

IN THE BOND



DELTA CHI

AMC FACILITATOR GUIDE

ASSOCIATE MEMBER ONBOARDING

PROGRAM OVERVIEW	
PROGRAM PHILOSOPHY	<p>The purpose of Delta Chi's Associate Member Onboarding is to set the foundation for the Brotherhood of a Lifetime, grounded in the values of our Ritual, that creates a sense of seeking adventure, justice, and honor; to inspire the fulfillment of the 11 Basic Expectations of Delta Chi.</p> <p><i>Created by the Delta Chi Anti-Hazing Task Force</i></p>
PROGRAM OBJECTIVES	<ul style="list-style-type: none"> • Promote Friendship – Foster deep, meaningful bonds among associate and active members. • Develop Character – Cultivate leadership, accountability, and ethical behavior. • Advance Justice – Encourage civic engagement, community service, and philanthropy. • Assist in the Acquisition of a Sound Education – Support academic success and career development
PROGRAM STRUCTURE	<ul style="list-style-type: none"> • Duration: The onboarding process spans a maximum of 35 days. Chapters must plan accordingly around academic breaks and secure ceremony space within this timeframe. • Sessions: Two (2) meetings per week are recommended; however, chapters may combine sessions as long as all content is covered. • Begin Date: The Associate Member Ceremony marks Day One. It is suggested that the ceremony occur within five (5) calendar days of bid acceptance. • End Date: The Initiation Ceremony concludes onboarding and must take place on or before calendar Day 35. • Post-Onboarding: All members should engage in continued education through Fraternity programs or other workshops.
LEARNING TOOLS	<ul style="list-style-type: none"> • AM Onboarding Workbook: Provided in print or digital form to all AMs. • Cornerstone: Issued during the AM Ceremony, with assigned readings linked to each onboarding session. • Tightrope: Online modules required for completion prior to Initiation, available through Delta Chi's Learning Management System in MyDChi.
RECOMMENDED TIMELINE OVERVIEW	<p>Week 1: Introduction & Promote Friendship</p> <ul style="list-style-type: none"> • Ceremony: Associate Member Ceremony • Session 1: Building Brotherhood & Understanding Expectations • Session 2: Delta Chi's History and Our Campus Community <p>Week 2: Develop Character</p> <ul style="list-style-type: none"> • Session 3: Delta Chi Structure and Risk Management • Session 4: Hazing Prevention and Values-Based Leadership <p>Week 3: Advance Justice</p> <ul style="list-style-type: none"> • Session 5: Alcohol and Social Responsibility • Session 6: Advancing Justice through Philanthropy and Service <p>Week 4: Assist in the Acquisition of a Sound Education</p> <ul style="list-style-type: none"> • Session 7: Academic Success and Career Support • Session 8: Personal Development and Wellness <p>Week 5: Integration and Preparation for Initiation</p> <ul style="list-style-type: none"> • Session 9: Brotherhood Integration and Lifetime Membership in Action • Session 10: Ceremony Preparation and Final Reflections • Initiation Ceremony <p>Continuing Education + Mentor Program</p>
AFTER ONBOARDING CONCLUDES	<p>IHQ distributes feedback surveys and assessments to evaluate onboarding effectiveness to members and advisors to better understand the experience.</p>

HOW TO READ THIS GUIDE

SECTION TITLE HEADER WILL GO HERE ## MINUTES	
LEARNING OBJECTIVES FOR EACH SESSION WILL BE LISTED IN THE FIRST BOX	<ul style="list-style-type: none"> Each session begins with the following in the top boxes: <ul style="list-style-type: none"> Room Setup - how the room should be set up for each session, including any items you need to prepare in advance Supplies - the items needed for each session Time - each header will include the estimated time it will take to complete the section. It may be helpful for you to add in your own start/end times depending on your meeting schedule.
GUIDE MATCH Anything listed below this heading indicates that the AMC should direct AMs to reference or complete an activity in their workbook page	<p><i>AMC Notes are in red, bold, italicized text. These are instructions and information for you as the AMC and should not be read out loud.</i></p> <ul style="list-style-type: none"> AMC scripts items are in plain text with a bullet point. While an Associate Member Counselor is discouraged from reading directly from the guide to participants, they should do their best to stay close to the text and spirit of the curriculum.

AMC SESSION NOTES + REFLECTIONS

At the end of each session, there will be a text box available for you to make some notes about the strengths of the session and opportunities for improvement, along with some guided questions to consider. Use this space after each session to improve facilitation and note ideas for the future - this will also be helpful for you to reference and then respond to the IHQ feedback survey!

WEEK ONE | SESSION 1

BUILDING BROTHERHOOD AND UNDERSTANDING EXPECTATIONS 60 MINUTES

<p>LEARNING OBJECTIVES</p> <p>Participants will be able to...</p> <ul style="list-style-type: none"> • Define what brotherhood looks like in Delta Chi • Understand chapter and Fraternity-wide expectations for membership 	<p>ROOM SETUP</p> <ul style="list-style-type: none"> • Tables/desks with chairs for each participant - a classroom on campus that is centrally located is appropriate. • If choosing to utilize slide decks, a projector and screen or large TV screen should be in the space. <p>SUPPLIES</p> <ul style="list-style-type: none"> • Associate Member Workbooks (printed or digital) • If using printed workbooks, writing utensils should be provided • Associate Members should bring their <i>Cornerstone</i> to the meeting • Schedule of Dues & Payment Deadlines (printed or sent digitally by the "D")
<p>WELCOME AND INTRODUCTION 15 MINUTES</p>	
<p>FACILITATOR TALKING POINT</p>	<p><i>AMC Note: Make sure to take attendance, if required by your chapter.</i></p> <ul style="list-style-type: none"> • Welcome everyone - congratulations on beginning your journey with Delta Chi and joining the brotherhood of a lifetime. • Your Associate Member onboarding started with an official ceremony, which sometimes is referred to as the "pinning" ceremony, because it's when you receive your Associate Member pin and a copy of the <i>Cornerstone</i>. • The purpose of our time together in these sessions is to prepare you for initiation into full membership, explore Delta Chi's four cardinal principles over the course of the next few weeks, and set you up for success by creating the first draft of your own personal development plan.
<p>ACTIVITY INSTRUCTIONS</p> <p>GUIDE MATCH COMMON GROUND: PAGE 4</p>	<ul style="list-style-type: none"> • We will always start each of our onboarding sessions with a teambuilder activity that not only helps us get to know each other better, but will connect with the core lesson for the session. • For this activity, we need to find some common ground with one another and build connections based on our shared interests. • Find a partner and take three minutes to figure out three things you have in common - there's a place in your workbook where you can write these down. <p><i>AMC Note: You should do at least three rotations - meaning Associate Members should talk to three (3) people each, and it should take about nine (9) minutes total.</i></p>
<p>DEBRIEF</p>	<ul style="list-style-type: none"> • What surprised you about this activity? • What does this activity show us about finding connection? • Why is it important for us to determine these common areas together?
<p>TRANSITION</p>	<ul style="list-style-type: none"> • The main goal here is for us to continue to build connections early and get comfortable with each other. That is why we will always begin with an activity like this, and it will likely lead to more discussion later on. • Highlighting our common interests together is a step towards beginning to build brotherhood bonds with one another.

PERSONAL VALUES EXPLORATION 20 MINUTES	
FACILITATOR TALKING POINT	<ul style="list-style-type: none"> As we start our formal onboarding, it's important that we reflect on some of the tenants discussed during the Associate Member ceremony and the basic values and expectations of Delta Chi. You will get to know these pieces well, and we're going to really dive into those later in this session, but we want to start with some self-exploration.
ACTIVITY INSTRUCTIONS GUIDE MATCH VALUES SORT ACTIVITY: PAGE 5 GUIDE MATCH TOP THREE VALUES: PAGE 6	<ul style="list-style-type: none"> We will begin with giving you an opportunity for some thoughtful reflection on your own personal values, so that we know what you bring to our team. Open up your workbook and turn to the values sort activity page. You'll see a list of general values words. As you read through the words, consider what's important to you. What calls you to action? What excites you? What sparks your passion? You should not select things that you hope or aspire for, but instead think about what's important to you at your core. You'll need to circle up to 10 value words that meet that standard. <p>AMC Note: Give about five to six minutes for AMs to review the list and make their ten (10) selections.</p> <ul style="list-style-type: none"> Now that you have your top ten values list, we need you to narrow it down even more. Based on your top ten list, you need to consider which of these really define you and align with your actions. Take a few minutes and select your three core personal values and record those in your workbook. <p>AMC Note: Give about two to three minutes for AMs to select their top three values.</p> <ul style="list-style-type: none"> Underneath the list of top three values, you'll see some reflection questions. Turn to some next to you and have a conversation about these questions, and then we'll discuss them together. <p>AMC Note: Give AMs a few minutes to share their responses in pairs before reviewing responses together as a group. The debrief questions are the same ones listed in the AM workbook. You can ask directly for responses, or ask things like "what is something unique you heard someone else say as a response?"</p>
DEBRIEF	<ul style="list-style-type: none"> Where do these values come from? What do your values look like in action? <ul style="list-style-type: none"> What are one or two behaviors that support your values? What's an example of a time when you were fully living this value? What holds us accountable to our personal values?
TRANSITION	<ul style="list-style-type: none"> It's important for us to set a foundation of our own values, so that we can share how this is similar for Delta Chi. Delta Chi is a fraternity based on values, which come from our Ritual and give our common purpose for connection.
DELTA CHI VALUES AND BASIC EXPECTATIONS 20 MINUTES	
FACILITATOR TALKING POINT	<p>AMC Note: If your "BB" - Chapter Advisor or member of the Alumni Board of Trustees is present, it may be beneficial for them to lead this section of the conversation, as they can provide some additional examples of how they have utilized the values and expectations in their lives, and share why Delta Chi has been meaningful to them.</p>

	<ul style="list-style-type: none"> You've already heard some of the values during the Associate Member Ceremony, and you will learn more about them as we continue on our journey during your onboarding process and in our formal Initiation ceremony. The Associate Member process is centered around these values, and are reflected in our Preamble, which we strive to live by.
ACTIVITY INSTRUCTIONS GUIDE MATCH PREAMBLE: PAGE 1 GUIDE MATCH DELTA CHI'S VALUES: PAGES 7 - 10 GUIDE MATCH ELEVEN BASIC EXPECTATIONS: PAGE 1	<ul style="list-style-type: none"> Delta Chi's value words might be similar to the ones you just identified in your own personal values activity. Verbalizing our values allows us to recognize their importance and continuously reflect on their meaning. Open up your Cornerstone and find the Preamble, which should be located in the first few pages. If you don't have your Cornerstone with you today, make sure that you bring it to future meetings, and you can also find it in your workbook. <p>AMC Note: Give AMs a few moments to find the Preamble and read it before proceeding.</p> <ul style="list-style-type: none"> Delta Chi's values are more than just words, they are written in a way that showcases how they are a call to action. Rather than just saying we value "friendship," members of Delta Chi value "promoting friendship." This allows us to center our values in a way that promotes action, and living our values, rather than just having them. We are going to split into small groups and dive into each of the four cardinal principles of Delta Chi. You'll have an opportunity to discuss what the value means to you, and how you think we can support this value in our chapter. <p>AMC Note: Split AMs into four groups and assign each one a value. Depending on the size of your group, you may need to either assign multiple small groups the same value, or give each group more than one. Give each small group about five to six minutes to have a discussion, and then report out their responses to the larger group. Everyone can write down the general responses in their workbook for each value.</p> <ul style="list-style-type: none"> Thank you all for sharing your thoughts on Delta Chi's values - this really does give us an opportunity to showcase how they can positively influence personal growth and our brotherhood. Our bonds go beyond just social - these shared values are also ways to showcase accountability and lifelong commitment. The final piece of our values is emphasized in the Eleven Basic Expectations, and are a way to foster a positive brotherhood. Can I have a volunteer read these out for our group? <p>AMC Note: These are also listed on the inside cover of the workbook, and are towards the front of the Cornerstone.</p>
DEBRIEF	<ul style="list-style-type: none"> Why is it important that we also have basic expectations for our members, in addition to our cardinal principles? How will we hold one another accountable to the values of Delta Chi and the Eleven Basic Expectations? How is brotherhood different from friendship? What are the responsibilities that come with brotherhood?
TRANSITION	<ul style="list-style-type: none"> The Eleven Basic Expectations serve as an extension of our Preamble and provide specific principles for all members to live by, and will serve as the

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AMC SESSION 1 **NOTES + REFLECTIONS**

- What went well during this session?
- What unexpected challenges came up?
- How did the group respond to the teambuilder and discussion?
- What feedback did I receive from participants (verbal or nonverbal)?
- What would I improve about this session in the future?
- Did I meet the session's learning outcomes? Why or why not?

WEEK ONE | SESSION 2

DELTA CHI'S HISTORY AND OUR CAMPUS COMMUNITY 60 MINUTES

<p>LEARNING OBJECTIVES</p> <p>Participants will be able to...</p> <ul style="list-style-type: none"> • Understand the origins and evolution of fraternal organizations • Reflect on Delta Chi's founding and history • Identify the current makeup of their chapter/provisional chapter and campus fraternal community 	<p>ROOM SETUP</p> <ul style="list-style-type: none"> • Tables/desks with chairs for each participant • If choosing to utilize slide decks, a projector and screen or large TV screen should be in the space. <p>SUPPLIES</p> <ul style="list-style-type: none"> • Associate Member Workbooks (printed or digital) • If using printed workbooks, writing utensils should be provided • Associate Members should bring their <i>Cornerstone</i> to the meeting • AMC will need to have access to the full list of fraternal organizations on campus, including all social fraternities/sororities from all councils, as well as an understanding of professional fraternal organizations and/or honor societies. • AMC will need to have information about the chapter's founding/charter date, re-founding (if applicable), and major chapter milestones/accomplishments.
<p>WELCOME AND INTRODUCTION 10 MINUTES</p>	
<p>FACILITATOR TALKING POINT</p>	<p><i>AMC Note: Make sure to take attendance, if required by your chapter.</i></p> <ul style="list-style-type: none"> • Welcome back everyone! We are going to get started with sharing out the drafts of your personal life mottos that was part of your Call to Action worksheet from the end of our previous session. To get things started, I want to share one that I've drafted with you, and why it is meaningful to me. <p><i>AMC Note: You should come to this session with your own personal life motto to share, or one that you may have previously developed. This is to help model expectations with AMs.</i></p>
<p>ACTIVITY INSTRUCTIONS</p> <p>GUIDE MATCH CALL TO ACTION: PERSONAL LIFE MOTTO: PAGE 11</p>	<p><i>AMC Note: All AMs should be invited to share the personal life motto they have drafted. If someone has not been able to get a final phrase together, encourage them to share a meaningful quote or inspirational phrase and why that is important.</i></p> <p><i>AMC Note: For larger AM classes, you may need to have them share out in small groups instead. The importance is that everyone gets a chance to share their motto and reason for its meaning.</i></p> <ul style="list-style-type: none"> • Thank you for sharing - this motto is going to help serve as some inspiration for the personal development plans that you will be drafting and developing during your onboarding. • Delta Chi also has a motto, "Leges," that can be seen on the banner of our coat of arms, and means "Law." Just as Delta Chi has a guiding motto and founding values, your personal life motto can help guide your behavior and leadership in this brotherhood.

TRANSITION	<ul style="list-style-type: none"> We are going to spend some time looking at the founding of the organization and understanding its history, as well as the history of all fraternities and sororities to provide context for the rest of our session.
HISTORY OF FRATERNITIES, SORORITIES, AND DELTA CHI 25 MINUTES	
FACILITATOR TALKING POINT	<ul style="list-style-type: none"> The bulk of today's session is not just about memorizing dates or names. It's about understanding the legacy we inherit and how our chapter plays a role in that story. You are joining a tradition that spans centuries and helped to shape North American higher education. Today, we're exploring where fraternities and sororities came from, why they were created, and how Delta Chi fits into that bigger story We need to give you some context on that history and that of Delta Chi in general, and we have a useful tool to help share that overview.
ACTIVITY INSTRUCTIONS GUIDE MATCH CHAPTER ONE SUMMARY: PAGE 12 CHAPTER TWO SUMMARY: PAGE 12 GUIDE MATCH DELTA CHI'S ROOTS AND THE HISTORY OF DELTA CHI: PAGE 13	<ul style="list-style-type: none"> Please take a look at your <i>Cornerstone</i>. You should have come to this session with Chapters 1 and 2 already reviewed, and there is some space for you to make notes about these summaries in your workbook. Can someone summarize for us those chapters? <p><i>AMC Note: Make sure the following points are shared if not provided in the summary given by AMs:</i></p> <p><i>It's outlined in the first chapter that Delta Chi is not just a college organization, but a lifelong commitment to friendship, personal growth, and living out our values. It's about developing a brotherhood that is grounded in mutual trust, support, and accountability. Members are encouraged to live lives of significance by upholding Delta Chi's Four Cardinal Principles.</i></p> <p><i>The second chapter showcases how fraternities began in the late 1700s as secret societies devoted to intellectual discussion and moral development. Greek-letter organizations evolved to meet the changing needs of students, emphasizing scholarship, leadership, community, and ritual. Today, fraternities and sororities are diverse communities of members who uphold shared values across campuses.</i></p> <ul style="list-style-type: none"> Our chapter sets the foundation for why we do what we do, and Delta Chi's history should not be seen as a disconnected story, but instead provide an origin story to the value-driven brotherhood that you have now joined. As you can see from these two chapters of the <i>Cornerstone</i>, there are some things that are still the same, but many things have changed to adapt to the current environment we live in and to be reflective of the needs of members. Now, we are going to continue on with reviewing some pieces from the <i>Cornerstone</i>, and give everyone a chance to teach one another about important aspects of Delta Chi. We will be dividing into three groups and reviewing Chapters Three and Four of the <i>Cornerstone</i> together. Each of you will be assigned a topic to review and prepare a short three minute lesson that you will teach back to everyone else. You'll see that there are places for you to make notes of the key takeaways for these sections in your workbook. Group 1, you'll be talking to us about Sir Edward Coke (<i>pronounced Cook</i>). Group 2, please give an overview on the founding of the Delta Chi Fraternity. Finally, Group 3, you'll need to cover the Delta Chi's symbols: Name of the Fraternity and the Badge, the Ritual, the Emblem.

- For each group, you'll see there's some prompt questions in your workbook on what you'll need to present and provide as an overview. Make sure that you identify someone to write down all of the responses, and determine how you will present the information to everyone else!

