



DELTA CHI

DEI CHAIR BRIEF

Updated July 2025

This BRIEF has been prepared to assist Diversity, Equity, and Inclusion (DEI) Chairmen in developing and executing a comprehensive DEI program. Each individual member should be mindful, that when joining Delta Chi, they have committed to live by the Eleven Basic Expectations and have agreed to hold themselves and their fellow members to a higher standard. When our members and Associate Members live with our values at the center of their lives, the Fraternity is strengthened. With this in mind, chapters should:

- Create a safe and supportive environment for all members and Associate Members.
- Engage in meaningful educational opportunities to promote growth and understanding of people of all backgrounds and identities.
- Encourage and provide space for difficult conversations leading to growth and learning for all members and Associate Members.
- Accept feedback regarding the membership experience shared by members of historically marginalized groups with grace and humility and commit to improving the experience.
- Hold brothers accountable to living a life honoring and upholding the values from our Preamble and the Eleven Basic Expectations.

DELTA CHI FRATERNITY POSITION STATEMENT ON DIVERSITY, EQUITY, AND INCLUSION

Since our founding in 1890, Delta Chi Fraternity strives to create a culture of action where all of our members promote friendship, develop character, advance justice, and assist in the acquisition of a sound education. These values cannot be exemplified without the Fraternity actively practicing inclusive excellence at all levels of operation.

We believe that the dignity and worth of all members is paramount to the fraternal experience. We affirm that our bond is strengthened by fostering an environment that welcomes, supports, and elevates members of differing races, colors, creeds, or religious identity, national origin, age, marital status, ability, citizenship, or sexual orientation. We believe that the lived experiences of our members matter.

The Fraternity will not tolerate or condone hateful or discriminatory behavior by any member, associate member, employee, volunteer, or entity acting in our name.

DEI EDUCATION AND PROGRAMMING

One of the primary responsibilities of the DEI Chair is providing focused education and programming for the chapter. This includes, but is not limited to:

- Sharing DEI and belonging resources (especially those on campus, if available)
- Promoting DEI-related services and events in the FSL community, on campus, and in the local area
- Partnering with other organizations to plan and carry out DEI programming
- Arranging guest speakers and workshops for the chartered/provisional chapter
- Facilitating learning opportunities and discussions for members/Associate Members

DEI AND BELONGING RESOURCES

Campuses will have different resources and opportunities in place to support DEI and belonging work. Some examples of offices, departments, and organizations to look for including:

- Office of Diversity and Inclusion (or similar)

- Multicultural Student Programs
- LGBTQ+ Resource Center
- Center of Equity and Diversity
- Accessibility Services / Resource Office
- Office of Institutional Effectiveness and Engagement
- Division of Access and Engagement
- Equal Opportunity, Civil Rights, and Title IX
- Department of Access and Inclusion

If you are not sure which office(s) to approach on your campus, reach out to your Fraternity/Sorority Advisor (FSA), Interfraternity Council officers, and/or the Dean of Students office for assistance and guidance. It is recommended that DEI Chair develop a list of campus and local DEI resources and offices and make it available to all members.

As DEI Chair, it is important that you are familiar with the identities held by members and Associate Members in your chapter. Many members and Associate Members who belong to historically marginalized and underserved groups may have additional needs in terms of support. Your knowledge of, and relationship with, offices on campus and in the community that can support members from a variety of backgrounds will be crucial to effectively supporting everyone. Take time at the beginning of your term to meet campus and/or community officials that can support members, get an idea of what their office/organization does, and how people can access services. Have this information readily available for those who come to you for help or support.

