

Inclusive Leadership in Social Greek Life

Difficult-Discussions Inc.
www.difficult-discussions.com

Goals and Objectives:

- Explore the purpose, values, and importance of social Greek life.
- Look into national incidents of marginalization by social Greek organizations.
- Understand key terms related to inclusion and equity.
- Learn how to appropriately find answers to questions about marginalization, inclusion, and equity.
- Discuss common factors that harm inclusion.
- Understand what it means to be an ally, accomplice, and leader in the field of equity.
- Explore best practices on creating an inclusive Greek organization.

Activity 1: Identity, Marginalization, and Privilege:

<u>Identity</u> Eg: Cis gendered Eg: Female	<u>Privilege</u> Eg: My gender identity is not constantly scrutinized by the public.	<u>Marginalization</u> Eg: I get paid only about 80 cents to a dollar a man in my same position makes.

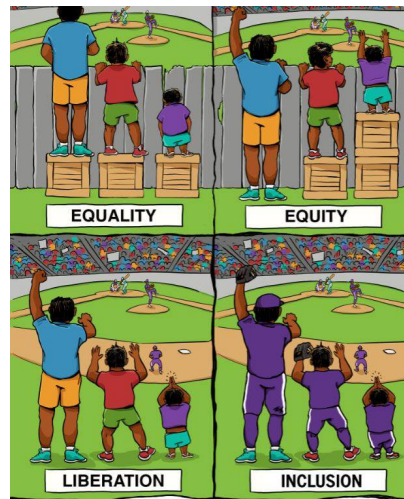
Activity 2:

You are in charge of organizing a fundraising gala to promote diversity, equity, and inclusion, create a 5 point plan that you will present to your executive board from what you have learned in this presentation.

- 1.
- 2.
- 3.
- 4.
- 5.

Difficult-Discussions Glossary for Inclusive Leadership in Greek Life

- **Identity:** The distinguishing character or personality of an individual [Merriam-Webster].
- **Culture:** The customary beliefs, social forms, and material traits of a racial, religious, or social group [Merriam-Webster].
- **Marginalization:** A bias system that places certain groups of people in a position of insignificance within a community based on their identity.
- **Privilege:** Aspects of one's identity that allows them to go through life without being put in a position of disadvantage.
- **Diversity** with regards to people can be described as a collection of individuals with different characteristics. There are different dimensions to diversity-
 - Visible- Such as race, age, ethnicity, and so on.
 - Invisible- Such as religion, skills, abilities, socio-economic status, culture, and so on
- **Inclusion:** the act or practice of including and accommodating people who have historically been excluded (as because of their race, gender, sexuality, or ability) [Merriam-Webster].
- **Equity:** The act of providing adequate resources to establish fairness with all who are concerned.
- **Liberation:** A movement that aims to create a system where there are equal rights and status for a group.



Source- <https://www.storybasedstrategy.org/the4thbox>

- **Unconscious/Implicit Bias:** Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Source: University of California-San Francisco Office of Diversity and Outreach.
- **Microaggression:** A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority) [Merriam-Webster].
- **Misinformation:** Incorrect or misleading information [Merriam-Webster]. It is always important to check the source of the information you are receiving. Look for reputable news sources, peer reviewed articles in journals, and the credibility of the information provided before sharing or accepting the information provided to you.
- **Ally:** A person of one social identity group who stands up in support of members of another group. (Source: Ontario Public Service Employees Union).
- **Accomplice:** A person of a social identity group who works to dismantle systems that oppress members of another group by working with leaders from the oppressed group.

Best practices to create an inclusive Greek organization:

- Training for members: Educate your leaders (your chairs and your executive board), you can do this by setting up diversity and inclusion training from campus departments and external entities that focus on inclusivity and equity training.
- Systematic change through policy and constitutional changes: 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.
- Culturally sensitive events: 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. 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.
- Reviewing promotional material and custom fundraising material: 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.
- Intolerance to hate and bias. 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.
- Show active Allyship by attending events organized by marginalized communities as an organization!
- Set up goals for inclusion and equity and measure your progress.

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