

Guide to Inclusion

Purpose Statement

actively and intentionally inclusive to ALL people. This will be accomplished by setting expectations within the community, creating resources and tools, such as this guide to inclusive programming, that will allow for members of the fraternity and sorority community to evaluate themselves on their inclusivity, and to create better practices and behaviors that will allow our community to celebrate and welcome members of all communities. This guide to inclusion is used to assist in the incorporation of inclusive behaviors and languages to ensure for a more diverse community.

Racial and Ethnic

Avoid using words, images, or situations that reinforce racial or ethnic stereotypes.

1. ethnicity, use it as an adjective
i.e. a Latino/a person vs a Latino/a

inclusive to the people who are quieter and not involved or who may have social anxiety, etc.

8. *Programming and Collaboration*

- a. See Accommodations. Make sure your events and programs are inclusive to members of all communities.
- b. Program with student alliances like PRIDE, UBSS, ASA, ASO, PASA, etc.
- c. Programming to promote awareness all year long is a great way to demonstrate inclusivity and allyship by educational awareness.

9. *Financial Inclusion*

- a. Fraternities and sororities cost money but what are you doing to lower the cost and provide assistance to your organization's members.
 - i. Chapter Support
 - 1. \$1 Chapter Meetings
 - a. If you had one chapter meeting a semester that cost every member a dollar, you can use that money to help an individual who may be struggling financially.
 - 2. Sponsors/Alumni Support
 - a. You could reach out to your chapter alumni for monetary support and if a member is struggling financially you could pair them with an alumnus to help them out.
 - ii. Big/Little Process
 - 1. Revisit the big/little process, particularly for NPC organizations. Is it necessary to require members to spend hundreds of dollars to receive a little? This is not inclusive to all of your members who may be self-supporting and can barely afford dues.
 - iii. Consistently revisit your budget and show your members where their

continue to charge your members for those.