EDUCATIONAL RESOURCE LIST

| BOOKS | TV / MOVIES | PODCASTS | INSTAGRAM ACCOUNTS |
|--|--|---|--|
| <p>The Person You Mean to Be: How Good People Fight Bias by Dolly Chugh</p> <p>Between the World and Me by Ta-Nehisi Coates</p> <p>Yellow: Race in America Beyond Black and White by Frank H. Wu</p> | <p>The Mask You Live in (masculinity and gender stereotypes)</p> <p>13th (racial inequality throughout US history)</p> <p>Changing the Game (Stories of transgender athletes)</p> <p>Almost Sunrise (PTSD in veterans)</p> | <p>Code Switch (DEI insights from journalists of color)</p> <p>Asian Enough (discussions and personal stories to expand the definition of being Asian American)</p> <p>Access All: Disability News and Mental Health (stories about mental health and people with disabilities)</p> | <p>Zinn Education Project @zinneducationproject (people's history)</p> <p>The Great Unlearn @forthosewhogather (a space for people committed to learning together)</p> <p>Reimagined @ardtakeaction (people, culture, and ideas for a better tomorrow)</p> |

| BOOKS | TV / MOVIES | PODCASTS | INSTAGRAM ACCOUNTS |
|---|---|---|--|
| <p>Stamped from the Beginning: The Definitive History of Racist Ideas in America by Ibram X. Kendi</p> <p>A People's History of the United States by Howard Zinn</p> <p>We're Not Broken: Changing the Autism Conversation by Eric Garcia</p> <p>Lies My Teacher Told Me: Everything Your American History Textbook Got Wrong by James W. Loewen</p> <p>An Indigenous People's History of the United States by Roxanne Dunbar-Ortiz</p> <p>Disability Visibility by Alice Wong</p> <p>Invisible Women: Data Bias in a World Designed for Men by Caroline Criado Perez</p> | <p>Crip Camp (shares the stories of teens with disabilities)</p> <p>Miss Representation (under-representation of women in media and culture)</p> <p>Killers of the Flower Moon (shares the story of the Osage Nation)</p> <p>The Great American Lie (economic inequality)</p> <p>When They See Us (story of five young Black men accused and convicted of a crime they did not commit)</p> <p>The Intern (age discrimination)</p> <p>Moonlight (race and LGBTQIA+ discrimination, masculinity)</p> <p>Dances with Wolves (Native American heritage & opportunity to explore white savior narrative)</p> | <p>All My Relations (issues facing Native Americans)</p> <p>Black History Year (centers the stories of Black people who are often left out of US history narratives)</p> <p>Ordinary Equality (lack of systemic equality for women throughout history)</p> <p>Making Gay History (oral history of key figures in the LGBTQ+ movement from 1945-1990)</p> <p>Latinos Who Lunch (discussion of race, gender, and class in LatinX communities)</p> <p>Remaking Manhood: The Healthy Masculinity Podcast (undoing stereotypes about masculinity)</p> <p>InequaliTalks (young economists share research about inequality in today's society)</p> | <p>Human Rights Watch @humanrightswatch (investigates human rights abuses and advocates for change)</p> <p>Marie Beecham @mariebeech (racial equity and privilege)</p> <p>United We Dream @unitedwedream (work led by immigrant youth in the US)</p> <p>On Her Turf @onherturf (women in sports)</p> <p>National Domestic Workers Alliance @domesticworkers (Organizing efforts and platforming of domestic workers)</p> <p>Disability Reframed @disabilityreframed (working to change perspectives on disabilities through education and conversation)</p> <p>Blair Imani Ali @blairimani (Smarter in Seconds educational series)</p> |

PROGRAMMING IDEAS

As DEI Chair, your job is to provide DEI and belonging programming for the chapter; however, you are NOT expected to facilitate every learning opportunity on your own. You are strongly encouraged to ask other chapter members to lead programming and look to your campus and local community for experts in different areas. You may also have alumni that are able to provide virtual or in-person programming on these topics.

Below is a list of possible DEI and belonging programs you can plan for the chapter. This is not a comprehensive list, but is designed to be a starting point and help you brainstorm ideas that are going to be the best fit for your chapter.