AMC Note: You can have AMs count off by three to get in their groups, or assign them in another way. Depending on the number of Associate Members, you may need to assign multiple groups to cover each section. Give them about six to eight minutes to read their section, complete their part of the workbook, and determine how they will present their assigned section to the rest of the group.

- Group One, can you please share with us what you learned about Sir Edward Coke? Who was he, and why was he important to Delta Chi? Everyone else, be sure to make some notes as they present.

AMC Note: If these points are not made, be sure to emphasize the following: Sir Edward Coke (1552-1634) was an English jurist and legal scholar who championed the rule of law, individual rights, and judicial independence. He laid foundational principles for American constitutional law and personal liberty. Coke was not a member of Delta Chi, but instead the Fraternity adopted Coke as its "spiritual founder" because of his legal legacy and commitment to justice. This symbolic inclusion connects Delta Chi to a centuries-long tradition of justice and ethical law.

- Thank you! Group Two, talk to us about the founding of Delta Chi. Where and when was Delta Chi founded? Why was Delta Chi created at that time?

AMC Note: If these points are not made, be sure to emphasize the following: Delta Chi was founded on October 13, 1890 at Cornell University by 11 law students. Originally established as a professional law fraternity, Delta Chi was created with the aim of promoting high standards of scholarship and ethical conduct in the legal field. This founding was driven by a desire for community and support among peers in a rigorous academic program, something that's still relevant today.

- Group Three, what do we need to know about the Fraternity symbols highlighted in this section of the Cornerstone? What do they mean, and how do they showcase and reinforce our values?

AMC Note: If these points are not made, be sure to emphasize the following: These are all symbols that are used by Delta Chi to represent things that we as members care about.

- The Name: "Delta Chi" likely reflects classical naming traditions; the Greek letters don't stand for public acronyms, but carry meaning revealed in Ritual.

- The Badge: Gold, with the letters ΔΧ and black enamel, symbolizing honor and commitment. It's worn only by initiated members.

- The Ritual: A private, values-based ceremony that defines what it means to live as a Delta Chi and where other symbolic meaning is revealed.

- The Emblem (Coat of Arms): Features significant imagery, including the scales of justice and martlets (birds), connecting to values of fairness and personal growth.

- Thank you all for sharing. You'll see that there are other symbols listed at the bottom of this page, including the Martlet; the Knight; our flower, the White

	<p>Carnation; and our colors, Red and Buff. The reasons behind all of these are shared in our ceremonies</p> <ul style="list-style-type: none"> • Later on in this chapter, if you want to continue to read, you'll learn a bit more about the expansion of the Fraternity to other campuses from Cornell and the first major changes in Delta Chi in its early history. • One important note is the decision made in 1922 to transition into a general social fraternity to reflect broader values and the opportunity for an expanded membership base. This decision set up the Fraternity to function as it currently exists and operates today.
DEBRIEF	<ul style="list-style-type: none"> • What did you already know about Delta Chi's history? What about fraternity history in general? • What did you learn that surprised you? • What do you think this says about how our values and history have endured? • What role do fraternities serve today that might differ from their founding? • Why does Delta Chi exist now, on our campus, today?
TRANSITION	<ul style="list-style-type: none"> • Fraternities come from a rich history, and it's important for you to understand those origins, but especially to know the "why" behind Delta Chi. • We want to maintain that Delta Chi adds value to our college campus, and it is on us as members to ensure that the chapter continues to operate and enhance the student experience for our members.
OUR CHAPTER AND COMMUNITY 20 MINUTES	
FACILITATOR TALKING POINT	<p><i>AMC Note: It may be helpful to invite a campus fraternity/sorority advisor or student activities staff member to help co-lead this section or share an overview of the full scope of organizations and history of groups on campus.</i></p> <ul style="list-style-type: none"> • Now that we have had a chance to review the history and founding of Delta Chi, it's important to discuss the history and founding of our chapter, as well as our campus community.
ACTIVITY INSTRUCTIONS GUIDE MATCH OUR CAMPUS COMMUNITY: PAGE 14 GUIDE MATCH OUR CHAPTER INFORMATION: PAGE 14	<ul style="list-style-type: none"> • When you chose to accept your bid to join Delta Chi, you were not just joining us, but you were joining a larger history of fraternal organizations on our campus. First, we want to spend some time discussing the overall picture of our campus community. Look at your workbook and find the "Our Campus Community" page. • You'll have about six minutes to look up this information together and fill out the "Our Campus Community" information at the top half of this page. <p><i>AMC Note: Once they have completed the first half of the workbook page, you will need to make sure you have this information available to provide (if a campus advisor is not available to assist). You will need the names of all the councils (ex. Interfraternity Council, National-Panhellenic Council / "The Divine Nine," Multicultural Greek Council, Inter-Greek Council, and/or Panhellenic Association), as applicable, on your campus and how many organizations are in each council. You'll need to also list when the first organization started on campus, major campus traditions (ex. Greek Week), and the name and office location of your campus fraternity/sorority advisor.</i></p> <ul style="list-style-type: none"> • Now that we've given some context to our campus community, we want to spend some time doing the same thing for information about our chapter. You can now work through the bottom half of this page. Again, you'll have about six minutes to look up this information together.

	<p>AMC Note: Once they have completed the second half of the workbook page, you will need to make sure you have this information available to provide including your chapter designation, founding/chartering date, any applicable reasons your chapter may have closed and been re-founded, and some major chapter milestones/accomplishments (ex. Years of housing, major philanthropy events/fundraisers, awards you've won on campus or within Delta Chi).</p> <ul style="list-style-type: none"> • Thank you for spending this time reviewing this information. Let's debrief this section together.
DEBRIEF	<ul style="list-style-type: none"> • Why is it important to acknowledge our community and chapter history? • What did you learn about the makeup of the community or the chapter that you did not know about before? • How does this impact your perception of where Delta Chi fits into the community overall?
TRANSITION	<ul style="list-style-type: none"> • Understanding how our chapter fits into the larger picture of our community, and the history of Delta Chi and fraternities and sororities in general is an important step towards understanding the deeper meaning of being a member of the organization.
REFLECTION AND WRAP UP 5 MINUTES	
FACILITATOR TALKING POINT	<ul style="list-style-type: none"> • This first week has hopefully given you a solid foundation into what you can expect with Delta Chi, and what we expect from you. • Being a member of a fraternity means joining something bigger than yourself, and being a positive representative of the organization as you make this lifetime commitment.
TRANSITION GUIDE MATCH CALL TO ACTION: BUILDING MY HOUSE: PAGE 15 GUIDE MATCH TASK OUTLINES: PAGES 2-3	<ul style="list-style-type: none"> • This week has been about focusing on the first cardinal principle of Delta Chi: promoting friendship. I encourage you to find more ways to connect with our members and get to know them on a deeper level. • As we head into next week, we will be focusing a bit more on developing character, and what that means to be a values-based leader. • Before our next session, you will need to complete the Call to Action pages in your workbook about "Building My House," which will help get you started on our conversations next week. • We will ask that you get started on your Tightrope learning modules, and on the Task Outlines page you'll see there's expectations on when each lesson should be completed so they can be done prior to the initiation ceremony - for now, this includes Lesson 1 - Tightrope Introduction and Lesson 2 - Alcohol & Substance Use Survey. • Let's end this session by singing the Bond Song. <p>AMC Note: After this session you should ensure that you or your "E" has reached out to invite any alumni or panelists for session nine's "Leadership in Action" panel. If you aren't able to have chapter alumni come in person or virtually, it is recommended that you reach out to IHQ's Director of Alumni Engagement & Relations for support.</p>

AMC SESSION 2 **NOTES + REFLECTIONS**

- What went well during this session?
- What unexpected challenges came up?
- How did the group respond to the teambuilder and discussion?
- What feedback did I receive from participants (verbal or nonverbal)?
- What would I improve about this session in the future?
- Did I meet the session's learning outcomes? Why or why not?

WEEK TWO | SESSION 3

DELTA CHI STRUCTURE AND RISK MANAGEMENT

60 MINUTES

<p>LEARNING OBJECTIVES</p> <p>Participants will be able to...</p> <ul style="list-style-type: none"> • Define Delta Chi's local, regional, and international structure. • Locate Delta Chi Law and Delta Chi's Risk Management Policies and procedures. • Develop strategies for utilizing the Fraternity's Good Samaritan Policy. 	<p>ROOM SETUP</p> <ul style="list-style-type: none"> • Tables/desks with chairs for each participant • If choosing to utilize slide decks, a projector and screen or large TV screen should be in the space. <p>SUPPLIES</p> <ul style="list-style-type: none"> • Associate Member Workbooks (printed or digital) • If using printed workbooks, writing utensils should be provided • Associate Members should bring their <i>Cornerstone</i> to the meeting • Copies of Delta Chi's Risk Management Policies (printed or digital) • Optional: Whiteboard and expo markers, chalkboard and chalk, and/or flipchart and makers; red/yellow/green sticky notes or paper • List/prepare to have names of chapter officers, chapter advisors, Regent, Vice Regent, Executive Committee officers, and the Executive Director of the Fraternity and the Foundation.
<p>WELCOME AND INTRODUCTION 20 MINUTES</p>	
<p>FACILITATOR TALKING POINT</p> <p>GUIDE MATCH CALL TO ACTION: BUILDING MY HOUSE: PAGE 15</p>	<p>AMC Note: <i>Make sure to take attendance, if required by your chapter. You may also need to verify that all AMs are able to log in and access Tightrope through MyDChi.</i></p> <ul style="list-style-type: none"> • Welcome back everyone! Let's get started with sharing some of our responses from the Call to Action: Building my House worksheet. • I'd like to hear from one person for each of the different parts of the "house" you designed, representing different parts of the chapter as you see it. <p>AMC Note: <i>It may be beneficial to draw an outline of a house on a white board, chalkboard, or paper and record the responses as they are shared. Start with examples for the foundation, followed by the walls, roof, windows, door, and chimney.</i></p> <ul style="list-style-type: none"> • Thank you. As we go through the session today, we will use this as some inspiration for developing our own strategies for risk management, which is what the roof represents in this activity.
<p>ACTIVITY INSTRUCTIONS</p>	<ul style="list-style-type: none"> • To set the stage on what we mean by risk management, and to show how safety and accountability are part of brotherhood, we are going to do a quick activity. • I'm going to read out a few scenarios. If you think this is safe or a "green flag," move to the left side of the room. If you're not sure or think it's questionable, move to the middle. If you think it's unsafe or a "red flag," move to the right side of the room. • Are there any questions before we get started? <p>AMC Note: <i>Select the most relevant scenarios for your group, and keep an eye on the timing for this section. After AMs have moved to the part of the room that reflects their decision, you may choose to pause and ask them to</i></p>

	<p><i>explain their reasoning, but try not to let it turn into rebuttals or debates! If someone has a mobility concern or if your room size is limited, you should adapt the activity for AMs to hold up green, yellow, and red pieces of paper or sticky notes indicating their response instead of having everyone move around the room.</i></p> <ul style="list-style-type: none"> • A brother offers to be a sober monitor at an upcoming social event without needing to be asked. • Associate Members are told they can't attend a social event unless they complete a series of tasks first that aren't part of the onboarding program. • The "C" says, "Let's just keep this party off the calendar so no one gets in trouble." • During a chapter retreat, one member volunteers to lead a section on mental health and campus resources. • A group of brothers intervenes when they see someone at an event being pressured to drink. • A brother makes an anonymous report to the "F" about insensitive comments made about a sorority's members who attended a recent event. • Before an event, the "F" assigned event monitors and trains them on the Fraternity's emergency response plan. • Seniors tell younger members of the chapter that they need to give rides for them to get to an off-campus event because "they aren't even going to drink anyway." <p><i>AMC Note: Ask everyone to return to their seats once you've finished the activity.</i></p>
DEBRIEF	<ul style="list-style-type: none"> • What made something a "red flag" for you? • How do you think this activity relates to some of what we have already discussed in our onboarding so far? • What do you think this says about how well our chapter operates?
TRANSITION	<ul style="list-style-type: none"> • There are a lot of nuances to the policies and structure of Delta Chi - and before we can really dive into what those are, we need to get a better overview of the make up of Delta Chi in our chapter and on the regional and international level.
UNDERSTANDING DELTA CHI'S STRUCTURE 20 MINUTES	
FACILITATOR TALKING POINT	<ul style="list-style-type: none"> • Understanding the overall structure of Delta Chi will help provide a better insight and understanding of all the players that are available to support you as we approach this conversation.
ACTIVITY INSTRUCTIONS GUIDE MATCH UNDERSTANDING DELTA CHI'S STRUCTURE: LOCAL LEVEL - OUR CHAPTER OFFICERS: PAGE 16	<ul style="list-style-type: none"> • If you open up your workbooks, there are pages for this session about Understanding Delta Chi's structure. As we review everything together, you can take some notes. • As we finish up our onboarding, you will get a chance to read more details about the full structure in the <i>Cornerstone</i>, but this will give you a good overview to frame our conversation. <p><i>AMC Note: You will need to have a prepared officer list ready for your chapter, along with any important chair positions. The most common ones are listed in the workbook, with some blank spaces for any chapter-specific roles (ex. House Manager, Greek Week Chair, Awards Chair, etc.). Be prepared to answer any questions about the function of certain officer roles, or direct AMs to www.deltachi.org/officer-resources</i></p>

GUIDE MATCH

UNDERSTANDING
DELTA CHI'S
STRUCTURE: LOCAL
LEVEL - OUR CHAPTER
ADVISORS: PAGE 17

- Within our chapter, Delta Chi elects executive board officers and, in some cases, chair positions (others may be appointed to certain roles). All officers and chairs have specific responsibilities and duties to help our chapter to function, and their roles are set up so that we as a chapter can manage our own operations and hold one another accountable to our local bylaws and expectations.
- Most Delta Chi chapters also have committees made up of general members, who report up to the different chair positions to help assist with these different operations as needed.
- Take a few minutes to fill out who serves in each officer role. I will let you know the answers if you have questions, and I'll let you know if we don't have anyone in certain roles and why - but see if you can fill this out on your own or with a partner first.

AMC Note: Give them a few minutes to complete this before sharing the answers. Explain why your chapter may not have certain officer or chair positions filled, and what the process might be to fill those vacancies in the future.

- Next up, let's talk about our local support systems with advisors. If you turn to the next page, you'll see a list of roles that different volunteers hold to support our chapter. Like the undergraduate officers, they each have a purpose and function. Our Alumni Board of Trustees members help to directly advise different chapter officers, and have some oversight to support our chapter operations with academics and finances.
- To be considered in good standing with the Fraternity, all chapters need to meet the minimum standards of having a "BB" - Chapter Advisor, an Alumni Board of Trustees, and an on-campus Faculty/Staff Advisor.
- The Faculty Advisor is someone different from the Fraternity and Sorority Advisor we talked about in a previous session, and functions more like a person to help us navigate some of the on-campus dynamics.

AMC Note: Give them a few minutes to complete this before sharing the answers. It is likely that your chapter does not have someone designated in every role listed on this page, because of the number of ABT roles listed. You can share the "why" behind certain roles being blank that is applicable to your chapter, as well as give some overview on how your chapter might typically connect with these volunteers (ex. The Scholarship Chair meets regularly with the Faculty Advisor to talk about academic support resources on campus). The important part here is to emphasize that in most cases, these are all volunteers who are dedicated to helping the success of your chapter.

GUIDE MATCH

UNDERSTANDING
DELTA CHI'S
STRUCTURE: REGIONAL
AND INTERNATIONAL
LEVEL: PAGE 18

- Now, we need to talk about the regional and international volunteers who are elected to represent us within the Fraternity. Take a look at your workbook on the "Regional and International Level" page.
- First, at this level our chapter has both a Regent and a Vice Regent. Regents are elected during odd-numbered years at the Regional Leadership Academy event, which also serves as an in-person officer training and leadership development program for representatives from our chapter. Regents oversee a geographic area of US states and Canadian provinces and serve as a representative for those undergraduate and alumni chapters on the Board of Regents.

AMC Note: Share the name of your region, your Regent's name, and their email address for AMs to record in their workbook.

