



CONFRONTING BIGOTRY

Article III, Section 7 of the Constitution states: “No Chapter shall permit discrimination in membership selection, initiation, chapter operations, or other activities of the Fraternity based on any individual’s race, color, creed, religion, disability or sexual orientation.”

WHAT YOU PERMIT, YOU PROMOTE

Here are steps to confront bigotry in the Chapter:

- Determine how to approach the Brother to ensure they are receptive – including time, place and who will be present. Ask the Brother to meet you when you have plenty of time available in a place you both feel comfortable.
- Don’t call the Brother racist, homophobic, sexist, etc. – address the behavior, not the person.
- Help the Brother understand your perspective, but don’t start the conversation with trying to ‘win’. For example, “this is how it made me feel when you said this”.

Here are ideas to help educate your Chapter:

- Promote campus programs that address diversity and inclusion.
- Empower the VP of Standards to address bigotry that occurs in large group settings.
- Create meaningful Standards Board sanctions for violations of our Code of Conduct.
- Encourage Brothers to speak about their identities during a Mystic Circle.