Diversity, Equity and Inclusion Advisory Commission
Frequently Asked Questions

**Why is Delta Gamma creating a Diversity, Equity and Inclusion (DEI) Advisory Commission?**

When we embarked on our journey of contextualization in 2019, we knew the road to understanding our past and changing our future would be long. **We knew we would need experts to partner with our Leadership and staff to bring diverse perspectives to the table** and give us guidance on how we can do better and be more welcoming to all individuals.

Delta Gamma, along with the other National Panhellenic Conference (NPC) sororities, were created during a time when women were barely welcomed at higher education institutions. While a milestone, that opportunity was reserved for white women. Due to the circumstances of the times and environment, the core of how we were built and what was identified as important were structured around limited perspectives and identities.

As members, we want Delta Gamma to be a home to all women. **We want every member to feel a sense of belonging and pride in our sisterhood.** But we all must also recognize that we have progress to make before every member feels included.

Our progress is ongoing, and we expect will never end, as the commitment to equity and equality should remain a constant focus for our organization. To help us take action that is meaningful and intentional, the DEI Advisory Commission will be part of conversations as new initiatives are ideated and decisions are made with a goal of ensuring we are acting in a way that benefits all members and does not cause further harm to our members with identities that have been marginalized (often called “minority” identities).

**What’s the purpose of the DEI Advisory Commission?**

In fall 2020, our Fraternity Council approved the creation of a DEI Advisory Commission to help **advise, guide and inform** Delta Gamma’s efforts around diversity, equity and inclusion. This is an important step in achieving the goal of ensuring Delta Gamma becomes more equitable, more inclusive and more diverse, and offers a sense of belonging to individuals who hold marginalized identities.

This group is advisory in nature, which means Fraternity leaders will receive their thoughts and recommendations regarding new initiatives and the advancement of the organization.
What will the Advisory Commission review and provide guidance on?
This group will provide feedback on policies, procedures, programming and operations which may impact accessibility and belonging. The Advisory Commission may be asked to review: strategies and initiatives, programs, trainings, educational resources, our ANCHORA quarterly magazine, website, electronic communications and social media presence.

For example, this group could be asked for advice on how we can expand our network to become more aware of diverse trailblazers within our sisterhood to feature in the ANCHORA. They could also be asked to review our current processes for ensuring materials for chapter officers are accessible to those with visual impairments or other needs.

What’s the difference between the new Advisory Commission and Delta Gamma’s partner for the implementation of our equity assessment recommendations?
In the coming weeks, we will announce our newly established partner for the implementation of the equity assessment recommendations, which will help us craft our strategy and overarching philosophy related to diversity, equity and inclusion. They will provide broad guidance and support us by offering best practices and other tools. It will ultimately be up to Delta Gamma how we seize the opportunities for improvement and growth within our organization.

This Advisory Commission will serve as a sounding board for the specific ways in which Delta Gamma seeks to take a recommendation and implement it at the policy-level, local/regional level, etc. to ensure our approach makes sense and takes various perspectives into consideration.

Our favorite analogy to remember the difference between these two groups is:
- Implementation partner = Google Maps route overview
- DEI Advisory Commission = step-by-step directions and recalculating when a turn is missed

For example, our implementation partner may advise that we “work to provide more training to collegiate chapter advisers about creating inclusive spaces.” Once a preliminary plan is developed by Leadership and staff, the Advisory Commission may help review that plan through the lens of inclusion and belonging for all experiences to avoid causing harm to any of our sisters.

Who serves on the Advisory Commission? How are they selected?
The members of the DEI Advisory Commission hold expertise in diversity, equity and inclusion through their professional, volunteer or lived experiences. Members may be Delta Gammas or non-members who have reached the age of majority in their
state or province. A member of the Commission will be selected as the chairperson and will be the liaison to the Fraternity Director: Chapter Development, Fraternity Director: Alumnae Development and a staff liaison, appointed by the Fraternity Executive Director.

You can learn about the members of our 2021 DEI Advisory Commission on the DG website.

**How long is the term this Advisory Commission will serve?**
The DEI Advisory Commission members will serve a one-year term. There is not currently a limit on the number of terms an individual may apply for or serve on the DEI Advisory Commission.

**If I’m interested in joining the Advisory Commission, what steps should I take?**
Applications for the 2022 DEI Advisory Commission will open this fall and will be widely publicized. The DEI Advisory Commission is open to both members and non-members of Delta Gamma. Individuals with professional, volunteer or lived experiences who consider themselves to be subject matter experts on topics of diversity, equity and inclusion are welcome to apply.

**How can I contact the Advisory Commission?**
All members and new members are welcome to direct questions to equityandinclusion@deltagamma.org to be shared with the DEI Advisory Commission.