	<ul style="list-style-type: none"> • Vice Regents are appointed volunteers who oversee a subregion of three to six chapters that are also based on geographic location. Their job is primarily to recruit and mentor our local advisors, as well as offer support to our chapter. <p><i>AMC Note: Share the name of your subregion, your Vice Regent's name, and their email address for AMs to record in their workbook.</i></p> <ul style="list-style-type: none"> • Next, in this section we need to cover our international officers. Much like our chapter, the Fraternity elects an International President, International Secretary, and International Treasurer during the International Convention, held in even numbered years. • These volunteers serve as the Executive Committee of the Fraternity, much like our six executive board officers serve in this role in our chapter. The Executive Committee has full and complete executive and administrative authority of the Fraternity, as outlined in Delta Chi Law. <p><i>AMC Note: Share the names of the "AA", "CC", and "DD", as well as information on where to find their information and those of your Regent on the Delta Chi Website at www.deltachi.org/board-of-regents</i></p> <ul style="list-style-type: none"> • Finally, the Fraternity is supported by staff members at our International Headquarters (IHQ), located in Indianapolis, IN. Staff have the responsibility of supporting the operations of the Fraternity as well as providing events and programs for educational and social development. You've likely already received emails or other communication from IHQ staff with updates or important reminders. Remember that staff is here to help our chapters succeed as well as to enforce policies and expectations. • At our International Headquarters, the Executive Director of the Fraternity also has certain authority to enact policy and manage the Fraternity. You can see there's a place to list his name on your workbook page. <p><i>AMC Note: Share the name of the Executive Director & CEO of the Fraternity (Karl Grindel), and point out that AMs can get all staff roles and names at www.deltachi.org/staff-directory</i></p> <ul style="list-style-type: none"> • The Fraternity also has The Delta Chi Foundation, a nonprofit designed to benefit Delta Chi members. They do this through fundraising and overseeing scholarships and other program funds to support making a positive impact on Delta Chi's membership experiences. <p><i>AMC Note: Share the name of the Executive Director of the Delta Chi Foundation (Justin Sherman), and that AMs can learn more about available scholarships and grants at www.deltachi.org/DCEF</i></p>
DEBRIEF	<ul style="list-style-type: none"> • Why do you think it is important to understand the local, regional, and international structure of Delta Chi? • What do you still not understand about the structure? How can we help continue to clarify it for you? • How do you think having all of these support resources and people can benefit you as an Associate Member?
TRANSITION	<ul style="list-style-type: none"> • Learning who to go to can make a big difference during your process of being onboarded into the organization. <p><i>AMC Note: It may be appropriate to share a quick personal story of how you may have used one of these people for support or how they helped you.</i></p>

	<ul style="list-style-type: none"> Knowing our structure and who makes up our Fraternity is important, because as an Associate Member you need to know all of the players on our team who are here to support your journey in Delta Chi - and to showcase that you truly belong to something much larger than yourself. Giving you this context also helps to frame the final part of our time today, about some of the larger expectations that all members within the Fraternity.
DELTA CHI LAW AND RISK MANAGEMENT POLICIES 15 MINUTES	
FACILITATOR TALKING POINT	<ul style="list-style-type: none"> We need to introduce you to two more pieces of the puzzle. You've already learned about the importance of the Preamble and the Eleven Basic Expectations, as well as the history of Delta Chi. It's important that you also get an overview of some of the additional policies and procedures that you are now held to within the Fraternity.
ACTIVITY INSTRUCTIONS GUIDE MATCH DELTA CHI LAW: PAGE 19 GUIDE MATCH DELTA CHI RISK MANAGEMENT POLICIES: PAGE 19 GUIDE MATCH GOOD SAMARITAN POLICY: PAGE 19	<ul style="list-style-type: none"> First and foremost, you need to know about Delta Chi Law. This references the Constitution, Bylaws, and Regulations for the entire Fraternity. Our chapter has local documents that manage our operations on a day-to-day level, and we can set certain standards and expectations for our members. Delta Chi Law is important to know about, but we aren't going to review it here in depth. You should know where to locate it, and know that it is a helpful tool to better understand the full composition of the Fraternity, its operations, and expectations for everything from voting procedures to minimum standards of chapters and members. <p><i>AMC Note: Point out in the workbook where AMs can access Delta Chi Law to review it, but note that you won't be going in depth at this time.</i></p> <ul style="list-style-type: none"> The risk management policies are a way for our chapter to tangibly outline what is acceptable behavior. All chapters, entities of the Fraternity (including the ones you just outlined in your workbook) at all levels of membership are held to these standards. This brings us back to the first activity we did in this session - about what are red flags versus green flags - the risk management policy is going to be the thing that really outlines what we can and cannot do. These policies aren't just rules, they are tools we can use to protect and respect one another. The policy itself has provisions about alcohol and drugs; hazing; Associate Member education; sexual abuse and harassment; fire, health, and safety; gambling; and organized combat sports. The policy itself also gives information on expected educational content, accountability, and notification for violations of the policy. <p><i>AMC Note: Point out in the workbook where AMs can access the Risk Management Policy to review it.</i></p> <ul style="list-style-type: none"> The part of the policy that we want to make sure you know about is the Good Samaritan Policy. If an individual or the chapter assists in seeking immediate and appropriate medical attention for someone in need, even if you may be subject to having violated part of the policy at the time. The important part of this policy is that it's much more important to call for help and get someone connected to medical attention when they need it, than it is to worry about a possible consequence or someone getting "in trouble." There's an outline in your workbook on what is needed for the Good Samaritan Policy to apply. Think of this policy like medical amnesty within Delta Chi. It's a way for the Fraternity to reduce any barrier we might feel about reporting, so we can focus on getting help for someone and be willing to do the right thing.

	<p><i>AMC Note: Draw attention to the outline in their workbook about the Good Samaritan Policy.</i></p> <ul style="list-style-type: none"> • Our chapter is expected to report any incident within 24 hours of something happening, and this is usually done by our “A.” It’s possible that if something were to happen and the “A” needs to share information with IHQ, that you could be asked for some details, facts, or information.
DEBRIEF	<ul style="list-style-type: none"> • How can we hold one another accountable in positive and supportive ways without feeling like the “fun police”? • What are ways that the chapter can help support the idea that being a leader and a brother means holding each other accountable? • How can we focus on helping others and be willing to do the right thing - regardless of possible impact or consequences?
TRANSITION	<ul style="list-style-type: none"> • Delta Chi Law and the Risk Management Policies are things that we as members are expected to abide by at all times. Every member, not just officers or the “A” or “F”, is responsible for upholding safe, respectful, and values-based behavior. • These policies are the “how” we do what we do, and are expected to be at the forefront of our operations so that we can provide a safe environment for our members and guests.
REFLECTION AND WRAP UP 5 MINUTES	
FACILITATOR TALKING POINT	<ul style="list-style-type: none"> • Thank you for your attention today - this was a lot of information in a short amount of time, but we are continuing to make sure that you are equipped with the knowledge you need to be successful as you continue to complete your onboarding. • You now have a better picture of the system and support structures that exist to help you, and to protect you.
TRANSITION GUIDE MATCH CALL TO ACTION: RISK MANAGEMENT IN ACTION: PAGE 20 GUIDE MATCH TASK OUTLINES: PAGES 2-3	<ul style="list-style-type: none"> • We are going to keep building on this and, to wrap up, I just want to give you a few reminders, which are also included in the Task Outlines part of your workbook. • By now, you should have already started your online learning modules in Tightrope. You should make sure you’ve completed Lesson 3 - The Facts about Alcohol and Other Drugs by our next steps. • You should also read and review Chapter 5 - The Delta Chi Bond in the <i>Cornerstone</i>. This will cover more details about some of our symbols, the makeup of why we are an international fraternity, and give an overview of some of the awards and recognition available for members. • Before our next session, you will need to complete the Call to Action pages about Risk Management in Action. • Let’s end this session by singing the Bond Song.

AMC SESSION 3 **NOTES + REFLECTIONS**

- What went well during this session?
- What unexpected challenges came up?
- How did the group respond to the teambuilder and discussion?
- What feedback did I receive from participants (verbal or nonverbal)?
- What would I improve about this session in the future?
- Did I meet the session's learning outcomes? Why or why not?

WEEK TWO | SESSION 4

HAZING PREVENTION AND VALUES-BASED LEADERSHIP 60 MINUTES

<p>LEARNING OBJECTIVES</p> <p>Participants will be able to...</p> <ul style="list-style-type: none"> • Articulate a definition and the spectrum of hazing • Connect being a leader and the values of Delta Chi with the prevention of hazing and hazing-related behaviors. • Identify at least one method of bystander intervention they would be comfortable using in a social setting. 	<p>ROOM SETUP</p> <ul style="list-style-type: none"> • Tables/desks with chairs for each participant • If choosing to utilize slide decks, a projector and screen or large TV screen should be in the space. <p>SUPPLIES</p> <ul style="list-style-type: none"> • Associate Member Workbooks (printed or digital) • If using printed workbooks, writing utensils should be provided • Associate Members should bring their <i>Cornerstone</i> to the meeting • AMC will need to make sure that they know how and where to find their University definition of hazing and be aware of their state/province laws about hazing and its definition.
<p>WELCOME AND CROSS THE LINE TEAMBUILDER 20 MINUTES</p>	
<p>FACILITATOR TALKING POINT</p> <p>GUIDE MATCH CALL TO ACTION: RISK MANAGEMENT IN ACTION: PAGE 20</p>	<p><i>AMC Note: Make sure to take attendance, if required by your chapter.</i></p> <ul style="list-style-type: none"> • Welcome back everyone! Let's get started with a one-word check in. We are at the end of our second week together, so if you had to summarize how you feel about Associate Member onboarding experience so far in one word, what would you say? <p><i>AMC Note: Make sure that everyone has given a word. You don't necessarily need to go in order. This is a good "pulse check" for you on how the AMs are feeling in the process, and if there's anyone feeling unsatisfied for you to be able to follow up with later on.</i></p> <ul style="list-style-type: none"> • Thank you all for sharing. I want to quickly debrief the Call to Action worksheet. Can I hear from three people about an action that you want to personally take to support a safe, values-based experience for our members and guests? <p><i>AMC Note: Wait for three people to share, and again take note if there's anything concerning shared or it seems like someone is not answering seriously. The purpose of this worksheet is about growth and learning.</i></p>
<p>ACTIVITY INSTRUCTIONS</p>	<ul style="list-style-type: none"> • Thanks again everyone. I hope that you will let us hold you accountable and encourage you to achieve those ways you want to encourage a positive experience in our membership. • Part of what you should have read in the <i>Cornerstone</i> before this session was about some of the "intangible" parts of the Fraternity and how we cannot

	<p>take that for granted as we do more to continue to build bonds and a sense of belonging together.</p> <ul style="list-style-type: none"> • To help continue to build those relationships, we are going to really kick off our session with an activity that you may have done before, known as “Cross the Line.” • In a moment, I will ask all of us to get into a circle around the room. Once we are in the circle, I will read a series of statements. If the statement applies to you and you feel comfortable doing so, please take a step into the circle. Consider this to be crossing an imaginary line. We will pause and see who has stepped in - and who has not - and then I will prompt you to step back into the original circle around the room. • In order for us to achieve the intended outcomes of this activity, we need to do this with silence and respect. It might feel awkward at first or seem silly, please try to be focused, listen, and be present in the moment. Are there any questions before we begin? <p>AMC Note: Answer any clarifying questions and then have everyone move to get into a circle. Depending on the size of your group, you may need to keep people seated and ask them to stand if they are able if a statement applies to them before sitting back down. If there are mobility concerns, you can also ask AMs to remain seated and to raise their hand if the statement applies to them, and they feel safe enough to share. You will start each statement with “cross the line if...” and then read the remaining portion. Keep an eye on time to save enough opportunity to debrief the experience at the end. It is your choice if you want to participate in the circle, or simply stand outside of it to read the statements.</p> <ul style="list-style-type: none"> • Cross the line if.... <ul style="list-style-type: none"> ○ You have visited another country. ○ You have never flown in an airplane. ○ You play a musical instrument. ○ You are from a small, rural area. ○ One or more of your parents/guardians has a college degree. ○ You speak multiple languages. ○ You plan to pursue an advanced degree (ex. Master’s degree, law school, medical school) after graduation. ○ You consider yourself to be religious. ○ You have food allergies or other dietary restrictions. ○ You come from an affluent family. ○ Your life has been impacted by cancer. ○ You, or someone you love, has been negatively impacted by alcohol. ○ High scholastic achievement comes easily to you. ○ You have experienced the death of someone close to you. ○ You feel like you know very little about your cultural background or heritage. ○ You, or someone you love, has been negatively impacted by illegal drugs. ○ You were raised in a single-parent family. ○ You identify as part of the LGBTIA+ community. ○ You consider yourself to be politically active. ○ You are an only child. ○ You have personally experienced an incident of bias. ○ You are proud to be a student on our campus. ○ You should have crossed the line at some point during this activity, but chose not to. ○ You are excited to have joined Delta Chi. • Thanks everyone for participating. Please have a seat and let’s debrief this experience together.
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DEBRIEF	<ul style="list-style-type: none"> • What are your initial reactions to this activity? • Was it easy or difficult to cross the line when a statement applied to you? Why or why not? • What was it like to learn about some of the more challenging or difficult experiences people have had in their lives? • What does this activity tell you about how you experience and interpret the world around you?
TRANSITION	<ul style="list-style-type: none"> • If you have questions for anyone about their responses, I would encourage you to seek them out separately after our session today. • Our commonalities provide us comfort and safety with each other. This was an easy way to showcase where there may be connections between members, including things that we may not be able to know about someone just by looking at them. • In addition, our differences give us opportunities for growth and to learn from others. We should take advantage of all that everyone here has to offer one another, because our experiences help us to understand each other and what is important to us. • Engaging in these types of activities with thoughtfulness and intention is a way that we can build connections, and ultimately deeper brotherhood, with one another.
UNDERSTANDING DEFINITIONS AND THE HAZING SPECTRUM 15 MINUTES	
FACILITATOR TALKING POINT	<ul style="list-style-type: none"> • Part of engaging in these activities and spending time in our onboarding lessons is to create opportunities to build meaningful relationships based on respect and trust, while also giving you information you will need as you transition to full membership. • An aspect of the larger experience that we need to talk about and acknowledge is understanding hazing its continuum. • Unfortunately, hazing has been part of the story of Delta Chi at other campuses, and has led to some serious consequences.
ACTIVITY INSTRUCTIONS GUIDE MATCH HAZING DEFINITIONS: PAGE 21	<ul style="list-style-type: none"> • There are many definitions of hazing. The one that we will start with is what is listed in the Delta Chi risk management policy. Take a look at your workbook for the printed definition. <p><i>AMC Note: Pause to give them a few minutes to review the definition and share their thoughts with someone sitting next to them.</i></p> <ul style="list-style-type: none"> • Now let's take a moment to work together and look up our University and US state / Canadian province definition of hazing. <p><i>AMC Note: You should have these readily available - University definitions can typically be found in something like the Student Code of Conduct, and most US state definitions can be found at hazingpreventionnetwork.org. Those in Canadian provinces may need to do some further research.</i></p> <ul style="list-style-type: none"> • Finally, you'll see the definition from the US Federal Law known as the Stop Campus Hazing Act - which requires a certain amount of incident reporting and education on college campuses. • Let's take a look at all four definitions - share with someone next to you about the words or phrases that stick out to you in each definition, as well as what is similar between all four and what is unique. • The purpose here is for us to just begin with some common language, but to also understand that there are very real consequences for those who engage

GUIDE MATCH THE SPECTRUM OF HAZING: PAGE 22	<p>in hazing from not only the Fraternity, but also with the University and potential penalties on a state/province or federal level.</p> <ul style="list-style-type: none"> • From here, we want to cover the spectrum of hazing, which is based on research developed by StopHazing Consulting. • Turn to your workbook and take a look at the graphic that represents the spectrum of hazing, and I'll explain what it means - there is a space where you can take some notes. • Hazing is about power and it's a type of personal violence. On this spectrum, the left side includes intimidation behaviors, which are often more subtle - they can be overlooked, explained away, or seen as "harmless traditions." If hazing is occurring in an organization, it is most likely these activities as they occur at a higher frequency. • The right side are the things that people frequently point to as examples of hazing and are more easily recognized, but are the least frequent forms that occur. These are the stories that we hear about that make the news and have impacted families and loved ones. • All hazing behaviors and categories are potentially mentally, emotionally, and physically harmful and all forms contribute to unhealthy group environments. • If we can increase recognition of the types of hazing that happen with the highest frequency - those which tend to be minimized as a normal part of some group culture - we can increase opportunities for intervention and prevention of hazing.
DEBRIEF	<ul style="list-style-type: none"> • Why did we need to start with getting an understanding of the different definitions of hazing between the Fraternity, University, state, and US law? • What are your reactions to the spectrum of hazing? • How can we best decide if action is needed in a situation, and then assume responsibility to act?
TRANSITION	<ul style="list-style-type: none"> • There are myths that exist in our society that hazing builds strength and character, or that it can foster unity and will bring people closer together. Some people feel like it's just harmless fun or pranks. I'm sure that you can think of other myths or justifications - and it's important to consider what we would need to say to someone to counter. • In reality, "surviving" or "living" through a traumatic experience is more likely to cause anxiety and alienation from a community, and perpetuates power and hierarchy. • Hazing and the spectrum on which it exists is against everything that it means to Develop Character, and it has no place in Delta Chi.
INTERVENTION STRATEGIES AND REPORTING 20 MINUTES	
FACILITATOR TALKING POINT	<ul style="list-style-type: none"> • Being a leader in Delta Chi means supporting its values and basic expectations, and that includes with the prevention of hazing from occurring, and in intervening when you have a concern. • We want you to feel confident to be able to intervene if you are concerned about someone else in another organization, or if you even have any distress about something that might be happening during your experience in the Fraternity. • Therefore, it's important for us to talk about some strategies you can use for intervention, and to understand how to report your concerns.
ACTIVITY INSTRUCTIONS	<ul style="list-style-type: none"> • We are going to cover some of these strategies, and then review a few scenarios and talk through what you might be the most comfortable using when it comes to intervention, and when it might be appropriate to use one strategy over another.

GUIDE MATCH
STEPS FOR SAFE AND
EFFECTIVE
INTERVENTION: PAGE
23

- Turn to your workbook and find the “Steps for Safe and Effective Intervention” page.
- At the top of this page is another resource from StopHazing Consulting with the five steps related to intervention for hazing as a bystander - but these steps can be applicable to any situation where you might need to step up and do something. Can I get a volunteer to read steps one through five?

AMC Note: The volunteer just needs to read the “steps” in the circles from the graphic - you can then review what it means.

- We often take these five steps throughout our day without realizing that it’s happening. We see something going on, recognize that there might be an issue, and then decide if we need to take action. It’s the next few steps - about developing the skills to intervene and actually doing something - that are important for us to focus on.
- There’s a resource below that you might have heard in other settings or trainings about the 5 Ds of intervention: **Direct**, **Distract**, and **Delegate** are seen often as the active bystander strategies, and **Delay** and **Document** are additional bystander strategies that can be appropriate to use if it is unsafe for you to intervene at a particular time.
- We are going to review the scenarios on the next page of your workbook, and identify which of these five strategies (or combination) you think might be the best approach.

AMC Note: You can choose to split into small groups and assign one of the three scenarios to each group, work through the scenarios as a large group together, or have everyone do them individually and share out afterwards. The point of the activity is to see the different ways that intervention might be necessary, and for the AMs to feel empowered to be able to intervene.

- Let’s talk about the first scenario. This is important because it’s a form of subtle hazing and normalizes power imbalance within the context. What strategy did you decide to use?

AMC Note: Typically, this would be something that someone could use “Direct” as a strategy with a response like “Let’s not even joke about that,” or Delegating the intervention to someone like the AMC. You should discuss how it may be important to determine what it would take to give someone the confidence to speak up at that moment.

- What about this second scenario? This outlines a risk management scenario with alcohol and one or more guests at your event, so what steps and strategies would you be comfortable using?

AMC Note: The usual response here would be to use Distract or Delegate. You can work with a sober monitor to check in on the person you’re concerned about, while you approach the other person with something like “Hey, aren’t you in my English class” or “Hey, I need your help with something over here” while the sober monitor assesses the situation. You can also ask the AMs who they might be comfortable approaching for help in the chapter for this sort of situation.

- Let’s talk about this last scenario. It’s definitely a value violation and the inaction may reinforce a toxic or unwelcoming environment. What’s your approach?

