

Greek Life Diversity and Inclusiveness Education Initiative

1. Overview:

The culture of Lehigh University continues to grow and develop into a more inclusive and close knit environment. Such initiatives as The Movement, Conversations on Race, and the continued recruitment of a more diverse Lehigh community ensure that the culture of the university will continue to grow and change. As stewards to the fraternity and sorority community, which encompasses nearly 40% of the Lehigh Campus, the Office of Fraternity and Sorority Affairs will take the lead in working with the Greek chapters represented at Lehigh to ensure they are leading the charge in creating a more accepting and inclusive atmosphere at the university.

2. Proposed Learning Outcomes:

- I. The Office of Fraternity and Sorority Affairs will work towards the advancement of a more diverse Fraternity and Sorority Community.
- II. The Office of Fraternity and Sorority Affairs will partner with the Interfraternity and Panhellenic Councils to develop and implement opportunities for the Greek Community and individual chapters to understand and appreciate differences.
- III. Individual fraternity and sorority chapters will foster a more inclusive environment by seeking opportunities for programming partnership and education.

3. Proposed Action Steps:

1. Conduct a panel discussion on inclusiveness at Lehigh and the fraternity and sorority community's role in it at the Greek Leadership Conference
2. Discussion with the Interfraternity and Panhellenic Councils regarding the benefits and distinctions of National Pan-Hellenic (NPHC) and National Organization of Latino Fraternal Organizations (NALFO) and how they can benefit Lehigh
3. Discussion with individual chapters about NPHC and NALFO organizations
4. IFC and Panhellenic sponsorship of one large-scale inclusiveness program per semester (ex: Lehigh World Cup)
5. IFC and Panhellenic research into other campus-wide inclusiveness programming opportunities
6. IFC and Panhellenic will appoint Diversity Liaisons. The job of these liaisons will be to:
 - Represent fraternities and sororities at Movement meetings
 - Assist with Greek Diversity Programming
 - Promote Lehigh diversity resources to individual chapters

- Discuss diversity programming and involvement opportunities with chapters
 - Represent IFC and Panhellenic on committees pertaining to diversity
7. Incorporate chapter diversity programming component into Accreditation.
 8. Develop and implement diversity awareness programming into new member education.
 9. Present diversity awareness program on a chapter level. This program will be designed to assist chapters in understanding:
 - The reasons why the fraternity and sorority community should take a more proactive stance on fostering an inclusive environment
 - Discuss the founding values of the chapter and how they relate to being more inclusive
 - Discuss with the chapters resources available to them to assist in increasing diversity programming
 - Assistance with chapter brainstorming on what type of inclusiveness programming makes the most sense for each individual chapter
 10. OFSA assistance and support in chapter implementation of chapter programming