
Living Our Values Task Force

Fraternity & Sorority Life Subgroup Recommendations

Status Update: September 23, 2020

1. Sharing of Non-Discrimination Policy

- Ensure chapters are prioritizing an understanding of the non-discrimination policy when bringing in new members.
 - *The University's non-discrimination policy will be added to the new member compliance-grade release form. This form is one that is viewed and signed by every new member of the community.*

Status: Completed. **Implemented:** 9/4/20. Policy currently included on compliance forms.

- Ensure public awareness of UT Dallas Fraternity and Sorority Live (FSL) support of the non-discrimination policy.
 - *The University's non-discrimination policy will be added to the FSL website under the "About Us" section. The hopes are that when a prospective student looks to learn more about our community, they can see this as a priority for membership.*

Status: Completed. **Implemented:** 9/4/20. Policy has been added to FSL website.

- Ensure new member education includes education of the non-discrimination policy.
 - *Our new member orientation, "FSL 101," will be adapted to include an understanding of the University's non-discrimination policy, an understanding of the history of racism within the fraternal movement, and direction on how to report violations, with the intent of developing or further developing an appreciation of the diversity of UT Dallas and the FSL community.*

Status: In-progress. **Implemented:** 10/1/20. Will be completed to include non-discrimination statement and reporting options for this semester. History of racism within fraternal movement will be implemented in Spring 2021 semester.

- Ensure the governing council leadership's understanding of the non-discrimination policy.
 - *Governing council officer training will be adapted to include an understanding of the University's non-discrimination policy and an understanding of the history of racism within the fraternal movement, with the intention of helping officers develop or further develop respect and appreciation of the diversity of UT Dallas and the FSL community.*

Status: In-progress. **Implemented:** Spring 2021. Officer training material is being developed for a proposed January 2021 rollout to student leaders.

- Ensure chapter leadership's understanding of the non-discrimination policy.
 - *Chapter officer training material will be adapted to include information that will assist members in understanding the University's non-discrimination policy and reporting options for violations of the policy, with the intent of further developing respect and appreciation of the diversity of UT Dallas and the FSL community.*

Status: In-progress. **Implemented:** Spring 2021. Officer training material is being developed for a proposed January 2021 rollout to student leaders.

- Ensure chapter advisor understanding of the non-discrimination policy.
 - *Adapt training material to include information that will assist advisors in understanding the University's non-discrimination policy and reporting options for violations of the policy, with the intent of further developing respect and appreciation of the diversity of UT Dallas and the FSL community.*

Status: In-progress. **Implemented:** Spring 2021. Advisor training material is being developed for a proposed Spring 2021 implementation.

- Educate potential new members about the non-discrimination policy.
 - *Include information about the University's non-discrimination policy in the registration process for those chapters that use them.*

Status: In-progress. **Implemented:** Spring 2021. Policy will be included in all Spring 2021 registration processes for councils/chapters that use them.

- Ensure a strong understanding of reporting options and resources for students, faculty, and staff both Greek and non-Greek
 - *Updates will be made to the reporting process for students who have experienced discrimination as part of their Greek experience; including a reporting form on the FSL website, and increased resources to members (FSL 101, council meetings, chapter consultations) to bring awareness to reporting options.*

Status: Completed. **Implemented:** 9/4/20. Updates have been made to FSL webpage to include reporting options for students. Additionally, community leaders have been given reporting resources via email.

2. Expansion

- Ensure the chapter expansion process remains endorsed by FSL community stakeholders.
 - *The FSL expansion process was developed to include all community stakeholders, allowing them to deliver their opinion on the growth of the community. This process will continue and will be updated to incorporate findings from the 2019- 2020 FSL taskforce when applicable. All organizations wishing to establish new chapters at UT Dallas will be provided the non-discrimination policy.*

Status: In-progress. **Implemented:** TBA. All FSL taskforce items will be implemented as needed.

- Nurture sound relationships with North Dallas NPHC representatives.
 - *The FSL office staff have formed a strong relationship with the North Dallas NPHC in order to see the mentorship program initiative all the way through to completion.*

Status: Completed. **Implemented:** 8/26/20. UT Dallas is continuing relationships with North Dallas NPHC representatives with the goal to expand the NPHC community.

- Ensure strategic initiatives are undertaken to advance growth of African American men's organizations.
 - *Continue to grow our male NPHC population through strategic expansion conversations with national/regional representatives from other NPHC men's organizations.*

Status: In-progress. **Implemented:** TBA. Expansion conversations are ongoing throughout the FSL community with attention to NPHC men's organizations.

- *Identify current UT Dallas faculty and staff who are affiliated with a fraternity/sorority for potential assistance in growth strategies.*

Status: In-progress. **Implemented:** Fall 2021. List of faculty/staff who have a Greek affiliation is being compiled.

3. Review of FSL Community Standards

- Ensure the Governing Council guiding policies include necessary inclusive language.
 - *Conduct a review of the FSL governing council bylaws, constitutions, and standing rules and guidelines to ensure that non-discrimination policies/respectful conduct language is an expectation for member organizations.*

Status: In-progress. **Implemented:** Fall 2021. Updates to governing documents traditionally takes place after transitioning of executive board during spring 2021 semester.

- *Establish a diversity and inclusion officer for each council and require FSL staff to educate, inform and hold councils accountable if issues related to the same arise.*

Status: In-progress. **Implemented:** Fall 2020. All governing councils are in process of developing empowerment efforts for diversity and inclusion officers.

- Ensure community awareness of (inter)national headquarters internal initiatives.
 - *Undertake a market study of the 26 UTD chapters' national organizations to compile initiatives and actions that have been undertaken to address historical systemic racism, the advancement of non-discrimination policies, and respect for members and potential new members of all walks of life.*

Status: In-progress. **Implemented:** Spring 2021. We are working to connect with all 26 national partners for information on their initiatives regarding diversity and inclusion.

- Include information about the UT Dallas non-discrimination policy with community partners in the fraternal world.
 - *Share the policy with all 26 organizations and invite them to discuss any issues they may have or resources they need.*

Status: In-progress. **Implemented:** Fall 2020. We are working to connect with all 26 national partners to share information on UT Dallas' stance on diversity, equity, inclusion, and policies.

4. Provide community-wide Cultural Intelligence training.

- Identify best practices for a community-wide training on cultural intelligence.
 - *Identify resources that are needed to implement a 2020-21 academic year community-wide training on cultural intelligence and appreciation for all FSL members including but not limited to: format, methods of delivery, content, and accountability measures to ensure chapter completion. Additional resources will be identified for this measure to be an ongoing initiative beyond this school year.*

Status: In-progress. **Implemented:** Spring 2021. Benchmarking research is currently underway to identify the best format for a community wide training.

- Ensure fraternity/sorority chapters have resources available to facilitate internal discussions on history and how to progress forward.
 - *Every fraternity & sorority chapter is undertaking a deep review of their organization's history with racism and discrimination. We in the FSL office will facilitate conversations monthly with our chapter leadership on how to initiate these reviews within their own organizations, digest the reality within their organization's history, and work to develop action steps that will lead to community growth moving forward.*

Status: In-progress. **Implemented:** Fall 2021. Monthly meetings with chapter presidents will be re-vamped to include resources for chapter's action steps.