GUIDE MATCH
BYSTANDER
INTERVENTION
SCENARIOS: PAGE 24

	<p>AMC Note: The usual response here is either Direct - by messaging the person directly about how it's inappropriate, or calling that out directly in the chapter. The other typical response, because someone may hesitate in a group chat, is to use Delay or Document, and taking action by reaching out to the "F" or an advisor.</p>
DEBRIEF	<ul style="list-style-type: none"> • What intervention strategy do you think you would be the most comfortable in using? • How can Delta Chi continue to ensure that we are creating an experience of which we can be proud from the first moment of membership? • Is there currently a stigma within the chapter that calling for help or intervening equates to punishment? Why or why not? If a stigma exists, how can that be removed to encourage more members to seek help and support?
TRANSITION	<ul style="list-style-type: none"> • We have made a commitment to building a values-based brotherhood, and are creating an experience that brings value to your life in college and far beyond, Delta Chi is something that you should be proud to join.
REFLECTION AND WRAP UP 5 MINUTES	
FACILITATOR TALKING POINT	<ul style="list-style-type: none"> • Delta Chi was proud to be the first Fraternity to abolish "Hell Week" by unanimous vote at the 1929 Estes Park Convention, and we take pride in continuing to uphold this position in removing any humiliating pre-initiation practices. Why do you think that Delta Chi was the first one to take this step? What does this say about us as an organization? <p>AMC Note: Pause for a few answers and responses - this comes back to the principle of advancing justice and making the Fraternity better.</p> <ul style="list-style-type: none"> • From the moment that you accepted your bid to join, that was Delta Chi saying "yes" to you - and once we complete this onboarding, you will be initiated into full membership and say "yes" to us. .
TRANSITION GUIDE MATCH CALL TO ACTION: PERSONAL BOARD OF DIRECTORS: PAGES 25-26 GUIDE MATCH TASK OUTLINES: PAGES 2-3	<ul style="list-style-type: none"> • Great advantages can come from membership in Delta Chi, and we need to continue to provide growth opportunities for you to explore as a leader. • To assist with this, before our next session, you will need to complete the Call to Action pages on your Personal Board of Directors. • You should also continue to make some progress on your Tightrope module, and complete Lesson 4 - The Culture of Drinking. • Finally, you should read and review Chapter 6 of the <i>Cornerstone: The Fraternity Today</i>. • As usual, I'll stick around for a little bit if you need anything, but before you depart, let's end this session by singing the Bond Song.

AMC SESSION **NOTES + REFLECTIONS**

- What went well during this session?
- What unexpected challenges came up?
- How did the group respond to the teambuilder and discussion?
- What feedback did I receive from participants (verbal or nonverbal)?
- What would I improve about this session in the future?
- Did I meet the session's learning outcomes? Why or why not?

WEEK THREE | SESSION 5

ALCOHOL AND SOCIAL RESPONSIBILITY 60 MINUTES

<p>LEARNING OBJECTIVES</p> <p>Participants will be able to...</p> <ul style="list-style-type: none"> • Apply alcohol risk reduction strategies to personal and chapter scenarios. • Raise awareness of campus resources for support and engagement on health promotion. • Connect risk management policies with the principle of advancing justice. 	<p>ROOM SETUP</p> <ul style="list-style-type: none"> • Tables/desks with chairs for each participant • Audio/Visual setup (projector and Screen or large TV) with ability for an external presenter to connect a laptop (or for you to show short videos) <p>SUPPLIES</p> <ul style="list-style-type: none"> • Associate Member Workbooks (printed or digital) • If using printed workbooks, writing utensils should be provided • Associate Members should bring their <i>Cornerstone</i> to the meeting • List of campus and local community resources related to health promotion, sexual violence prevention, counseling, and support. <p>AMC Note: <i>This session, ideally, would be led by a trained professional with expertise in this topic area with alcohol and events - this could be someone on campus or within the local community (ex. Dean of Student Office, Health Promotion Office, Alcohol or Other Drug Office). As the AMC, you will need to connect in advance with the content expert for scheduling and availability - for assistance, reach out to your Fraternity/Sorority Advisor or Student Activities/Campus Programming office for recommendations.</i></p> <p>This session is outlined in such a way that you would cover the welcome and introduction, the presenter would then provide their content, and you would wrap up at the end. If you are unable to secure a presenter, there is some content that you can utilize instead. This session may also be supplemented by any campus requirements for chapters that address a similar topic (ex. Alcohol Skills Training Program, Keynote Speaker on topic, etc.).</p>
<p>WELCOME AND INTRODUCTION 10 MINUTES</p>	
<p>FACILITATOR TALKING POINT</p> <p>GUIDE MATCH CALL TO ACTION: PERSONAL BOARD OF DIRECTORS: PAGES 25-26</p>	<p>AMC Note: <i>Make sure to take attendance, if required by your chapter.</i></p> <ul style="list-style-type: none"> • Welcome back everyone! Let's get started with sharing at least one of the members of our Board of Directors from the Call to Action worksheet, and why you selected that individual. <p>AMC Note: <i>Depending on how large the group is, you may need to have them share in partners or small groups for timing.</i></p> <ul style="list-style-type: none"> • Thank you everyone for telling us a bit more about some of the important people in your life and why they matter - I hope that you also see yourself as filling this sort of role for other people too!
<p>ACTIVITY INSTRUCTIONS</p> <p>GUIDE MATCH SESSION FIVE NOTES: PAGE 27</p>	<p>AMC Note: <i>If you have an external presenter, this is where you should introduce them and allow them to share their presentation, and then cover the end section and wrap up - there is a blank notes page for AMs to take any notes from a presentation. If you do not have an external presenter, you can proceed with the session content as listed and AMs can still take notes on that page in their workbook.</i></p>

	<p><i>AMC Note: You will only review this section of the content if you do NOT have an external presenter, or if you are not supplementing this session with something required by your campus or council.</i></p> <ul style="list-style-type: none"> • Let's start with a quick activity that will get us in the right mindset for today's session, we'll call it "stay or go." • I'm going to read out a set of hypothetical social or party situations. If, based on the information you have, you'd want to stay at the event, move to the right side of the room. If you'd want to leave, then move to the left. We may or may not debrief after the scenario before moving on. Are there any questions before we begin? <p><i>AMC Note: Answer any clarifying questions before reading your first statement. Depending on the size of your group, you may need to keep people seated and ask them to stand if they are able or raise their hands to "vote" for their choice. Pause between each statement as you read it, and keep an eye on time to save enough opportunity to debrief the experience at the end (therefore, select the ones you think are the most important and skip others that might not be as relevant). It is not recommended that you also participate, and instead just read.</i></p> <ul style="list-style-type: none"> • First statement: You arrive and realize it's not a registered event. Move to the left if you would stay, and the right if you would go. • A member hands another drink to a visibly intoxicated member, while laughing about how much they've already had. Move to the left if you would intervene, and the right if you would walk away. • You're not drinking, but offered a ride home by someone that you think has been drinking earlier in the night but you know they haven't been drinking for the last hour. Move to the left if you would go with them, and the right if you would find another way home. • A guest at the event keeps trying to get a game of beer pong going and asking you to be their partner and to find other people to play. Move to the left if you would play along, or to the right if you would step away. • You notice that the person managing the door of the event keeps letting in large groups of people, and you don't really know any of them and think they might not be invited. Move to the left of the room if you'd speak up or help manage, and to the right if you'd leave it alone. • You overhear someone make a degrading comment to a guest. Move to the left if you'd confront them or check in on the guest, and the right if you'd leave the situation entirely. • You're uncomfortable with some things that are going on at the party, but you don't want to seem like you're overreacting or ruining the vibe. Move to the left if you would speak up and do something, or to the right if you'd leave quietly or do nothing. • Thanks everyone, grab a seat and let's talk about this quickly.
DEBRIEF	<ul style="list-style-type: none"> • What made some of these decisions harder than others? • Were there any scenarios where your heart or gut said one thing, but your brain said another? Why do you think that internal conflict exists? • How do the actions we take at social events reflect on our brotherhood and the Fraternity as a whole? • How can we better support each other in making the right call, even if it might be uncomfortable?
TRANSITION	<ul style="list-style-type: none"> • I hope that you feel confident that there's someone in the chapter that you can go to and ask for help if something feels off, and perhaps there might even be people that you added to your Board of Directors already!

	<ul style="list-style-type: none"> • We need to continue to build a social culture where people are not forced to choose between their values and fitting in, and Delta Chi should be the place where you can be a values-based leader.
EVENT MANAGEMENT AND ALCOHOL 20 MINUTES	
FACILITATOR TALKING POINT	<p><i>AMC Note: You will only review this section of the content if you do NOT have an external presenter, or if you are not supplementing this session with something required by your campus or council.</i></p> <ul style="list-style-type: none"> • As you've read by now in the <i>Cornerstone</i>, on April 30, 1922 Delta Chi became a general social fraternity, meaning that we eliminated the requirement for members to be studying law to become a member. • The reference for "social" fraternity doesn't mean that we are here to give people connections to social opportunities, but the origin instead is about helping to prepare members for life in society. • Membership does come with certain privileges, such as being able to participate in our events, and with that we need to spend some time discussing what really makes up a Fraternity event, and the different types of events that are or are not permitted.
ACTIVITY INSTRUCTIONS GUIDE MATCH SESSION FIVE NOTES: PAGE 27	<ul style="list-style-type: none"> • Let's talk about what does or does not make something viewed as a Delta Chi event as outlined in our policies, because as you continue to move forward in your membership, this question may come up more often than you would expect. • There's a place in your workbook where you can take some notes as I review the information. Here's how Delta Chi, and in most cases, our University, will determine if something is or is not a Fraternity event: • First - is the event listed or advertised on our chapter social media? • Next, is the event on our chapter calendar (internal or external)? • Will the event be announced during a chapter meeting or reminders given in a group message/text? • Will any chapter officers be present? • Is there an invite list or guest list that references our chapter? • Would a reasonable observer (our Fraternity/Sorority Advisor, Employee of the University, a neighbor, our parent/guardian) say it was a Delta Chi event? • Once you determine that something is a Delta Chi event, it should be categorized as one of three types: an event without alcohol (ex. A chapter meeting); a BYOB event (ex. A social event), or a third party vendor event (ex. A formal). • While Delta Chi's risk management policies allow for two of our event types to have alcohol for members and guests who are of legal drinking age, there are also some provisions about the type and quantity allowed, as well as certain event restrictions with alcohol. Does anyone remember what some of these provisions are from when we reviewed the policy before? <p><i>AMC Note: Give AMs a few minutes to look back at the resource and provide correct responses before proceeding.</i></p> <ul style="list-style-type: none"> • For type/quantity allowed: The major highlights from the policy are that at our events, we can't have any alcohol present that contains more than 15% Alcohol By Volume (unless it's at a third party vendor event). In most cases, this would mean that beer, wine, or hard seltzers would be permitted. • Kegs and other common sources of alcohol (ex. cases/30 racks, large batch drink dispensers/coolers, anything that would not be for someone's personal use) are not permitted.

	<ul style="list-style-type: none"> • There are some additional event restrictions. Alcohol cannot be present at any recruitment or rush activities, or at events where Associate Members are present. Alcohol cannot be consumed during or within 12 hours before or after any AM activity - including the Initiation Ritual.
DEBRIEF	<ul style="list-style-type: none"> • Why is it important to know if something is or is not a Delta Chi event? • Why do you think some of these policies with alcohol exist in the first place? • A lot of the policies sound like things we “can’t” do - how can we shift our conversations to focusing on things that we can do? • Why do you think there are expectations for fraternities that “social” means hosting or having events with alcohol, instead of the original meaning?
TRANSITION	<ul style="list-style-type: none"> • It’s important to know the expectations that exist for us when it comes to all of our events and programs, but even more so when alcohol is present. • The majority of severe injuries or deaths in fraternities have been a result of the use of hard alcohol, and we need to be prepared to intervene or recognize signs when someone may be in distress to seek help. That’s why Delta Chi also has the Good Samaritan policy that we already reviewed.
SEEKING HELP IN RISK SCENARIOS 25 MINUTES	
FACILITATOR TALKING POINT	<p><i>AMC Note: You will only review this section of the content if you do NOT have an external presenter, or if you are not supplementing this session with something required by your campus or council.</i></p> <ul style="list-style-type: none"> • We’ve talked a lot about risk management or risk prevention - and that’s an incredibly important part of membership and trying to anticipate things that might happen, and we’ve touched on bystander intervention in a previous session. But we want to get more specific so that you are prepared in case of an emergency. • These are useful life skills to recognize even without the context of Delta Chi, but as a Fraternity, we need to provide environments that are safe for you to not only have fun, but also intervene if something happens.
ACTIVITY INSTRUCTIONS GUIDE MATCH PUBS SIGNS OF ALCOHOL OVERDOSE: PAGE 27	<ul style="list-style-type: none"> • Delta Chi has an Emergency Management Plan guide, and our chapter has some outlines to follow in case something happens - and you need to think of response to be anything from someone trips and falls to you’re worried about someone’s mental health. • Since we have been talking about alcohol, we’ll cover quickly about response and basic principles for helping a friend who may be intoxicated. <p><i>AMC Note: If you have Audio/Visual set up, you can also show the 0:59 second video “PUBS Signs of an Alcohol Overdose” from the Gordie Center: https://youtu.be/ycwyLPgUunc</i></p> <ul style="list-style-type: none"> • If someone is intoxicated and has passed out, you need to check for signs of an alcohol overdose: Puking while passed out, Unresponsive to pinching or shaking, Breathing is noisy, slow, shallow, or has stopped; Skin is blue, cold, or clammy/nail beds and lips are pale • If you see even one of these signs, call 911 immediately, but if you’re unsure, you can also call the National Poison Center at 1-800-222-1222 for free, expert medical advice 24/7. • If you are impaired or intoxicated but still concerned about someone, reach out to a sober monitor or friend to ensure clear decisions making. If there’s any doubt for safety, make the call for help.

<p>GUIDE MATCH CAMPUS AND COMMUNITY RESOURCE REVIEW: PAGE 28</p>	<p>AMC Note: If you have Audio/Visual set up, you can also show the 1 minute 8 second video “How to Help a Friend - BACCHUS Maneuver” from the Gordie Center: https://youtu.be/grhJL3DE6jY</p> <ul style="list-style-type: none"> • If someone has passed out but they don't have any of the PUBS signs, you should help them get to a safe place to rest and ensure that their airway remains open. You (or a sober individual) should stay with them and monitor for PUBS signs every 10 minutes. If PUBS signs develop or you are uncomfortable with monitoring the person, make the call to 911. • Finally, if someone is very intoxicated but has not passed out - but perhaps it's time for them to stop consuming alcohol - stay calm. Try to lead them to a safer environment and get friends (especially those who are sober) to help. • The person doesn't need any of the “myths” about “sobering up” (ex. food, water, coffee, cold shower), because the only way someone can sober up is the time it takes for your body to fully process alcohol. <p>AMC Note: Take a few moments to see if anyone has questions about what you've discussed so far before moving on to the next section - but be honest if you do not have the answers, you aren't a medical professional!</p> <ul style="list-style-type: none"> • For the last part of this section, we are going to spend some time generating a list of different campus offices and resources in the community related to what we've been talking about: alcohol and being a socially responsible leader. We'll start by having you locate 1-2 resources individually, then I'll have you partner with one other person to exchange ideas, and then we'll share back as a whole group so we have a good list. <p>AMC Note: Give AMs about five or six minutes to look up at least two resources before prompting them to find a partner to exchange ideas and write down those additional recommendations. After about ten minutes, ask for recommendations from the group - without repeating any - to get a full list of campus and community resources. You should also have a list prepared in case there are any worthwhile departments that are missed.</p>
<p>DEBRIEF</p>	<ul style="list-style-type: none"> • What resources are available on campus and the community? • How would you support someone who is seeking to utilize these resources? • How can use of these resources be seen as advancing justice? • What does looking out for one another mean? How does stepping in to help a peer demonstrate leadership? • Why is it important to offer support and encouragement to brothers and guests who may need assistance? • Why do you think we focused so heavily on this topic as part of our onboarding experience? • What are ways we can build a culture that doesn't need formal intervention very often?
<p>TRANSITION</p>	<ul style="list-style-type: none"> • It's not only critical for us to know how to respond, but to make sure we have a solid awareness of the campus resources available to us so that we can continue to connect with experts and build relationships. • Risk management and emergency response directly connects with Delta Chi's principle of advancing justice - which is our focus for this week!
<p>REFLECTION AND WRAP UP 5 MINUTES</p>	
<p>FACILITATOR TALKING POINT</p>	<p>AMC Note: If you have had an external presenter, you should thank them for attending and sharing the information. AMs will then need to complete the</p>

	<p><i>Campus & Community Resource review activity as a “call to action” assignment as they would not have done it during the session.</i></p> <ul style="list-style-type: none"> • Thank you all for your respect and attention during this session - learning about these topics will help to prepare us as leaders on campus, and set you up for success with our future events and programs. • What is one new thing you learned today that surprised you? Was there a myth that you used to believe but no longer do?
DEBRIEF	<ul style="list-style-type: none"> • What is one new thing you learned today that surprised you? • Was there a myth that you used to believe but no longer do? • Were there any times that someone intervened on your behalf, or when you could have stepped in but did not? What did you learn? • Think back to your personal life motto. How would it apply to what we’ve discussed in this session?
TRANSITION GUIDE MATCH TASK OUTLINES	<ul style="list-style-type: none"> • You can take a look at the task outlines at the front of your workbook of what you should focus on before our next session. • Keep making progress on your Tightrope modules - you should work on Lesson 5: Mental Health and Hazing Survey next. • Before our next session, spend time reading and reviewing Chapter 7 of the Cornerstone: The Chapter Today. • Thank you for your time and attention! Let’s end this session by singing the Bond Song.

AMC SESSION **NOTES + REFLECTIONS**

- What went well during this session?
- What unexpected challenges came up?
- How did the group respond to the teambuilder and discussion?
- What feedback did I receive from participants (verbal or nonverbal)?
- What would I improve about this session in the future?
- Did I meet the session’s learning outcomes? Why or why not?

