

## Best practices to create an inclusive Greek organization [Overview]

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- Training for members.
- Systematic change through policy and constitutional changes.
- Culturally sensitive events and parties.
- Reviewing promotional material and custom fundraising material.
- Intolerance to hate and bias.
- Show active Allyship by attending events organized by marginalized communities as an organization!

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26

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- Educate your leaders (your chairs and your executive board), you can do this by setting up trainings from campus departments and external entities that focus on inclusivity and equity training.
- Set up goals for inclusion and equity and measure your progress.

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27

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- Review your organization's policies and practices to eliminate inequality, marginalization, and implicit bias.
- If you are working on constitution changes or policies, take time to see if it will negatively impact a group you are representing.
- Ensure that your chapter is intolerant to hate and bias. You can do this by adding a clause to your constitution that is intolerant to acts of hate/bias/discrimination from your members. Also put in a procedure to investigate and reprimand the member(s) for such acts.

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28

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- If you are organizing an event, think about whether it is inclusive of marginalized communities and groups.
- During your events and social gatherings, ensure that your members are not saying or doing things that are offensive to other communities.
- Themed parties- your organization may not officially host parties, but if your members decide to come together as a group and host a themed part, please ensure that you review the theme and do research on how appropriate it is before it is hosted.

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29

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- If you are organizing an event for a marginalized community (training, workshops, fundraising event, gala, charity event) ensure that there is representation from that community who is involved in the planning process and that the speakers are from the group you are organizing the event for.
- If you are making promotional material or custom fundraising items, ensure that the material is not culturally insensitive, a good way to do this would be to do research on the material and if you are unsure contact departments on campus that would be able to give you an answer.

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