?
- Evaluate and then communicate to your chapter and the community how your Shamrock project's beneficiaries support under-resourced communities. Consider participating in campus initiatives and philanthropic efforts that further inclusion, equity and diversity goals including supporting under-resourced communities.
- Consider opportunities to develop a community partnership with your Shamrock project's beneficiary. Developing sustainable ways to engage with your local PCAA organization will ensure our service is not performative.
- Host a Confidence Week to provide awareness and education on inclusion and diversity for all students on your campus.

Member Safety

- Put member safety above socializing with a group that has a history of sexual violence toward women.
- Educate members on bystander intervention.
- Utilize the Kappa Delta Social Essentials Guide to discuss safety, sexual violence, healthy relationships and bystander intervention. Each member can access this resource from her phone for easy reference.
- Learn the resources available on your campus to support those who experience sexual violence (Victim's advocacy office, Title IX, student conduct, etc.)
- Train chapter leaders to support sisters who experience sexual violence. Ask an expert on campus to speak to the chapter or utilize an online resource from a reputable organization like [RAINN](#).

Member Behavior

- Utilize the standards process to hold members accountable for behavior that does not align with KD's values. Consider appropriate sanctions including education.
- Provide guidance and education on how members should treat each other with respect. Check out this article on [The Power of Respect](#).
- Facilitate training of the standards board to ensure they are able to consider situations through the lens of diversity, equity and inclusion so the process is equitable for all members.
- Appoint a standards board member to the inclusion, equity and diversity committee.

Member Support

- Work with your college campus resources to facilitate a space for members to share their experiences, learn from one another and offer each other support.
- Encourage members to participate in national Kappa Delta's listening sessions to share their experiences with the inclusion, equity and diversity committee so they feel heard at the national level and their input can be considered as we move forward.
- Have conversations with women who do not feel like they made the right choice in joining Kappa Delta. Ask them why they joined and how that has changed. Incorporate all member's voices in a plan to move forward. Ask member to complete a survey to share their thoughts on where the chapter can start making changes to create a more inclusive sisterhood. Have conversations and try not to make decisions without everyone's input.