WEEK THREE | **SESSION 6**

ADVANCING JUSTICE THROUGH PHILANTHROPY AND SERVICE

60 MINUTES

<p>LEARNING OBJECTIVES</p> <p>Participants will be able to...</p> <ul style="list-style-type: none"> ● Identify the four dimensions of justice. ● Define the difference between service and philanthropy. ● Highlight personal and chapter contributions for philanthropy and service. 	<p>ROOM SETUP</p> <ul style="list-style-type: none"> ● Tables/desks with chairs for each participant ● If choosing to utilize slide decks, a projector and screen or large TV screen should be in the space.
	<p>SUPPLIES</p> <ul style="list-style-type: none"> ● Associate Member Workbooks (printed or digital) ● If using printed workbooks, writing utensils should be provided ● Associate Members should bring their <i>Cornerstone</i> to the meeting ● List of chapter fundraising events and those of other organizations the chapter supports (including when they occur and what cause they support) ● Examples of local service projects or initiatives the chapter regularly hosts or participates in
<p align="center">WELCOME AND INTRODUCTION 15 MINUTES</p>	
<p>FACILITATOR TALKING POINT</p> <p>GUIDE MATCH</p> <p>CORNERSTONE CHAPTER 5 SUMMARY, CORNERSTONE CHAPTER 6 SUMMARY, CORNERSTONE CHAPTER 7 SUMMARY: PAGE 29</p>	<p><i>AMC Note: Make sure to take attendance, if required by your chapter.</i></p> <ul style="list-style-type: none"> ● Welcome back everyone! Let's get started with reviewing some of the content from the Cornerstone that we haven't debriefed yet. Open up your workbooks to the pages for this session and find the Cornerstone chapter summaries for 6, 7, 8 - take a few minutes to jot down some notes of what you believe the key takeaways are, and then we'll review those together. <p><i>AMC Note: Depending on the size of your group, you can also choose to do small groups and assign each one a chapter to summarize and report out. This should be very brief - only about three minutes or so to get some notes down before you review what they need to know and put in their workbook.</i></p> <ul style="list-style-type: none"> ● So, let's review. Chapter 5: The Delta Chi Bond goes into more detail about the insignia of Delta Chi, some of the reasoning and rationale about being an international fraternity, and details all of the awards and recognition available to chapters and individual members of Delta Chi. ● Chapter 6: The Fraternity Today goes into more detail about the general organizational structure and international presence that we discussed in a previous session, the international headquarters operations, housing and the Barrister Capital Corporation, and the makeup and ways to get involved with the Delta Chi Foundation. ● Finally, Chapter 7: The Chapter Today focuses on the daily operations of a successful chapter including officer responsibilities, committee structure, financial obligations, meetings, advisory support, and event planning. ● We wanted to start with reviewing some of these topics, because they reinforce a lot of what we have been discussing during our in-person sessions, but the daily operations piece will contribute to some of what we will discuss later in this session.

<p>ACTIVITY INSTRUCTIONS</p> <p>GUIDE MATCH CHAIN LINK: PAGE 30</p>	<ul style="list-style-type: none"> • We are going to get started with another bonding activity that we'll call chain link. Turn to your workbook and you'll see a space where you can start to brainstorm what you want to contribute in the future to the Fraternity. • Think about what value you think the Fraternity will bring to your life, and how you want to pay it forward to the success of the chapter overall. <p>AMC Note: Provide just a few minutes to allow Associate Members to jot down their thoughts. You should also be prepared to share something.</p> <ul style="list-style-type: none"> • Every individual contributes to the success of the Fraternity from the simple things like showing up to meetings and meeting your financial obligations to serving on committees, planning events, and running for election into a leadership position. This is your opportunity to share what you want to add as a "link" in this "chain" of brotherhood. <p>AMC Note: Begin by standing up and sharing one or two sentences about what you want to commit to future plans with the Fraternity. Then invite the next person to stand and share their commitment. Continue to share one by one until everyone is standing in the space.</p> <ul style="list-style-type: none"> • Take a moment to visualize that the commitments that you have just shared are links in a chain between each one of you for your future goals with Delta Chi before taking your seats again.
<p>DEBRIEF</p>	<ul style="list-style-type: none"> • Why is it important to publicly share our goals and commitments? • What happens when just one person doesn't follow through on their commitments? • How can we continue to support one another in following through on these goals and building trust as a team?
<p>TRANSITION</p>	<ul style="list-style-type: none"> • Overall, this activity sets the tone for thinking about our long-term role as members, and how we can give back. • There is value in keeping commitments, sharing your personal goals, and contributing as an active member throughout your undergraduate years and beyond. • Fraternity membership is a lifetime membership and each of you need to consider how you will contribute back to the Fraternity and towards our chapter's continued success.
<p>FOUR DIMENSIONS OF JUSTICE 20 MINUTES</p>	
<p>FACILITATOR TALKING POINT</p>	<ul style="list-style-type: none"> • As we consider the goals and what we want to contribute to the future of the Fraternity, we are going to take some time in this session to dive deeper on one of the core values of Delta Chi. • Specifically, let's talk about the idea of advancing justice. With Delta Chi being founded originally as a law fraternity, you need to understand the origins and concepts of justice. • The word justice comes from the Latin word "jus," meaning bond or tie.
<p>ACTIVITY INSTRUCTIONS</p> <p>GUIDE MATCH DEFINITION OF JUSTICE: PAGE 30</p>	<ul style="list-style-type: none"> • How would you define justice in your own words? <p>AMC Note: Give associate members a few moments to consider a definition and response, which they can write down in their workbook, and then ask for two or three responses.</p> <ul style="list-style-type: none"> • Justice is a large and complex topic. It's really about how we treat each other and contribute to a better world. Ultimately, justice is concerned with human

<p>GUIDE MATCH FOUR DIMENSIONS OF JUSTICE: PAGE 31</p>	<p>welfare and the protection of reasonable interests. It can only be experienced when every citizen - or in our case, member of the organization - performs their duties with an informed perspective.</p> <ul style="list-style-type: none"> • A just organization, like Delta Chi, should exist to provide our members with examples of how different elements of justice can play out in real life. Things like paying your dues on time and feeling like you are getting something in return, making sure officer elections are fair, and ensuring that all members are treated with dignity and respect, are some ways that our chapter and organization can remain just. • Delta Chi should always be concerned with doing the right thing, even when it may not be the popular thing, and that's how we advance justice. • Let's explore the four dimensions of justice. Open up your workbook to that page and we can review the different types. You'll see a chart on the page with the four dimensions of justice and a brief explanation of each one: procedural/legal; retributive/political; restorative/social; and distributive/economic. • Take a few minutes to brainstorm your thoughts about each based on the brief definition - how can the chapter work towards advancing justice in each area? Are there things that you have done in these areas, or wanted to learn more about? <p>AMC Note: Give Associate Members five to six minutes to write down some responses. You may also consider breaking them up into four small groups and assigning each one to a dimension to discuss. Bring the group back together to debrief.</p>
<p>DEBRIEF</p>	<ul style="list-style-type: none"> • Let's start with procedural/legal justice - what are some ways our chapter can advance in this area? • How about retributive/political justice? How can we ensure that the elections we hold or accountability processes we oversee are fair? • Let's discuss the restorative/social element - this can seem polarizing, but instead, how can our chapter focus on creating a space where everyone feels like they belong? • Finally, what about distributive/economic justice? How can we ensure that members are getting a good return on their investment of time and funds? • How can Delta Chi contribute to advancing justice through civic and community engagement? • Where do we still need to grow as a chapter? As individuals? • What areas do you think we talk about the least as a chapter, and why?
<p>TRANSITION</p>	<ul style="list-style-type: none"> • It can feel challenging to have some of these larger or deeper conversations - but the values of Delta Chi are a call to action. • Being able to have these meaningful conversations about larger topics is a way that you can contribute to the Fraternity - and start to work towards achieving some of those future plans and goals.
<p>PHILANTHROPY AND SERVICE 20 MINUTES</p>	
<p>FACILITATOR TALKING POINT</p>	<p>AMC Note: It may be beneficial to co-facilitate this section with your chapter's Service Chair and/or Philanthropy Chair.</p> <ul style="list-style-type: none"> • As we continue to talk about justice, it can be easy to think about things like accountability or a judicial process, especially when we've spent a few sessions talking about risk management and harm reduction. • However, we want to shift gears here, because it's important to acknowledge how much philanthropy and service are two tangible ways that we live out our values through membership in Delta Chi.

<p>ACTIVITY INSTRUCTIONS</p> <p>GUIDE MATCH PHILANTHROPY DEFINITION: PAGE 32</p> <p>GUIDE MATCH THE V FOUNDATION FOR CANCER RESEARCH: PAGE 32</p> <p>GUIDE MATCH SERVICE DEFINITION: PAGE 33</p> <p>GUIDE MATCH DELTA CHI'S WEEK OF SERVICE: PAGE 33</p>	<ul style="list-style-type: none"> • Let's make sure that we understand the definition and differences between philanthropy and service - there's a place in your workbook where you can write down this first definition. • Philanthropy is the act of raising money or donating goods/items to a specific charitable organization or group of people in need. • Service is the act of doing hands-on activities with or in benefit of a specific charitable organization, cause, or group of people in need. • Let's start by exploring how philanthropy looks in Delta Chi. • Delta Chi has a philanthropic partnership with the V Foundation for Cancer Research, an organization founded in 1993 by the late Jim Valvano, in partnership with ESPN, to provide cancer research grants. • Jim Valvano, or "Jimmy V," was a successful basketball coach, a national champion, and Naismith Memorial Basketball Hall of Famer. While cancer ultimately took his life, before his death he turned his cancer journey into a legacy dedicated to saving lives. • Endowed by ESPN, the V Foundation operates with no overhead costs, that means that all donations made to the V Foundation are given directly to research efforts with the goal of achieving Victory Over Cancer. The V Foundation has granted nearly \$400 million to cancer research. • One of the primary ways as an international organization that the Fraternity fundraises for this cause is with the Delta Chi Bracket Challenge - an opportunity to support the fight against cancer while cheering on your favorite NCAA Division I basketball tournament favorites. <p><i>AMC Note: Give an overview of any local events your chapter hosts for philanthropy/fundraising, and how associate members can get involved to support fundraising efforts. Share if these are or are not to support the V Foundation. You will also need to share information about other campus organization philanthropy events that the chapter regularly participates in or supports, and when they are usually held, and the cause they support.</i></p> <ul style="list-style-type: none"> • Now, let's talk about service - there's a place in your workbook where you can write down this definition. Service is the act of doing hands-on activities with or in benefit of a specific charitable organization, cause, or group of people in need. • Delta Chi believes that service is an integral part of the fraternity experience, and helps to develop members of high character. Service is so important that it's the way that all chapters are encouraged to celebrate our founding. • Each year on the week leading up to or including our October 13 founding date, chapters are encouraged to donate, volunteer, and get creative to come together to make a difference. <p><i>AMC Note: Give an overview of any local service projects the chapter regularly contributes to (ex. Adopt a highway street clean up, food drives, blood drives, etc.). Explain why these partnerships are important, and share any service events scheduled for the chapter that associate members can participate in. If the chapter doesn't have a partnership like this, highlight any major campus events or activities that include service (ex. Supporting student move-in, day of service campus events, etc.). You can also use this as an opportunity to brainstorm some possible future projects.</i></p> <ul style="list-style-type: none"> • Take a few moments to review the examples in your workbook on ways to engage in service, and respond to the question you see to highlight how our chapter currently engages in service, as well as the opportunities that exist on campus and within our community. <p><i>AMC Note: Give Associate Members a few moments before debriefing.</i></p>
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DEBRIEF	<ul style="list-style-type: none"> • Why would we discuss service and philanthropy with the concept of justice? • How can we as Delta Chi continue to advance justice with service and philanthropy in our community? • Why is it important to understand the difference between service and philanthropy? Why should we do both? • What is a cause that you care about personally? Why?
TRANSITION	<ul style="list-style-type: none"> • By giving our time, talent, and treasure to the communities we belong to and causes we care about, we are ultimately advancing justice for everyone, not only for those where it is readily accessible. • Ultimately, participating in philanthropy and service events - and helping to get them organized - will also help you to build some transferable skills with things like communication, planning, and time management.
REFLECTION AND WRAP UP 5 MINUTES	
FACILITATOR TALKING POINT	<ul style="list-style-type: none"> • We've covered a lot of ground in this session, and your dedication to these topics is important. This is all building up to ensuring that you have the foundation you need.
TRANSITION GUIDE MATCH CALL TO ACTION: THE IDEAL MEMBER: PAGE 34 GUIDE MATCH TASK OUTLINES: PAGES 2-3	<ul style="list-style-type: none"> • We are going to keep moving forward with our learning, and in order to do that, before our next session, you will need to complete the Call to Action: The Ideal Member worksheet. This covers things like wants, needs, and obstacles for what you think an ideal member faces. This will help set up conversations at the start of our next session. • You'll also need to stay updated with completing your Tightrope onboarding modules - and should work on Lesson 6 - Hazing and Being a Safe Student. If you haven't started these yet, you will need to make sure that you submit the certificate of completion to me in two weeks, so it's best to keep up with getting these done throughout the process. • Finally, review Chapter 8 in the Cornerstone: The Role of the Alumnus. It's brief, but will help set up some discussions we will have in a future session. • Let's conclude this session by singing the Bond Song.

AMC SESSION 6 **NOTES + REFLECTIONS**

- What went well during this session?
- What unexpected challenges came up?
- How did the group respond to the teambuilder and discussion?
- What feedback did I receive from participants (verbal or nonverbal)?
- What would I improve about this session in the future?
- Did I meet the session's learning outcomes? Why or why not?

WEEK FOUR | SESSION 7

ACADEMIC SUCCESS AND CAREER SUPPORT

60 MINUTES

<p>LEARNING OBJECTIVES</p> <p>Participants will be able to...</p> <ul style="list-style-type: none"> • Articulate the importance of academic excellence in Delta Chi. • Connect fraternity life to long-term and career goals and competencies. • Begin to draft a personal growth plan encompassing academic, professional, and personal goals. 	<p>ROOM SETUP</p> <ul style="list-style-type: none"> • Tables/desks with chairs for each participant • If choosing to utilize slide decks, a projector and screen or large TV screen should be in the space. <p>SUPPLIES</p> <ul style="list-style-type: none"> • Associate Member Workbooks (printed or digital) • If using printed workbooks, writing utensils should be provided • Associate Members should bring their <i>Cornerstone</i> to the meeting • Optional: Whiteboard and expo markers, chalkboard and chalk, and/or flipchart and makers • List of all fraternity, campus all-male, and current chapter GPA, as well as any chapter GPA standards to stay active, hold an officer role, or serve as a mentor (if they are higher than the minimum standard in Delta Chi) • List of academic support resources on campus and their location. • List of chapter academic support resources and expectations.
<p>WELCOME AND INTRODUCTION 20 MINUTES</p>	
<p>FACILITATOR TALKING POINT</p> <p>GUIDE MATCH CALL TO ACTION: THE IDEAL MEMBER: PAGE 34</p>	<p><i>AMC Note: Make sure to take attendance, if required by your chapter.</i></p> <ul style="list-style-type: none"> • Welcome back everyone! Let's get started with finding a partner and sharing some of what you wrote on your Call to Action worksheet about the ideal member. <p><i>AMC Note: Give Associate Members a few minutes to find a partner and share out some of what they wrote. If you have access to a whiteboard and expo markers, chalkboard and chalk, or flipchart and markers, it is recommended that you pull the group together to make one ideal member list. If not, you can proceed to asking Associate Members to report out and record new things they hear in their workbooks.</i></p> <ul style="list-style-type: none"> • Thanks to everyone for sharing what the ideal member in our chapter should be - let's use this as inspiration for our session today.
<p>ACTIVITY INSTRUCTIONS</p>	<ul style="list-style-type: none"> • For Delta Chi, being an ideal member also means upholding our value to assist in the acquisition of a sound education. While this is the most applicable as our time as undergraduate students, we should also strive to be lifelong learners. • It may seem overwhelming right now with the expectations from academic classes, personal or job/internship expectations, and the added work from onboarding into the fraternity. So we are going to really start our session today with a tool that will help you make sense of your competing responsibilities and needs. It's called the Eisenhower Matrix. • This tool is directly attributed to the 34th United States President, Dwight D. Eisenhower and his philosophy and approach to time management.

ACADEMIC SUPPORT RESOURCES | 20 MINUTES

FACILITATOR TALKING POINT	<ul style="list-style-type: none"> • While each of you came to college for different reasons, enhancing your educational and career opportunities is typically a primary goal. Delta Chi can make that happen. • To increase the odds of becoming academically successful, Delta Chi can provide you with a support network around your college experience - including study groups, mentors, and advice from alumni and advisors.
ACTIVITY INSTRUCTIONS GUIDE MATCH CAMPUS AND CHAPTER ACADEMIC INFORMATION: PAGE 37 GUIDE MATCH ACADEMIC RESOURCE REVIEW: PAGE 38	<p><i>AMC Note: Section may be co-led by the Scholarship Chair or Faculty Advisor. You may also request a presentation from a campus support resource (ex. Academic advising, career services, etc.) in place of the content in this section if it covers a similar topic or would be beneficial to the Associate Members (ex. Study skills workshop).</i></p> <ul style="list-style-type: none"> • Let's start by looking at our chapter and community academic information. • Turn to your workbook, and I'm going to share with you some academic information about our community, as well as the minimum GPA requirements for certain roles that you can record at the top. <p><i>AMC Note: You will need to have this information in advance. Provide the all-Fraternity GPA, All-Male GPA, and the chapter's current GPA. Then, share your chapter's minimum GPA standards for active members, what is needed to hold an officer position, and what is needed to be a mentor. If you're stuck, Delta Chi Law states that the minimum GPA to be initiated is a 2.5 college or 2.75 high school (on a 4.0 scale), and the standard to be an officer can be no lower than a 2.65 (on a 4.0 scale).</i></p> <ul style="list-style-type: none"> • Take a few moments to respond to reflection questions you see on this workbook page, and think about what these numbers tell you about our chapter and the expectations we have for members. <p><i>AMC Note: Provide just a few minutes for reflection before moving on to discuss campus academic resources.</i></p> <ul style="list-style-type: none"> • Now, let's spend some time looking at what's available to us on campus as students, and how we can best utilize all of the resources for success. Find the Academic Resource Review page in your workbook. • Similar to what we did when looking at the health promotion resources in a different session, we're going to brainstorm all of the academic resources on campus, and make a list of where they are located and how we can best utilize them. <p><i>AMC Note: Give associate members about five minutes to look things up and see what they might be able to generate on their own, and then you can fill in the gaps. You will need to have this information in advance to assist with the discussion. Typical resources include things like a Writing Center, Math/Science Center, Tutoring, Accessibility or Disability Accommodations, Supplemental Instruction, Academic Advising Center or specific college support services or academic workshops.</i></p> <ul style="list-style-type: none"> • What you should take away from making this list of resources is that there is already a lot provided by our university to help us to be successful, but it's really up to us to make sure that we are utilizing everything that is offered to us. That's where Delta Chi can come in and create a culture that celebrates and supports academic success.