- Invite a professor or staff member from the university to speak about a topic
 - Education professor: How people with differing abilities access education
 - Psychology professor: The science behind mental illnesses, how PTSD affects people, the science of addiction, etc.
 - Criminology professor: Inequities in the criminal justice system
 - Environmental Studies professor: How climate change is affecting different groups of people (either with a focus on the United States or a global perspective)
 - Sociology professor: Systemic inequality
 - Languages, culture, and/or religious studies professors: Share knowledge of different cultural and religious groups
 - Staff member in the student accessibility office: Discuss opportunities for student support on campus that members may not be aware of
 - Title IX officer: Share how the university ensures there is no sex-discrimination
- Inform the chapter about DEI learning opportunities on campus, including:
 - Cultural and religious holiday celebrations
 - Identity-affiliation student groups hosting educational programs
 - Actively supporting NPHC and MGC events
 - Guest speakers the university brings in for lecture series or special events
 - Programs and events sponsored by other FSL organizations
- Book/Film/Podcast of the Month (DEI-focused learning through choice of media)
- Monthly newsletter or other method of sharing DEI events, resources, and heritage, culture, and religious awareness or observation days.
- Facilitate chapter workshops and conversations around DEI topics.

UPHOLDING DELTA CHI'S DEI POSITION STATEMENT

A primary responsibility of the DEI Chair is to ensure the chapter is upholding the Fraternity's position statement on DEI. The position statement should be reviewed with members at the beginning of each term and the DEI chair should coordinate with the Associate Member Counselor (AMC) to find an appropriate time to share the position statement with each Associate Member class. Sharing the statement with the members at the beginning of each term is a good way to review the expectations of the Fraternity; however, ensuring the chapter is actively upholding the position statement takes consistent commitment on the part of the DEI Chair.

What does it look like to hold members accountable to living their life in a way that aligns with the position statement? How can the DEI Chair not only provide accountability for members but also encourage others to do so? Some examples of what this work may look like are shared below; however, much of what this will look like depends on your individual chapter and their needs.

For DEI and belonging work to be effective, it is crucial to meet people where they are. Here are some ways you can uphold the statement:

- Introduce yourself using your personal gender pronouns to normalize the sharing and respect of pronouns.
- If you hear members using something other than a person's preferred name and pronouns, provide a gentle correction.
- When you hear an inappropriate comment, even if the person claims to be joking, do not ignore it. Share that the comment was not appropriate and if the claim is that it was a joke, make sure you clearly state it is not funny.
- When lewd comments are made about women, even if they are not present, intervene. Women should always be safe around members of Delta Chi and disrespectful comments do not help contribute to that feeling of safety.
- If people make disrespectful comments about someone's appearance or weight, remind them it is not appropriate to do so.
- Work with other chapter leaders to ensure members and Associate Members are present at campus DEI and belonging events. The chapter's presence at such events allows others to see and know the commitment of the Fraternity to this work.
- Provide regular learning opportunities for members keeps everyone engaged in this work. The more we know about people different from ourselves, the better we can understand and appreciate the humanity of each person we encounter.
- Utilize chapter social media to publicly recognize and celebrate cultures, religions, and heritage months. This practice allows the chapter to share their learning beyond themselves and encourage others to engage in their own learning.
- Collaborate with chapter officers to ensure chapter bylaws, events, and programming reflect the commitment to DEI and belonging.

COLLABORATING WITH OTHER OFFICERS

An effective way to carry out your work as DEI Chair and to ensure the chapter is upholding the Fraternity's position statement on DEI is to collaborate with other officers. You do not need to focus your role solely on providing programming (and always be cognizant of possible over-programming); rather, a large part of your role is ensuring chapter events and programming are inclusive, equitable, and accessible.

GENERAL TIPS

- If the chapter has a DEI Committee, assign different members of the committee as liaisons to other committees. They can attend those meetings and report back on plans for chapter events and the committee can discuss any needed changes to ensure the event is inclusive and accessible for all members, Associate Members, and guests.
- Meet regularly with the IFC DEI or programming officer to ensure IFC events are inclusive and accessible for all members of the IFC community.
 - For example, many religious organizations will provide space for little to no cost, especially for college groups. However, not every member or Associate Member will feel comfortable entering a religious space. If IFC is hosting an event in a religious space, ask about alternate options and work with the IFC officer to find an alternate solution.
- Meet regularly with the ABT DEI or Member Education Advisor to share evolving chapter needs when it comes to DEI. Your advisor will likely be able to help you and your committee brainstorm ideas and solutions when facing difficult situations.

