



KAPPA ALPHA THETA

Legacy Policy Change

FREQUENTLY ASKED QUESTIONS (AS OF JULY 22, 2020)

WHY DID KAPPA ALPHA THETA DECIDE TO MAKE THIS CHANGE?

Over the past month—through emails, an online petition, and organized listening sessions—Thetas encouraged Grand Council to modernize our policies and practices regarding legacies. While 2020 continues to pose challenges for Kappa Alpha Theta, it also offers opportunities. One of those opportunities is updating and improving our recruitment practices so they reflect Theta's values and mission.

Our values reflect our founders' experiences as some of the earliest women to attend college. For Bettie, Alice, Hannah, and Bettie, bias and discrimination were everyday experiences, and they fought for inclusion in a frequently hostile educational and social environment. It is fitting that our new Plan of Aspirations includes diversity, equity, and inclusion efforts as a core component, and Theta's staff and volunteers have been evaluating key areas of operations—including recruitment—to identify biases and barriers to members with marginalized identities.

We acknowledge that many women are not legacies because their mothers, sisters, grandmothers, and great-grandmothers simply did not have the same access to higher education or the means to join Kappa Alpha Theta. This change is designed to allow for greater opportunities for membership, to make Theta an inclusive, representative, and therefore stronger organization.

WHEN DOES THIS CHANGE TAKE EFFECT?

The policy is effective immediately.

HOW DOES THIS IMPACT THE RECRUITMENT EXPERIENCE?

Legacies will no longer receive an automatic invitation following the first round. Throughout recruitment, legacies will fall in their natural place on the chapter's invitation lists (including the bid list). Theta is ensuring that potential new members (PNMs) are not receiving bonus credit for things beyond their control, such as hometown, race, family legacy connections, etc.

DOES THETA NO LONGER HAVE LEGACIES?

The definition of a legacy remains unchanged, and any Theta relative should be warmly welcomed and recruited. A Theta legacy is defined as a daughter, granddaughter, great-granddaughter, or sister of a Kappa Alpha Theta member. Stepdaughters, step-granddaughters, step-great-granddaughters, and stepsisters are regarded as legacies if their family considers them as such.

SHOULD I STILL SUBMIT A POTENTIAL NEW MEMBER RECOMMENDATION FORM?

Yes! The process of identifying qualified potential new members (PNMs) is a responsibility and a privilege that is shared by collegians and alumnae, and both are encouraged to complete a potential new member [reference form](#) for qualified PNMs. References are introductions; they are not required for Theta membership and having a reference does not guarantee an invitation to the second recruitment round.

You may submit a reference if you are an alumna member of the Fraternity in good standing or an active college member of a chapter different than the one that a potential new member is seeking to join. Because of the unknowns surrounding recruitment and our members' ability to return to campus, we ask that all potential new member references be submitted using the [online form](#).

CAN A LEGACY'S RELATIVE STILL PARTICIPATE IN INITIATION?

Yes, of course!

WHAT OTHER STEPS IS THETA TAKING TO MAKE THE ORGANIZATION MORE INCLUSIVE?

Kappa Alpha Theta is committed to fighting racism, discrimination, and inequity—both within our sisterhood and within our world. This [page](#) provides updates on Kappa Alpha Theta's actions regarding our efforts on inclusion and diversity within our organization.

CHANGES IN THE RECRUITMENT PROCESS

HOW SHOULD WE TREAT LEGACIES IN RECRUITMENT?

All potential new members should be warmly recruited and welcomed. No potential new member, regardless of race, nationality, religion, or legacy status should be treated differently. All PNMs deserve to be warmly welcomed.

WILL THERE STILL BE A LEGACY REVIEW CALL?

No, there will not be. You should still regularly check in with your recruitment and Panhellenic district director (RPDD) during recruitment. She is here to help you!

HOW DOES THIS IMPACT THE YARDSTICK?

With the removal of the .5 bonus points for legacies, the yardstick will total 1.5 for the 2020-2021 academic year. We will continue to evaluate the yardstick to ensure an effective tool for the Fraternity and chapters.

We are working with MyVote to address yardstick scores that have already been entered. We will update you when we know more. Do not enter any legacy yardstick scores moving forward.

IS ANYTHING CHANGING ABOUT HOW WE TREAT REFERENCES?

No. Any PNM who receives a reference letter will continue to receive .10 on the yardstick.

IF A PARENT OR ALUMNA REACHES OUT TO OUR CHAPTER EXPRESSING FRUSTRATION ABOUT THIS CHANGE, WHAT SHOULD WE DO?

We encourage you to share information with them about why this change was put in place. You may also pass the communication along to your RPDD. Should a situation escalate beyond those individuals, please reach out to recruitmenthelp@kappaalphatheta.org.

DO WE STILL NEED TO SUBMIT THE LEGACY REPORT AFTER RECRUITMENT?

Yes, we still do need to know how many legacies came through recruitment and were pledged. It's important for the Fraternity to gather this data so that we can evaluate the impact of the policy change.