<p>GUIDE MATCH SEVEN BEHAVIORS FOR BETTER GRADES / PREPARING FOR AN EXAM: PAGE 39</p>	<ul style="list-style-type: none"> • This all relates back to Delta Chi's first basic expectation: "I will strive for academic achievement and practice academic integrity." • The next page in your workbook is a reference for you about some desirable behaviors for better grades and preparing for an exam. Take just a few moments to read through these. • Put a check next to behaviors you are already doing, and circle those that you want to start practicing. <p>AMC Note: Give Associate Members two or three minutes to complete the task, if you have time, you can ask for some volunteers to share out one behavior they circled and want to start practicing.</p> <ul style="list-style-type: none"> • Providing resources is an important aspect that Delta Chi can offer you as a member, and we aim to encourage behaviors that can help you to be more successful in and out of the classroom. <p>AMC Note: You should end this section by discussing any academic resources or expectations provided by the chapter directly (ex. Study hours, workshops), as well as the expectations to maintain any academic standards or the consequences for not meeting academic standards (ex. Academic probation, unable to attend certain events, etc.).</p>
<p>DEBRIEF</p>	<ul style="list-style-type: none"> • Where are you currently succeeding academically? • What is your best advice or tip for academic support? • Where do you think you may need some additional academic support or guidance? • Why is it important to have these conversations within a Fraternity setting?
<p>TRANSITION</p>	<ul style="list-style-type: none"> • The Delta Chi Foundation is another resource and tool for you to utilize and apply for additional funding to support your academic career. You need to make sure to be aware of any deadlines for these, as well as financial aid and scholarships at our school. • Part of being a successful student is not just showing up in the classroom, but taking ownership of the administrative and financial part of your academic career.
<p>CAREER READINESS COMPETENCIES 15 MINUTES</p>	
<p>FACILITATOR TALKING POINT</p>	<p>AMC Note: Many campuses have a Career Services Office that will also provide a quick overview presentation of their services, and it may be beneficial to co-facilitate or supplement the content in this section with that presentation, or simply by pulling up their website and showcasing the resources for student employment, career fairs, job search preparation guides</p> <ul style="list-style-type: none"> • When thinking about your future career, that should be an ultimate goal you have when looking at a specific academic major. It's important for you to begin working on your network and building your skills as early as possible. • Building connections and gaining experience in a job, internship or research role, or academic/career student organization is an important step, but an easy first one is to create free online accounts with professional networking sites like LinkedIn, CareerShift, and/or GlassDoor. <p>AMC Note: If your University uses something like Handshake or a campus-specific networking site, it's important to mention those resources and how associate members can sign up. It may be helpful to demonstrate how to sign up, or or showcase your own profiles on any of these sites.</p>

- As you've come to expect with our Delta Chi events and meetings, let's end this session by singing the Bond Song.

AMC SESSION 7 **NOTES + REFLECTIONS**

- What went well during this session?
- What unexpected challenges came up?
- How did the group respond to the teambuilder and discussion?
- What feedback did I receive from participants (verbal or nonverbal)?
- What would I improve about this session in the future?
- Did I meet the session's learning outcomes? Why or why not?

WEEK FOUR | SESSION 8

PERSONAL DEVELOPMENT AND WELLNESS 60 MINUTES

<p>LEARNING OBJECTIVES</p> <p>Participants will be able to...</p> <ul style="list-style-type: none"> • Refine a draft of their personal development plan. • Define the eight dimensions of wellness. • Reflect on the importance of mental well-being and strategies for maintaining mental health. 	<p>ROOM SETUP</p> <ul style="list-style-type: none"> • Tables/desks with chairs for each participant • If choosing to utilize slide decks, a projector and screen or large TV screen should be in the space. <p>SUPPLIES</p> <ul style="list-style-type: none"> • Associate Member Workbooks (printed or digital) • If using printed workbooks, writing utensils should be provided • Associate Members should bring their <i>Cornerstone</i> to the meeting • List of mental health resources on campus and in the community.
<p>WELCOME AND PERSONAL DEVELOPMENT PLAN FEEDBACK 20 MINUTES</p>	
<p>FACILITATOR TALKING POINT</p>	<p><i>AMC Note: Make sure to take attendance, if required by your chapter.</i></p> <ul style="list-style-type: none"> • Welcome back everyone! Let's get started with a quick check in - what is your High, Low, and "Ha" from this past week? What's been something exciting, what's been a challenge, and what's been something weird or made you laugh? <p><i>AMC Note: Give everyone a chance to respond. Depending on the size of the group, you may need to have them talk in small groups instead. Use this as an opportunity to celebrate what's happening "outside" of Delta Chi.</i></p> <ul style="list-style-type: none"> • Thank you for sharing all of that! It's exciting to hear the good things that are happening for everyone.
<p>ACTIVITY INSTRUCTIONS</p> <p>GUIDE MATCH PERSONAL DEVELOPMENT PLAN FIRST DRAFT FEEDBACK: PAGE 45</p>	<ul style="list-style-type: none"> • I hope that someone else that was positive for you was taking the time to reflect on your onboarding experience so far, and begin to draft goal statements and steps to complete them in your Personal Development Plan. • You are now going to have an opportunity to coach each other in partners about the goals and plans you have developed. In a moment, we will split into pairs and give feedback in a specific way, using the Three - Two - One approach. • With this, feedback should be focused on three ideas that come to mind when your partner shares their goals and plans, two resources or things your partner may need to look up or connect with on their plan, and one personal connection you have regarding what was shared. • As you receive the feedback, there is a space to take notes in this session's materials in your workbook. • Now, find a partner. I would encourage you to connect with someone you think would be a good match based on what we've learned about one

	<p>another so far. You can choose who will share first and who will provide feedback first, and I'll let you know when it's time to switch.</p> <p>AMC Note: Give everyone a few moments to find a partner. If you have an odd number of associate members, it's recommended that you participate to give feedback and have a conversation. Provide about four minutes for the first feedback session, then give an alert when it's time to switch, and bring everyone back together to debrief after another four minutes.</p>
DEBRIEF	<ul style="list-style-type: none"> • How did it feel to share out the first draft of your plan and receive feedback? • Is there anyone in the room who should be recognized for one of the goals they have set? Who is it and why? • Is there anyone in the room who should be recognized for the feedback they provided? Who is it and why?
TRANSITION	<ul style="list-style-type: none"> • Thank you for digging in to begin drafting your plan - this is an important step in our work together and I hope that we can see one another as support systems to achieving these goals. • Over the next few sessions, you will have an opportunity to keep brainstorming about how you want to keep making improvements to your current draft, but there are some other things we need to make sure that we cover in this session to help you get there!
DIMENSIONS OF WELLNESS 15 MINUTES	
FACILITATOR TALKING POINT	<p>AMC Note: Many campuses have a Counseling Center that will provide a quick overview presentation of their services, or deep dive into men's mental health and dimensions of wellness. It may be beneficial to supplement the content in this section and the next with that presentation.</p> <ul style="list-style-type: none"> • One of the first questions people typically ask one another in a greeting is "How are you?" And we often answer with the same answer every time, or may not be fully truthful. • When we want to think about how we are really doing or really feeling, we need to consider the different and interconnected dimensions that make up our overall health and wellness.
ACTIVITY INSTRUCTIONS GUIDE MATCH DIMENSIONS OF WELLNESS: PAGE 46	<ul style="list-style-type: none"> • Take a look at your workbooks and find the Dimensions of Wellness page. This might be something you've seen before, or it could be brand new. So that everyone understands the concept, I'm going to explain each of the dimensions, and there's a place where you can take some notes. • We'll start with the Physical dimension. This is about caring for your body to stay healthy now and in the future. That means things like eating well, getting adequate sleep, exercising, and getting regular check-ups. • The Spiritual dimension is not about promoting a particular religion or worldview, but instead about finding purpose, value, and meaning in your life, and participating in activities that are consistent with your values and beliefs. • The Emotional dimension is about understanding and respecting your feelings, values, and attitudes and appreciating the feelings of others. It focuses on managing your emotions in a constructive way, and when done well, someone is able to adequately identify, understand, and manage their emotions - including stress and anxiety. • The Occupational dimension (sometimes called vocational) focuses on preparing for and participating in work that provides personal satisfaction and life enrichment that is consistent with your values, goals, and lifestyle. Ideally, wellness in this dimension will allow you to contribute your unique

	<p>skills and talents to work that is personally meaningful and rewarding while maintaining a balance between your work and other parts of your life.</p> <ul style="list-style-type: none"> • Intellectual wellness focuses on lifelong learning, maintaining curiosity about all there is to learn, and valuing lifelong learning, and responding positively to intellectual challenges. This can show up by expanding your knowledge and skills, promoting reading and writing, or taking on challenging projects that require research. It can also be about exploring a new hobby or creative interest. • The Environmental dimension is about understanding how your social, natural, and built environment impacts your health, as well as how your daily habits impact your physical environment and the planet. • The Financial dimension incorporates managing your resources to live within your means, making informed financial decisions and investments, setting realistic goals, and preparing for short-term and long-term needs or emergencies. It's also about being aware that everyone's financial values, needs, and circumstances are unique. • Finally, the Social dimension is about maintaining healthy relationships and contributing to your community. Having strong communication skills and support systems will also help you to establish appropriate boundaries - and being helpful is about developing friendships and intimate relations, caring about others - while letting others care about you. <p>AMC Note: Ask if anyone has any questions or needs clarity on any of the dimensions before proceeding, or if they want you to re-read anything.</p> <ul style="list-style-type: none"> • That's a lot of information to cover. Take a quick moment and put a star by the dimension(s) you feel like you've been managing really well, and circle the ones you think you need to spend more time focusing on. • Once you've got those, let's talk about them a bit more.
DEBRIEF	<p>AMC Note: If an Associate Member shares something with you in this debrief beyond your ability to support (ex. depression, trauma, substance misuse), it's okay to say: "Thanks for trusting me - have you talked to anyone on campus about this?" and make a referral to a professional. You can also thank them and reference that you'll be covering some resources in the next section that could be beneficial.</p> <ul style="list-style-type: none"> • Which dimension do you find to be the easiest to keep up with? Why? • Which dimension do you think you need more of right now? • What has been one of your biggest stressors recently? What's a healthy strategy you have for addressing it? • Why do you think it's important to view these dimensions as being interconnected and impacting one another? • How can Delta Chi contribute to supporting your overall wellness?
TRANSITION	<ul style="list-style-type: none"> • Making choices for your health and well-being can be challenging. We often already know what's "good for us" but it can be difficult to build habits in these areas. • Sometimes change takes a long time, but it can become more achievable if you choose strategies that enhance your chance for success - including making plans, scheduling, and sharing your goals with others. • That's part of why we are working through developing a plan over time, and talking about wellness, so that Delta Chi can help enhance your overall wellness and growth. And helping to connect to your overall wellness and being healthy is going to help you bring your best self into the classroom and truly "assist in the acquisition of a sound education."

MENTAL HEALTH SUPPORT STRATEGIES | 20 MINUTES

FACILITATOR TALKING POINT	<ul style="list-style-type: none"> • So much of what we think about with health is related to the physical dimension. However, mental health and emotional well being are incredibly important. • As men, we often don't have these conversations with one another, but it's important to be open with what we are going through in all dimensions of our health.
ACTIVITY INSTRUCTIONS GUIDE MATCH DELTA CHI CAMPUS ASSISTANCE PROGRAM: PAGE 47 GUIDE MATCH CAMPUS AND COMMUNITY MENTAL HEALTH RESOURCES AND SERVICES: PAGE 48 GUIDE MATCH MEN'S MENTAL HEALTH: PAGE 49 GUIDE MATCH ALEC: THE FOUR STEP APPROACH TO TACKLE IMPORTANT LIFE CONVERSATIONS: PAGE 48	<ul style="list-style-type: none"> • These past few weeks may have felt overwhelming as you've been making new connections, learning more about yourself, and trying to make time for all of the expectations you're facing. That is totally normal. • Delta Chi has a resource available if you are having any issues, or if you're concerned about someone else, and it's known as the Campus Assistance Program. You can read more about it in your workbook. I'd encourage you to put the phone number in your phone now, or bookmark the webpage and save the log in information now. • The CAP provides private and free services, and all members get up to three sessions at no cost via phone, video, or text. • Our University also has several resources available to support your mental health and wellness. <p>AMC Note: You will need to have this information in advance - but this is where you should speak about the campus or community mental health resources and/or counseling center and psychological services on campus. Be sure to share where they are located, and what, if any, services are free to students.</p> <ul style="list-style-type: none"> • While it's important to know the resources available to you, having something simple that you can put into practice is also very useful. • There's a great resource in your workbook from the National Alliance on Mental Illness to help showcase why talking about men's mental health is important - and I encourage you to review this. But we're going to introduce a simple tool from the Movember Foundation known as ALEC. • First is Ask. If you're concerned about someone or think something might be going on, asking how they are feeling is the actual first step. Something like "You haven't seemed yourself lately...you okay?" or "This week has been brutal for me, how are you holding up?" It's important to manage the right time and place for a conversation, but don't get hung up on everything being perfect - model an honest conversation with open-ended questions. If you think someone is struggling with their mental health don't be afraid to ask them if there's anything you can do to better support them - this will not make things worse. • What's another example of an open-ended question you could ask someone that you're concerned about? <p>AMC Note: Pause and wait for responses, you should expect to hear things like "What's been on your mind lately?" or "How are things with your partner going?" can be a way to get started.</p> <ul style="list-style-type: none"> • Second, once you've asked the question - you need to Listen. It's more than just hearing someone, it requires focus to listen to understand instead of listening to just respond. You can ask if someone just needs a sounding board (because sometimes people just need to get something off their chest), but you may also need to use clarifying questions and normalize a reaction when responding.

	<ul style="list-style-type: none"> What are some examples of clarifying questions or normalizing statements you could make? <p>AMC Note: Pause and wait for responses, you should expect to hear things like “It’s understandable you’re feeling this way.” or “Can you tell me more about...” and “Can you give me an example of...”</p> <ul style="list-style-type: none"> From here, you need to Encourage Action. If someone has been vulnerable and shared what’s going on, and you’ve actively listened and responded, you want to encourage them to take action towards feeling better. You’re not trying to fix anything for them, but instead to focus on simple things that could improve how they feel or to take better care of themselves. You’re also not a mental health professional, so as much as you want to lift someone up, you may need to reach out or recommend a wider support network. What are some actions you might want to encourage for someone who is struggling with their mental health? <p>AMC Note: Pause and wait for responses, you should expect to hear suggestions like “Share resources like CAP or campus counseling services, and then make the call with them or walk them to services” or something like “taking a break,” “getting more sleep,” or “reducing alcohol use.”</p> <ul style="list-style-type: none"> The last piece of the puzzle is to Check In. This is a key part of the process because it sends the message to the person that you care and are genuinely in their corner. It’s important to be genuine when developing trust, but once you’ve asked, listened, and encouraged action, then you need to make a plan to check in and follow up. It can be a text, phone call, or face to face chat. What are some questions you can ask to check in with someone? <p>AMC Note: Pause and wait for responses, you should expect to hear suggestions like “How have you been since we last spoke?” or “How was it getting in contact with [CAP/Counseling Services]?”</p> <ul style="list-style-type: none"> Ultimately, we need to be available for the men in our lives. If we model healthy behaviors when it comes to taking care of our own mental health, we encourage and empower the men we care about to be proactive in managing their own wellbeing.
DEBRIEF	<ul style="list-style-type: none"> Why is it important for us to talk about mental health within this setting? Why is reflecting on mental well-being and strategies for maintaining mental health a key to success? How would you explain how to use the ALEC technique with someone else?
TRANSITION	<ul style="list-style-type: none"> Delta Chi should be a place where you feel comfortable approaching these deeper conversations, and where you can feel like you are able to grow in your own areas of health and wellness. If you are feeling at your best, you are set up to achieve your goals and personal development plans.
REFLECTION AND WRAP UP 5 MINUTES	
FACILITATOR TALKING POINT	<ul style="list-style-type: none"> This has been a bit of a heavier session, but I hope that it was meaningful for us to engage and explore these topics, and you have likely learned about a new wellness strategy or approach that you can apply. One of the most powerful things about Delta Chi is that we look out for one another, not just at events, but in life. There’s a few reminders I want to share with you before we wrap up.

<p>TRANSITION</p> <p>GUIDE MATCH CALL TO ACTION: JOURNEY MAP: PAGE 50</p> <p>GUIDE MATCH TASK OUTLINES: PAGES 2-3</p>	<ul style="list-style-type: none"> • Before our next session, you will need to complete the Call to Action: Journey Map worksheet in your workbook, which will give you an opportunity to reflect on your onboarding experience so far. • You will also need to make sure that you complete the final Tightrope module, Lesson 8 - Mental Health. Next week you'll need to send me your Certificate of Completion for all of the modules at the end of our next session. • Finally, if you have not done so already, you should make your final dues payment in Vault. This must be completed prior to Initiation - you can reach out to the "D" if you need clarification. Our "C" should have already submitted the Initiation application to IHQ for approval for the upcoming ceremony. • Our next session will feature an alumni / leadership panel - so please do not be late so we can make sure we start on time and maximize our time together as a group with our guests. • Let's wrap up this session by singing the Bond Song.
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AMC SESSION 8 **NOTES + REFLECTIONS**

- What went well during this session?
- What unexpected challenges came up?
- How did the group respond to the teambuilder and discussion?
- What feedback did I receive from participants (verbal or nonverbal)?
- What would I improve about this session in the future?
- Did I meet the session's learning outcomes? Why or why not?