WORKING WITH THE “A”

- Ensure chapter meetings and ritual ceremonies are accessible and inclusive, including physical accessibility (wheelchair access, elevators, etc.), using a microphone, provide copies of reading materials in a larger font, etc.
- Educate members prior to officer elections about removing bias from discussions and decisions
- Talk together before registration for RLA and/or Convention are complete to ensure all members representing the chapter have their needs met while traveling to/from and during the event.
- Discuss alternate ways to participate in ritual ceremonies if a member is physically unable to participate in the way described for the ceremony.
 - Should you need assistance with determining the best and most appropriate accommodation, talk to your “BB” - Chapter Advisor
 - If you cannot determine the best accommodation at the chapter-level, reach out to representatives of the Fraternity’s Ritual Committee.
- Ensure the “A” has considered all qualified members when choosing to appoint someone for a position or opportunity.

WORKING WITH THE “B”

- Review the chapter calendar together regularly to make sure events are not planned during religious and cultural holidays or observances.
- If an event **MUST** be scheduled, be flexible and accommodating if a member or Associate Member cannot attend for religious or cultural reasons.
 - If initiation must be scheduled on Rosh Hashanah to meet the 35-day requirement, then Jewish members should be excused from the event.
- Invite guest facilitators with different experiences and identities to provide training and education for the chapter.
- Find time during chapter meetings for DEI information to be shared and dedicate one chapter program a term to DEI-specific training for general body meetings.
- Review the chapter bylaws together each term to determine it meets the current needs of the chapter and propose needed amendments.
- Provide coaching to other chairs who are not keeping DEI considerations in mind.

WORKING WITH THE “C”

- If members have to work during chapter meetings and events and/or cannot meet requirements due to work, find a way to work with them.
 - Can one officer host a “make-up” meeting another day/time?
 - Can a job count for a certain expectation if hours are verified?
- Assist the “C” in educating members about different available membership statuses to reduce inactive status request or membership resignations..
- Ensure the preferred name of all members is used.

WORKING WITH THE “D”

- Avoid assumptions that members are paying for their fraternity experience using money from parents or family members.
- Evaluate the current chapter dues structure and determine if there are changes that can be made to make the fraternity experience more financially accessible.
- Educate members and Associate Members about payment plan options at the beginning of each term.

WORKING WITH THE “E”

- Ensure chapter alumni events are accessible and inclusive including physical accessibility (wheelchair access, elevators, etc.), using a microphone, provide copies of reading materials in a larger font, etc.
- If alumni ever create an uncomfortable situation or say something inappropriate, work with the “E” to ensure this is addressed. It would be best to bring in the “BB” - Chapter Advisor and/or ABT President to determine the best plan of action.
- Include DEI-related information in the alumni newsletter and invite alumni to visit the chartered/provisional chapter as a guest speaker on a topic related to DEI.

WORKING WITH THE “F”

- Ensure the chapter’s judicial board meetings are accessible and inclusive, including physical accessibility (wheelchair access, elevators, etc.), using a microphone, provide copies of reading materials in a larger font, etc.
- Provide anti-bias training for members of the judicial board.
- If the chapter has a house, do a walk-through together and determine if any work needs to be done to make the entire house accessible.
- Decide if any safety procedures or policies need to be updated given the needs of members or Associate Members.
- Ensure sanctions proved by the judicial board are fair and equitable.
- If a bias issue is the reason a member/Associate Member is referred to the judicial board, work together to ensure education and restitution is part of the process.

WORKING WITH THE ASSOCIATE MEMBER COUNSELOR (AMC)

- Ensure Associate Member meetings are accessible and inclusive, including physical accessibility (wheelchair access, elevators, etc.), using a microphone, provide copies of reading materials in a larger font, etc.
- Educate Associate Members about other fraternity and sorority councils on campus so they are familiar with our peer organizations.
- Review scholarship expectations, time commitments, and financial responsibilities with Associate Members and let them know to talk to you if they are struggling .