WEEK FIVE | SESSION 9

BROTHERHOOD INTEGRATION AND LIFETIME MEMBERSHIP IN ACTION 60 MINUTES

<p>LEARNING OBJECTIVES</p> <p>Participants will be able to...</p> <ul style="list-style-type: none"> • Reflect on the onboarding journey. • Introduce the concept of the lifecycle of membership Delta Chi over time. • Reinforce the importance of lifelong commitment to the Fraternity. 	<p>ROOM SETUP</p> <ul style="list-style-type: none"> • Tables/desks with chairs for each participant • If choosing to utilize slide decks, a projector and screen or large TV screen should be in the space. • Chairs should be placed at the front of the room for panelists to sit in during the panel discussion. <p><i>AMC Note: Ideally, you will have 3-5 Delta Chi alumni serving on a panel to discuss lifetime membership and the positive impact of membership. The best people to approach would be your local advisors, or any members of Delta Chi that may be local community leaders who could come in person. The second preference would be to have a virtual panel, where Associate Members are in person in a room together, and your panelists are displayed on a projector/screen for everyone to see. In the event that you don't have anyone to serve on a panel in the area or who would be available, you can reach out to IHQ for some recommendations for a virtual panel, or have influential older members of the chapter share their stories.</i></p> <p>SUPPLIES</p> <ul style="list-style-type: none"> • Associate Member Workbooks (printed or digital) • If using printed workbooks, writing utensils should be provided • Associate Members should bring their Cornerstone to the meeting
<p>WELCOME AND INTRODUCTION 10 MINUTES</p>	
<p>FACILITATOR TALKING POINT</p>	<p><i>AMC Note: Make sure to take attendance, if required by your chapter.</i></p> <ul style="list-style-type: none"> • Welcome back everyone! Let's get started by partnering up with someone and sharing your with sharing out the points of your Journey Map worksheet
<p>ACTIVITY INSTRUCTIONS</p> <p>GUIDE MATCH CALL TO ACTION: JOURNEY MAP: PAGE 50</p>	<ul style="list-style-type: none"> • You can share as much or as little as you like, but the importance is to give some highlights to another person. Think about this like "quick spotlight" of your significant moments from when you first started to learn about Delta Chi through today. You'll have about two minutes each, so I'll give you a prompt when it's time to switch who is talking. <p><i>AMC Note: Give everyone a moment to find a partner before starting a timer. If alumni are already present, AMs should be encouraged to share with them. Let AMs know when two minutes have elapsed and when they should switch. Restart a timer for two minutes, and then ask everyone to come back together to debrief.</i></p>
<p>DEBRIEF</p>	<ul style="list-style-type: none"> • How did it feel to share all or part of your journey map with someone? • What has changed since you began your journey with Delta Chi? • What are you most proud of on your journey so far? • What values of Delta Chi do you feel have shown up in your journey map?

TRANSITION	<ul style="list-style-type: none"> Your journey map showcases the beginning to your time as a member of Delta Chi, and is an opportunity to show growth you may have experienced during the onboarding process.
LIFECYCLE OF MEMBERSHIP 15 MINUTES	
FACILITATOR TALKING POINT	<ul style="list-style-type: none"> Promoting friendship while in college and beyond is an important aspect of being a member of Delta Chi. That's because membership in Delta Chi is a lifelong commitment, and gives us an opportunity to build friendships not just in college, but with other generations of Delta Chi members. Membership looks different depending on where you are at in life, and while we all have or will make an oath to live up to the principles of the Fraternity, it is important to recognize the different stages of membership in Delta Chi
ACTIVITY INSTRUCTIONS GUIDE MATCH LIFECYCLE OF MEMBERSHIP: PAGE 51	<ul style="list-style-type: none"> Turn to your workbook and find the Lifecycle of Membership page. Let's think of this lifecycle not as a checklist, but as a map for how your relationship with Delta Chi evolves over time. Each stage has something to offer - and something to ask of you. Can I get someone to read the definition of the first stage, acquisition? <p>AMC Note: The definition from the workbook is "Acquisition: The learning or development stage, commonly known as potential new membership. During this stage, one may express interest in the organization through attending an event or having an informal interaction, through social media, via a previous connection to the fraternity, or a structured recruitment process."</p> <ul style="list-style-type: none"> The first part of the journey map that you created and we reviewed earlier in this session covered this phase. Think about when you first learned about Delta Chi, or when you were making the decision to accept your bid, this is essentially what we mean in beginning the lifecycle of membership. Who wants to share out the second phase, integration? <p>AMC Note: The definition from the workbook is "Integration: The stage in which one thing is combined with another, more commonly referred to as the Associate Member process. During this stage, one learns about the fraternity in both formal and informal settings. This allows them to understand the fraternity's history, its purposes, and the expectations bestowed on them as an Associate Member."</p> <ul style="list-style-type: none"> This is where we are now, and should have also been covered by your Journey Map of your experience so far. What's important to note is that acquisition and integration are the shortest timeframes for your time as a member of Delta Chi. It's the next two stages that will really shape your relationship with the Fraternity. Who can share the third stage, engagement? <p>AMC Note: The definition from the workbook is "Engagement: The stage at which one participates or becomes actively involved, also known as active or college membership. During this stage, one experiences college through the Delta Chi lens by expanding their network, developing their skills and characteristics, and contributing to the world around them."</p> <ul style="list-style-type: none"> Engagement is what comes next for you after initiation. This is what your personal development plan is designed to help you achieve, and there are plenty of ways for you to truly stay engaged and thrive after initiation. It might start with joining a committee and attending events regularly, and

<p>GUIDE MATCH LIFETIME ENGAGEMENT OPPORTUNITIES: PAGE 52</p>	<p>grow into leadership roles within our chapter and the community, all while supporting future associate member classes of the chapter.</p> <ul style="list-style-type: none"> • Who can help us wrap up and share the fourth stage, renewal? <p>AMC Note: The definition from the workbook is “Renewal: The stage at which you reestablish your commitment to Delta Chi, or more commonly referred to as the alumni membership. During this stage, one searches for continued opportunities to give back to the organization via their newly developed lifecycle.”</p> <ul style="list-style-type: none"> • The renewal stage is the most important part of our organization, because it allows our members to find continuous ways to live out their lifetime commitment to Delta Chi. • Founder Peter Schermerhorn Johnson said “The Fraternity man never graduates. He receives his diploma and leaves his Alma Mater for the larger affairs of the world, but as long as his Chapter stands, he is as much a part and parcel of it as in undergraduate days. He belongs to the family for life...” • Essentially, no one should ever say “I was a Delta Chi,” because being a member is something you do. Just like our values, membership should be active and ongoing. • There’s several ways that even after graduation you can stay involved with Delta Chi after graduation and maintain your commitment. • Take a look at our workbook on the Lifetime Engagement Opportunities page, and you can see that alumni membership begins with the Alumni Rededication Ceremony, a formal event where members showcase their renewed commitment to the Fraternity. Typically, this would occur just before or shortly after your graduation from college. • There are ways to stay connected through joining an Alumni Chapter, which are based around a city or geographic region, so no matter where you go in North America, there will be Delta Chi brothers able to support you in your community. • We also covered Delta Chi’s structure in a previous session, but there are plenty of volunteer opportunities to serve as an advisor, on a housing corporation, or to aspire to serve on an international committee (some of which have undergraduate student representatives). • There are also one-off volunteer opportunities to help with in-person educational programs, or you can look for roles to serve as a Vice Regent, Regent, or International Officer. • There are also options to work for the International Fraternity, either right after graduation as a Leadership Consultant who helps to establish new chapters of Delta Chi, or by keeping informed of other vacant staff positions at IHQ. <p>AMC Note: Pause to see if there are any questions about the content covered before proceeding to the debrief.</p> <ul style="list-style-type: none"> • This is a lot of information, and we are covering this to help set up our next conversation, but also to get you to start thinking about other aspirations you may want to consider adding to revising with your personal development plan when it comes to involvement with the Fraternity.
<p>DEBRIEF</p>	<ul style="list-style-type: none"> • What do you want your impact to be within Delta Chi? • Has thinking through this period of transition inspired you to add any revisions to your personal development plan? What are some of those things you might want to revisit? • How does this group support one another differently now than when we first started our onboarding?

TRANSITION	<ul style="list-style-type: none"> Our support for one another, and affinity for Delta Chi, is only going to continue to grow and strengthen. We are going to now get set up to learn more from some individuals who may have some great insight in this area! <p>AMC Note: If you have not done so already, you'll need to get chairs set at the front of the room for anyone invited to the meeting to serve as a panelist, and this is when you would invite them to the front.</p>
LEADERSHIP IN ACTION PANEL 30 MINUTES	
FACILITATOR TALKING POINT	<p>AMC Note: Depending on who has been the primary point of contact for panelists, this panel might be best to be co-led by the "E" or other officer.</p> <ul style="list-style-type: none"> Promoting friendship while in college and beyond is an important aspect of being a member of Delta Chi. That's because membership in Delta Chi is a lifelong commitment, and gives us an opportunity to build friendships not just in college, but with other generations of Delta Chi members. Membership looks different depending on where you are at in life, and while we are fortunate to have some members here with insight on how membership in Delta Chi does not end at graduation.
ACTIVITY INSTRUCTIONS	<ul style="list-style-type: none"> Panelists, would you please introduce yourselves with your names, chapter and graduation year, any roles you've held with Delta Chi, and what you do now professionally? <p>AMC Note: Allow panelists to introduce themselves before proceeding.</p>
GUIDE MATCH LEADERSHIP IN ACTION PANEL: PAGE 53	<ul style="list-style-type: none"> I have a few prepared questions for our panelists to get things started, and then we will allow our Associate Members a chance to ask their own questions! AMs. There is a place in your workbook where you can take notes during our panel.
PANELIST QUESTIONS	<ul style="list-style-type: none"> Talk to us about a favorite memory you have from your time in Delta Chi, either as an undergraduate or alumni. How are you still connected with brothers from your chapter? What do you believe are the benefits of membership in Delta Chi? How has Delta Chi positively impacted you after graduation? How do you stay engaged with Delta Chi as an alumni? What recommendations do you have for our Associate Members about how they can take what they have learned and apply it to their future career? Associate Members - what questions do you have for our panelists? What insights do you want to gain to guide future revisions to your personal growth plan?
TRANSITION	<ul style="list-style-type: none"> I'd like to thank our panelists for joining us and sharing their insight and advice. I believe that what they have shared is truly beneficial. Based on the panel discussion and all that you have learned so far, you need to start to consider what revisions would you make to your personal growth plan as you continue your journey with Delta Chi. These have been helpful lessons about how we can make meaning of creating brotherhood for a lifetime - and you should continue to think about how lifelong engagement can be built during your undergraduate years.
REFLECTION AND WRAP UP 5 MINUTES	
FACILITATOR TALKING POINT	<ul style="list-style-type: none"> As you have learned from our panel, the journey of membership is much longer than just our time during recruitment or our period of being an

	<p>Associate Member. However, these are lessons that lay the foundation for the future of our membership and how we understand brotherhood.</p> <ul style="list-style-type: none"> • This is a time to reflect on what it means to pursue the next step in your membership as we approach initiation.
<p>TRANSITION</p> <p>GUIDE MATCH CALL TO ACTION: PERSONAL DEVELOPMENT PLAN REVISED DRAFT: PAGES 54-57</p> <p>GUIDE MATCH TASK OUTLINES: PAGES 2-3</p>	<ul style="list-style-type: none"> • A few reminders as we conclude: If you have not done so already, please email me a copy of the certificate of completion for your Tightrope modules, I'd like to have that before our final session! • There are some optional additional learning modules for Tightrope if you want to keep increasing your learning, but you just need to send me the certificate for the eight main lessons to show it's been completed. • There is also a survey in the Learning Management System that you should complete, so make sure you "enroll" in the NIC Joining Insights Survey and submit your responses about what it meant to join and onboard into Delta Chi. It should take a max of 15 minutes to submit your answers. • You should also read the last part of the <i>Cornerstone</i>, Chapter 10: The Essence of Good Taste. • The major thing we need you to be focused on is completing the Call to Action page for your Personal Development Plan Revised Draft. Take into account all of the feedback you've received and what we've discussed this week to make adjustments to your plan. • Let's conclude this session by singing the Bond Song with everyone present, and afterwards, if you would like anyone to sign your <i>Cornerstone</i>, please stay around to do that!

AMC SESSION 9 **NOTES + REFLECTIONS**

- What went well during this session?
- What unexpected challenges came up?
- How did the group respond to the teambuilder and discussion?
- What feedback did I receive from participants (verbal or nonverbal)?
- What would I improve about this session in the future?
- Did I meet the session's learning outcomes? Why or why not?

WEEK FIVE | SESSION 10

CEREMONY PREPARATION AND FINAL REFLECTIONS

60 MINUTES

<p>LEARNING OBJECTIVES</p> <p>Participants will be able to...</p> <ul style="list-style-type: none"> • Mentally and emotionally prepare for the transition from associate to initiate. • Integrate all lessons into a cohesive understanding of Delta Chi's values. • Foster a sense of belonging and brotherhood. 	<p>ROOM SETUP</p> <ul style="list-style-type: none"> • Tables/desks with chairs for each participant • If choosing to utilize slide decks, a projector and screen or large TV screen should be in the space. <p>SUPPLIES</p> <ul style="list-style-type: none"> • Associate Member Workbooks (printed or digital) • If using printed workbooks, writing utensils should be provided • Associate Members should bring their <i>Cornerstone</i> to the meeting • At least three printed copies of "Death of a Fraternity"- but enough for all members assisting with the activity to have a copy (typically executive board officers or chairs) • Delta Chi Flag or School/University Flag • Closing Activity Supplies <ul style="list-style-type: none"> o For Web of Brotherhood: Scissors and a ball of string/yarn or spool of balloon string/curling ribbon o For Reverse Gavel Pass: Gavel (or similar meaningful item)
<p>WELCOME AND ONBOARDING REFLECTION 15 MINUTES</p>	
<p>FACILITATOR TALKING POINT</p>	<p><i>AMC Note: Make sure to take attendance, if required by your chapter. Executive Board officers should be present for the "Death of a Fraternity" section of this final session.</i></p> <ul style="list-style-type: none"> • Welcome to our final onboarding session and the conclusion of your time as an Associate Member of Delta Chi. • Let's do a final one-word check in with everyone about how you are feeling going into this session. <p><i>AMC Note: Wait for everyone to share a word, and make a mental note if there is anyone you may need to follow up with after the session.</i></p>
<p>ACTIVITY INSTRUCTIONS</p> <p>GUIDE MATCH CALL TO ACTION: PERSONAL DEVELOPMENT PLAN REVISED DRAFT: PAGES 54-57</p>	<ul style="list-style-type: none"> • Thank you all for sharing where you are at right now. • Is there anyone who would like to give us some insights about the revised draft of your personal development plan? Were there any major changes or adjustments you made from your initial draft? <p><i>AMC Note: Allow for one or two to share. You do not have the time in this session for everyone to give a remark or feedback.</i></p> <ul style="list-style-type: none"> • I'm excited to hear more from everyone about what you are planning to accomplish during your time in Delta Chi and beyond. • As you know, the chapter has implemented our mentor program, and one of its goals is for our mentors to help guide and support you in achieving this plan. These relationships are intentionally set up and structured so that our mentors receive the training and skill development needed to be these guides and additional support systems. • We want you to think of this mentor and support that you will receive as being part of what sets Delta Chi apart from other chapters on campus in the

<p>GUIDE MATCH LETTER TO SELF: PAGE 58</p>	<p>experience and benefits that we can offer our members. You'll review your personal development plan with our mentors, so you should come prepared to future mentor orientation sessions and meetings ready to discuss your plan and how your goals connect with Delta Chi's values.</p> <ul style="list-style-type: none"> • As we approach Initiation, you need to be prepared to make an oath - a solemn promise of your commitment to being a part of this Fraternity and upholding our values and expectations. • During the ceremony, we will share things that are only available for members to know, and you can think of this event like rites of passage ceremonies you have already attended or participated in, like high school graduation, but with a strong tie to our values. • As you have learned throughout our onboarding, great advantages come from being a member of Delta Chi. We are excited to share even more with you during the upcoming ceremony. • I now want to give you a few minutes to gather all of your thoughts together in a letter to yourself. Think of this as personal accountability for your goals. • There's some space in your workbook where you can draft something - but if you'd like to actually send something to yourself to receive in the future, there's a resource where you can do that with a free, online resource known as FutureMe.org. • I'm going to give you a few minutes to put something together, and then I'll bring everyone back to discuss. <p>AMC Note: Give about six minutes - it's okay if they don't finish, because they have the workbook page and resource to move forward with sending themselves a letter if they desire.</p>
<p>DEBRIEF</p>	<ul style="list-style-type: none"> • How do you feel about becoming a member? • What do you hope to carry with you from your onboarding experience beyond Initiation? • What will you do to ensure that the next associate member class feels welcome and appreciated in Delta Chi?
<p>TRANSITION</p>	<ul style="list-style-type: none"> • Think back to our first day together - you walked into that room maybe knowing just a few people and there may have been some anxiety about the transition period as you started your Associate Member onboarding. • Now, you're leaving with a plan for your future with the Fraternity and on campus, and a brotherhood that lasts a lifetime.
<p>DEATH OF A FRATERNITY 25 MINUTES</p>	
<p>FACILITATOR TALKING POINT</p>	<ul style="list-style-type: none"> • We are now going to experience a scenario activity and that our executive officers present will help lead us through - this is an activity that many Delta Chi members across North America have participated in over many years, known as "Death of a Fraternity." • The story you are about to hear is based on a real fraternity on a college campus. The struggles and challenges they faced are not dissimilar to the challenges that exist on our campus and on campuses across the country.
<p>ACTIVITY INSTRUCTIONS</p>	<p>AMC Note: This activity will involve the Delta Chi or college/university flag. Depending on the size of your group, you may need to have multiple flags for Associate Members to gather around.</p> <p>The session should be led by at least two chapter officers, ideally the "A" and the "B". Someone will need to serve as the narrator, with someone else reading the words any time "Tom Johnson" is speaking.</p>

	<p><i>As the AMC, you will be in charge of “tapping” the shoulders of the Associate Members and asking them to let go of the flag and sit down. There are 11 indications of where you should tap total, so you’ll need to space this out enough so that by the end, everyone is sitting back in their seats, or to skip some if you don’t have 11 or more Associate Members.</i></p> <ul style="list-style-type: none"> • May I have everyone join me at the front? I’m going to hand you a Delta Chi flag, and I need each of you to circle around it and hold it up with one hand so that the flag is strong and taut. • Our officers are going to read through a story, and at some point, I may tap you on the shoulder at key points in the story. If you feel that tap on the shoulder, you should let go of where you are holding the flag and return to your seat. <p><i>AMC Note: The script for “Death of a Fraternity” is in the Appendix of this guide. At the conclusion of reading the script, the flag should be on the ground, signifying the end of the chapter, and all associate members should be in their seats. At the conclusion of reading, allow for a few moments of silence to give AMs a moment of reflection before moving to the debrief.</i></p>
DEBRIEF	<ul style="list-style-type: none"> • What are your reactions to hearing this story? • What were some of the issues or challenges that the chapter in the story faced? • Why did it become more difficult to hold the flag as the story progressed? • Who is responsible for “holding up the flag” in our chapter? <p><i>AMC Note: You should intentionally wait here and pause to get a response like “I am” or “we are” before proceeding.</i></p> <ul style="list-style-type: none"> • If we are all responsible for holding up the flag - why is it still laying on the ground? <p><i>AMC Note: This should prompt AMs to stand up to pick up the flag and hold it back up together. It would be appropriate to then lead the room in a Delta Chi chant together. They can then hand the flag back to you and return to their seats to transition.</i></p>
TRANSITION	<ul style="list-style-type: none"> • The issues that contributed to the “death” of the chapter in the story are ones that can happen in any chapter. It is up to each and every one of us to protect the health and longevity of our chapter and Delta Chi as a whole. • There were multiple opportunities to change the direction of the chapter, but nothing happened. It’s up to you to move the chapter forward in a positive direction to be part of our continued success - and to find ways to address problematic situations because they fully take root and dictate our chapter’s culture and negatively impact our health. • As a personal charge: if you do not work towards achieving your personal development plan, or make an effort to find ways for the chapter to keep progressing forward, it will mean an end for our chapter - it’s up to you to ensure that does not occur, as you are the future of this chapter.
CLOSING ACTIVITY AND FINAL REMINDERS 20 MINUTES	
FACILITATOR TALKING POINT	<p><i>AMC Note: It is suggested that you end this experience with a gratitude or commitment activity. This is an opportunity for Associate Members to share what the onboarding process has meant for them, as well as what they have gained from the experience as they prepare for Ritual. There are two example activities below (listed as “Activity Instructions Option One” and</i></p>

	<p><i>“Activity Instructions Option Two”), but you do not have to be limited to just these options - you will know your group best by this point!</i></p> <ul style="list-style-type: none"> • Let’s take a deep breath together. That was a heavy topic, and we’ve reflected on what could go wrong. • Now, we are going to focus on what we want to build together, and to find a way to bring closure to this experience overall. • We are going to close out our time together to express gratitude for one another and this experience, and to bring our onboarding time to a close.
<p>ACTIVITY INSTRUCTIONS - OPTION ONE</p>	<p><i>AMC Note: For a visual group bonding moment without pressure to speak individually, this is a good final activity. This activity will require a ball of string or yarn OR something like a large spool of balloon string/curling ribbon. You need enough to be able to easily toss this across the room from one person to another without running out, so it is suggested to bring enough for your entire group, and some backup options!</i></p> <ul style="list-style-type: none"> • For this activity, we need to gather in a circle around the room. I am going to hand this <i>[ball of string / ball of yarn / spool of ribbon]</i> to someone to start. • The first person will need to hang on to the end, and toss it - gently - to someone across the circle from them - once it has been caught, the first person will need to say how they have seen this person display brotherhood in action during the onboarding process. Essentially, think of a value or strength you’ve seen in this other person that should be celebrated. • The second person will hold onto a piece, and then throw it to someone else, and repeat the process. This will need to occur until everyone has received the <i>[string / yarn / ribbon]</i>, ending back at the first person. <p><i>AMC Note: Keep an eye for safety or help to pick up anything that might fall and get it to the intended person - you’re essentially going to act like a “spotter” for this activity intentionally. Once everyone has received their part, share the following:</i></p> <ul style="list-style-type: none"> • You have created a physical representation of the web of connection between each of you. This will create a web of connection between all of us - and displays your available support and the trust you have built together. • I intentionally helped as a spotter and observer - here to step in if you need me as your AMC, but ready to let you move forward together. • You are crafting your own steps into the future of brotherhood with Delta Chi. I have brought some scissors with me if you’d like to cut a piece of this web - symbolizing that while we all must return to our own lives, we bring these ties of brotherhood together with us from now on.
<p>ACTIVITY INSTRUCTIONS - OPTION TWO</p>	<p><i>AMC Note: For an expressive group that values peer to peer recognition, use this activity. This activity will require a gavel or other meaningful object to represent who should be receiving the recognition in each moment.</i></p> <ul style="list-style-type: none"> • For this activity, we need to gather in a circle around the room. I am going to hand this gavel to someone to start. You may have heard of a “gavel pass” before, where the person holding the gavel is the only one able to speak. • However, this is going to be a reverse gavel pass - that means that the person holding the gavel is going to receive information instead of giving it. As you hold onto the gavel, other associate members will have the opportunity to share how they value you and your membership in the Fraternity, and describe how they have seen you be a brother in action.

	<ul style="list-style-type: none"> Everyone will have the opportunity to receive the gavel and receive gratitude from others - which can sometimes feel challenging to participate in, but it is important to practice not only sharing your thanks, but to receive it as well. <p>AMC Note: <i>For larger associate member classes, you may need to consider setting a time limit on how long someone is able to hold the gavel before passing it to the next person. For others, you can let the person decide when they are ready to pass it along or until there is a natural pause in sharing.</i></p> <ul style="list-style-type: none"> Thank you for verbalizing how you have seen brotherhood in action with one another - this truly demonstrates the support and trust that you have built together and will be a positive impact for our chapter in the future.
DEBRIEF	<ul style="list-style-type: none"> How do you feel now about making the lifelong commitment to Delta Chi, and what does this next step in the journey mean to you? Reflect on our values as you've learned about them so far and the 11 Basic Expectations - what is a personal commitment that you can make to uphold our values and expectations moving forward? What is the most impactful lesson you have learned during your onboarding experience? How can you help share that with others?
TRANSITION	<p>AMC Note: <i>You need to share all of the event planning details about the ceremony with associate members - they should be aware of what they need to wear and the time, date, and location of Initiation, as well as how long they should expect the ceremony to last. Nothing should be a surprise when it comes to those logistics. The ceremony MUST occur on or before day 35 of the onboarding process.</i></p> <ul style="list-style-type: none"> A few final reminders: you may receive a survey from IHQ about your experience. The program has been newly updated and staff are very interested to know how everything has gone for those who are directly participating in the program. If you do receive that survey, please be honest and candid with your thoughts. The initiation ceremony will be held at [date, time, location]. You will need to arrive by [time], and wear a suit and tie. You can expect that the ceremony will take [estimated length of time]. At our next chapter meeting following the ceremony, the "C" will report your initiation on the Chapter Meeting Report, which is the final administrative piece to move you from associate to initiate on our roster. Also in this meeting, we will spend time intentionally reviewing and explaining the symbols, lessons, and teaching shared during the Ritual, so that we can ensure you understand all of the meaning. Hearing everything for the first time can be overwhelming, and we want to make sure that you - and all of our active members - get a refresher and reminder on what you have experienced. <p>AMC Note: <i>Provide any personal final thoughts or words of encouragement.</i></p> <ul style="list-style-type: none"> With that, let's gather to close our final onboarding session by singing the Bond Song together.

AMC SESSION 10 **NOTES + REFLECTIONS**

- What went well during this session?
- What unexpected challenges came up?
- How did the group respond to the teambuilder and discussion?
- What feedback did I receive from participants (verbal or nonverbal)?
- What would I improve about this session in the future?
- Did I meet the session's learning outcomes? Why or why not?

APPENDIX

DEATH OF A FRATERNITY SCRIPT

BULLETIN: January 20, 2009

The Delta Chi Fraternity at State University died today. Death was attributed to a lack of funds and interest. Surviving are twenty brothers, a flag, and two large coats of arms. Funeral arrangements were not immediately available.

Tom Johnson, the last president of the Michigan State Chapter, sat in a wicker rocking chair in his comfortable off-campus apartment and talked about his fraternity and why it died.

"It's hard, really hard to believe it's actually gone," he said, rocking slowly back and forth. "The 'Rules of the Game' say when you fight and struggle for something you believe in, then you'll win. We didn't."

I guess you could say our troubles began about the same time they did for everyone else in the autumn of 2005," he continued. "I had joined the year before, and that was my first term in the house. I guess it wasn't the best time to get in."

The Fall term of 2005, was a bad time for all fraternities. The Greek system, long the recognized way of getting through college while living the "good life," was suffering from a general lack of interest by the student body at State. For many years, membership in a fraternity had been the highest possible status attainable by young college men. At State, as well as other universities, fraternity men were the leaders in student government, the athletes, and the social lions. Fraternities were the only alternative to the dorms, for all practical purposes, and the Greek System dominated campus life in almost every facet.

However, by the mid-2000s, a change was becoming apparent. After a student died at one house, the university enacted a series of restrictions on fraternities. The chapters, in response, left campus, creating their own off-campus Interfraternity Council. The culture changed. The men who wanted to join Greek Life wanted to join for the parties, and the alcohol, not

for the brotherhood.

Fall term, 2005, was the last term, according to older Greeks at State, when Rush brought out a respectable showing of men interested in joining a fraternity. In previous years, it was not uncommon to entertain as many as 350-400 men per night at a large house. In the winter of 2005 most houses recorded nightly rushes of 35-40, sometimes fewer.

Another factor that Fall was the emergence of the “party guys” as the dominant group in the fraternity. So-called because of their penchant for parties and good times, but little else that was constructive, they became, according to Johnson, the rule rather than the exception in the chapter. The new Associate Members, accordingly, looked up to them as the best example of a Delta Chi and followed their lead.

“Every chapter,” Johnson noted, “has party guys in a minority.” They add some depth and balance to the group. When they become the majority, however, negative forces are set in motion. “The result was that we kept developing more and more guys who looked to the fraternity as a good time and nothing else,” Johnson said.

TAP

Still, another factor in the beginnings of the Delta Chi downfall was the easing of standards for entry. Many fraternities, faced with the recruitment and activation of a large pledge class or the possibility of going under, eased or eliminated entire requirements for activation into the fraternity. Delta Chi followed suit, to the detriment of the Associate Member program and eventually the chapter. “By eliminating much of the work and knowledge requirements,” Johnson said, “the pride and feeling that you have had to work and sweat for something was also eliminated, resulting in a lack of spirit and feeling of accomplishment once the Associate Member period had ended.” Johnson stubbed out a Marlboro in the already overflowing ashtray in front of him.

By spring term of ‘06, though, things had changed. You couldn’t really put your finger on it, but the differences were there. One change was the retirement of the housemother, at the end of the winter term. The effects

were subtle, but noticeable, as manners deteriorated at dinner, the traditional fraternity song at the end of a meal became history, and the general volume of noise rose in the house. A house father was hired for the spring term but failed to have the desired effect, and in the interest of money, was not rehired the next fall.

TAP

Associate Member programs became more lax term by term. Spring term of 2006, the AMC sat down with the fairly good-sized class and asked them, “What do you guys think you should have to do in order to go active?” “We lost about half of those guys,” Johnson grimaced. “But then, can you blame them? What kind of AM program is that?”

At the end of the spring term, 2006; Delta Chi outwardly appeared to be in good shape. Inwardly the cracks were beginning to appear. The physical shape of the house was poor, dangerous cliques had formed with definite lines among brothers, and financial responsibilities were beginning to be regarded as a joke. Guys kept saying, “Wait until next year, we’ll be better.” We had a lot of new guys moving in, and we still had some guys who cared about the house, who would pick up after the others and carry the responsibilities.

The Fall term of 2006, however, brought new troubles to Delta Chi. Rush was “way, way, down,” according to Johnson and the few men who did come through the house seemed unimpressed. A small AM class was formed, but again, the mortality rate of AMs dropping out was over fifty percent. In addition, relations within the house were strained. Many fraternities, faced with the possibility of going under, eased or eliminated entire requirements for activation in the fraternity.

TAP

People seemed to forget about consideration, other people; brotherhood if you want to label it. Guys would have their girlfriends up in their rooms, and their roommates would burst through the door half-drunk, yelling, banging on the walls, and stuff like that. You couldn’t study around there, people had stereos up loud, and there always seemed to be some commotion going on.”

Fraternity traditions continued to fall victim to the efforts to streamline the AM Process and make the house easier to live in, with less complication. “I always figured we had a pretty tight house, you know, in comparison with the others at State.” Take away the traditions, all of them, and as Tom Johnson and Delta Chi found, only the house and some guys living in it are left. The idealism, the goal, the “brotherhood,” the feelings of belonging after accomplishing the same thing that others for years and years have accomplished are gone.

TAP

Leadership was another problem. The president elected that fall term was, as Johnson put it, a “good guy, a good leader.” But in the winter term of 2007, he left to student teach. His replacement was a second-term active who had moved into the house just that fall. He was young, naïve, and inexperienced in the position. He was unable to cope with the pressures that were to bear upon him in the following terms, resulting in a loss of confidence in house leadership at the very time strong and efficient people were needed to put Delta Chi back on its financial feet.

Johnson, by now the unofficial leader of the element of the chapter that saw problems developing, tried to raise enough support to have the president replaced with someone with more experience and ability. He failed. The majority of the brothers felt that taking away the young president’s position would hurt him and alienate him from the house, and thus he stayed on.

TAP

By now, financial problems were plaguing the troubled chapter. In addition, the house had been built several years previous, and the entire structure had been remortgaged, resulting in a higher house bill. With the decline in the number of men in the house and the irresponsibility of brothers in payment of bills, the financial problems were compounded.

“The last meeting of the spring term of ‘07 was a real zoo. Things came to a head, I guess, and you could have heard the shouting across campus. Some of the stuff was cleared up and we made plans for the coming year to be kind of a building year for the house, with a return as far as possible to the

old days. I guess it sounds kind of funny now, but then things seemed to be shaping up a little.”

The young ex-president leaned forward, gesturing with his hands. “We weren’t even sure whether we could open up the house that fall, because we wouldn’t have enough guys to keep the bills down, to break even, much less make a profit. But some of the upperclassmen said they’d stick it out, for another year, for the fraternity. It made me feel good to hear stuff like that. It was the old Delta Chi spirit, you know?”

TAP

The fall rush was planned in great detail. Meetings were held that summer, work committees were named to clean the house and yard, and advertising space was purchased in the University newspaper. “Only one thing went wrong,” Johnson said. No one came through recruitment. “We should have figured, but nobody really thought that things had changed that much. We just thought that if we did things like we had done them before, then everything would be okay, back in order again. By then no number of posters or ads would bring people through rush, you had to have the dorm contacts and go out and get the potential new members. We didn’t have the horses.” Johnson spoke softly, the words coming slowly, carefully, as though he was unwrapping an old wound.

The fall of 2007 was “an abomination,” he said. Although a few people eventually came through the house, due to frantic efforts by Johnson and several others, only two Associate Members joined. It was a heavy blow to the sagging chapter spirit, and its effects were felt to the end of the term. Noise and lack of consideration for others in the house reached monumental proportions. Many of the seniors who volunteered to live in the house for the entire year called it quits after final exams in December of 2007. “They were just bummed out with the whole thing, and no amount of talking, promises, or threats would make them change their minds,” Johnson said.

TAP

The alumni advisor, who had maintained casual relations with the fraternity over the past three years, now said they had to pay off some of the debts run

up over the '06-'07 school year. With even fewer brothers in the house, with the possibility of raising the house bill and forcing even more out, with the mortgage payments due and no immediate source of money available, the fraternity fractionalized and split up, with rush at a standstill, the Delta Chi's made the only possible decision - to sell the house.

The rest of the story is a common cause and effect. Many of the brothers moved into an apartment complex east of the fraternity house. Some didn't. Others resigned. Those that moved into the apartments tried to maintain the chapter's integrity but found too many restrictions, and too many walls.

Rush was attempted in the spring of 2008 but failed miserably. Johnson, who had been elected the previous fall, decided to try and rally the brothers who were left for one more crack at rush in the fall of '08. It failed again.

TAP

On January 20th, 2009, after a hazing and vandalism scandal from the chapter making the news, Johnson and the 19 remaining brothers voted the fraternity out of existence. Their charter remains with the university, to be used again perhaps someday in the future when another group of young men will want to form a chapter of Delta Chi at State University. The big colonial-style house still stands at the northwest corner of Main Street and Twelfth Avenue but the tasteful gray paint has peeled away, leaving ragged patches of bare, worn wood. The red-trimmed shutters hang at crazy angles, with slats broken or missing, and most of the windows are shattered or cracked. The lawn is overgrown with weeds and strewn with litter.

Students with classes nearby use the potholed and dusty parking lot. The Delta Chi's thought that by letting the house fall to ruin, the City would change its zoning law and allow a gas station to be built on the corner, thus giving the fraternity about \$250,000 in payments to pay off debts and construct a new house to be used for parties, meetings, and social functions.

TAP

"The City hasn't backed off, though," Johnson said. "I'm not sure what we'll do with the old wreck now. I get sad every time I walk by it. I guess everyone

does,” he continued. “The guys who worked, who cared, sure, we got discouraged, wanted to quit, but we always figured we’d somehow pull it off, that it would never get this far. Only one thing went wrong,” Johnson said. “No one came through recruitment.”

Johnson rocks slowly now. His voice is thick and trails off at times.

“Sometimes I’ll get a call from the police - they know me by now - and I’ll go over to the house; it’ll be around four in the morning and there will be maybe three or four brothers, some of the guys who cared. They’ll be drunk, back from the bars or a party, sitting on the living room floor singing old songs. I can’t help it, I’ll sit down with them and we’ll talk about the old I-Weeks, raids, parties, and the house.”

The old Coat of Arms that used to hang above the fireplace is now gone. Johnson thinks it was stolen by another fraternity on campus. Johnson smiles quietly. “It’s kind of ironic,” he said. “I guess they figured we’d chase them and hassle them for it. I’m surprised they got it out of that wreck.” The second, newer coat of arms is hidden deep within a Delta Chi’s closet somewhere, but Johnson won’t say where.

TAP

The reasons why Delta Chi folded - and there are many - could be written down and labeled like a diagnosis of a disease. Poor leadership. Lack of education for new members. The almost frantic cutting away of all traditions and ideals to appeal to more people. Division of the fraternity into separate, polarized cliques. Financial irresponsibility. Lack of good alumni relations and a strong, smart advisor to help them. Insufficient peer pressure and a lack of consideration. Hazing, drinking, and vandalism. And many more reasons, except one, for Tom Johnson and some of the brothers.

“I, well, if I had to do it all over again, I’d do it, because I think it was worth it, whether we lost or not,” Johnson smiled sadly. “It’s that old Delta Chi spirit, you know?”

TAP