WORKING WITH THE RECRUITMENT CHAIR

- Ensure chapter recruitment events are accessible and inclusive, including physical accessibility (wheelchair access, elevators, etc.), using a microphone, provide copies of reading materials in a larger font, etc.
- Make sure scholarship expectations, time commitments, and financial responsibilities are shared openly and honestly during recruitment.
- Educate chapters on removing bias from recruiting efforts.
- Determine which identity groups on campus are not represented among members and Associate Members, and make it a goal to reflect the entire campus community in the chapter. Openly acknowledge that you are working to make the chapter more inclusive and comfortable for everyone when talking to interested recruits.
- Ensure a wide variety of recruitment events are hosted to increase the comfort level of both members and interested recruits.

WORKING WITH THE SCHOLARSHIP CHAIR

- Ensure chapter study hours are accessible and inclusive, including physical accessibility (wheelchair access, elevators, etc.).
- Partner with other fraternity/sorority governing councils for programming.

- Work together to support members and Associate Members struggling with balancing school and other responsibilities.
- Provide support and resources for members with learning disabilities. This may include offering modifications to the chapter scholarship plan.
- Ensure members and Associate Members with an academic status of at-risk (low), at-risk (high), and probation are not excluded from the chapter.

WORKING WITH THE PHILANTHROPY CHAIR

- Ensure chapter philanthropy events are accessible and inclusive, Ensure chapter recruitment events are accessible and inclusive, including physical accessibility (wheelchair access, elevators, etc.), using a microphone, provide copies of reading materials in a larger font, accommodating food allergies/intolerances, etc.
- If a philanthropy event involves a physical task (ex. sports-themed events), work to provide alternate opportunities for individuals who may not be able to participate.
- Rather than requiring each member or Associate Member to raise a specific amount of money, set a chapter goal and work together to achieve it.

WORKING WITH THE SERVICE CHAIR

- Ensure chapter service events are accessible and inclusive, including physical accessibility (wheelchair access, elevators, etc.), using a microphone, provide copies of reading materials in a larger font, accommodating food allergies/intolerances, etc.
- Partner with other groups on campus and in the community for service events.
- Offer one service opportunity a term that gives back to a historically marginalized or underserved community representatives.

WORKING WITH THE BROTHERHOOD CHAIR

- Ensure chapter brotherhood events are accessible and inclusive, including physical accessibility (wheelchair access, elevators, etc.), using a microphone, provide copies of reading materials in a larger font, accommodating food allergies/intolerances, etc.
- Plan events to celebrate the different identities of chapter members. These events should NOT turn into asking a member to share about themselves - it is not the responsibility of individuals from historically marginalized and underserved backgrounds to educate people. Instead, work together to find a campus or community program the chapter can attend together.
- Ensure a wide variety of brotherhood events and activities are included to increase the comfort level and involvement for all members and Associate Members.

WORKING WITH THE SOCIAL CHAIR

- Avoid programming that will exclude members or Associate Members (e.g. Mom's Weekend or Dad's Weekend) and opt for more inclusive and/or neutral events (e.g. "Family Weekend").
- Ensure chapter social events are accessible and inclusive, including physical accessibility (wheelchair access, elevators, etc.), using a microphone, accommodating food allergies/intolerances, etc.
- Find opportunities for social events with culturally-focused organizations on campus.

WORKING WITH THE PUBLIC RELATIONS CHAIR

- Repost or create posts celebrating and acknowledging religious and cultural holidays/events and heritage awareness days/weeks/months.

- Review chapter social media accounts and ensure ALL members are represented.
 - Avoid only using a specific group of members for all or most social media posts.
 - Avoid posts that stereotype or tokenize any members.
- Ask an outside party with knowledge of your campus and community to review chapter social media accounts and provide feedback regarding how you can show up in a more inclusive way.

WORKING WITH THE IFC DELEGATE

- Increase attendance at and participation in other governing council (ex. National Pan-Hellenic Council, Multicultural Greek Council, United Greek Council) events.
- Work with IFC to provide co-programming for all councils.
- Ensure IFC-hosted events are accessible and inclusive, including physical accessibility (wheelchair access, elevators, etc.), using a microphone, provide copies of reading materials in a larger font, accommodating food allergies/intolerances, etc.
- Encourage the IFC community to hold each other accountable when it comes to respecting and appreciating all people and their lived experiences.
- Work with the IFC Advisor to determine ways to make the IFC experience more diverse, inclusive, equitable, and accessible.