

Delta Tau Delta International Fraternity

Committee on the Advancement of the Fraternity

Karnea

August 2020

The 2020 Advancement Committee has taken upon itself to answer the call we perceive to have been left unanswered for quite some time. We have brought forth initiatives that we

believe should bring Delta Tau Delta up to par in regards to Diversity, Equity and Inclusion. The committee would also like to emphasize that these recommendations are the first steps the Fraternity must undertake in order to truly adhere to our core beliefs. For the Fraternity to truly live our Fundamental Principles of Truth, Courage, Faith and Power, the Fraternity's work on Diversity, Equity and Inclusion must go beyond this committee, must go beyond this report and realize that this Work does not end. The Work must change, adapt and evolve to truly reflect a brotherhood that genuinely ensures it is a great day for EVERY Delt.

Item 1: Creation of Committee on IDEA

This Committee recommends the formation of a standing committee that addresses the fraternity's issues, logistics, resources, and planning centered around **Inclusion, Diversity, Equity and Ability (IDEA)** with an emphasis towards **Brothers who identify as BIPOC, LGBTQ+ and/or have Mental/Physical disabilities**

BIPOC (Black, Indigenous and People of Color)

LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, and Queer; the "plus" is intended as an all-encompassing representation of sexual orientations and gender identities)



Above is the diversity wheel that incorporates different aspects of a person's identity. The committee understands that race is a major issue, but we hold other aspects such as sexual orientation, Gender Identity, and Mental/physical ability in the same regard.

The committee also debated on topics that we felt are good starting points for the newly formed Committee on IDEA:

- Consider Delta Tau Delta to be co-ed Fraternity
- Topics pertaining to Gender Identity and how chapters can embrace every identifying male
- Valuation and creation of Chapter-Level resources around IDEA
- Advise Arch Chapter/Division leaders on collaborating and supporting LGBTQ+/BIPOC owned businesses or businesses that publicly support LGBTQ+/BIPOC
- IDEA committee will create chapter-level planning and support that includes education initiatives and operational resources for chapters and divisions, and the evaluation of chapter officer roles
- Elevate racism alongside hazing, substance abuse and sexual assault
- Collect more data on the Fraternity's state of diversity, and collect this data regularly
- Promote LGBTQ+/BIPOC holding senior leadership and Central Office positions
- Creation of Central Office position centered around IDEA

It is through the Committee on IDEA and a Central Office Position dedicated, in part, to supporting the IDEA committee, we believe the work on Diversity and Inclusion will continue to be sustained and given the proper attention and time to make Delta Tau Delta the standard in Equity Excellence.

Through the Committee on IDEA the fraternity must foster, help and encourage chapters to plan educational and mutually beneficial events with BIPOC Student unions, Culturally specific Fraternities and Sororities and other Inclusion based organizations operating within campus and/or local municipalities. Chapters must work with Chief Diversity Officers, Chairs of Equity and Inclusion or other senior level Equity Offices within their respective campuses.

Our country is beginning to recognize its own systemic oppression. Through this realization our society and the workplace will begin to shift towards embracing diversity and being more aware of microaggressions, white privilege and more subtle forms of racism and discrimination. We owe it to our brothers to give them the proper exposure, awareness and how to honor and respect everyone in relations to race, culture and identity. Respecting all identities strengthens our community. A strong community strengthens our fraternity's vitality.

Item 2: Contextualization of Delt History as it Pertains to Race, Prejudice and Bigotry

The Fraternity must produce a complete historical research and analysis of the foundation and history of Delta Tau Delta and our Founders. It is vital that we conduct a comprehensive research of racist, bigoted, prejudice and discriminatory practices of Delta Tau Delta and our chapters.

We as an organization have two choices. We can continue to hide them away and continue to ignore the problem or we can embrace contextualization to continue our pledge of lifelong learning and growth. As a values based organization, we must be able to face this racism head on and pivot our past into empowering learning moments for our ever changing and evolving brotherhood.

The fraternity must dig deeper in our history to uncover discriminatory and racist actions, legislations, activities, paraphernalia and speeches so that our brotherhood would be able to learn and grow from our shared past. We must study and accept our ENTIRE history complete with mistakes and misjudgements and give it equal consideration along with our robust record of service, justice and love. We must own our complete history, not just the highlights. It is never too late to apologize or acknowledge mistakes, poor decisions and racist practices. Please see articles in Delta Gamma's [Anchora issue](#) and [Sigma Chi's Magazine](#) as a great starting point.

From this research the committee recommends that this information be published, advertised, easily accessible and most importantly incorporated into our existing and future programs where such knowledge would be impactful such as New Member Education, Ignite, PresX, Division Conferences, NADI, New Volunteers Coaching Summit etc. To start this work, we recommend the fraternity establish a statement on contextualization to frame the rationale and purpose of this work. [Delta Gamma's statement](#) is a great example.

The committee also believes that we should give space and time to the things Delta Tau Delta have done right on every level. Highlighting and further research the 1968 Karnea, the initiations of first BIPOC/GBTQ+ members in chapters and legislation passed to make Delta Tau Delta more Inclusive.

Quotes from Committee Members:

"Focus on action items and not just talk. Find a way to contextualize where Delta has been, is, and what we can do moving forward."

"We have highlighted alcoholism, sexual assault, and we should create a highlight for diversity and education about systematic racism"

Item 3: Updates on 2016 National Task Force on Diversity Report and Follow up on its Recommendations

The committee was happy to see that there was a 2016 National Task Force on Diversity Report and we would like a update on where the Fraternity stands on its recommendations:

- Review the wording pertaining to inclusion of transgender individuals seeking membership within the fraternity

- Adding the term “disability” to the nondiscrimination clause
- Formally adopt language that clarifies the responsibility of members in preventing discrimination during the recruitment of new members and engagement with all members of the fraternal, campus, and global communities.
- Consider the diversity ranking of institutions and actively investigate expansion opportunities to those universities that have high levels of diversity
- Promote and Foster BIPOC/GBTQ+ Membership
- The FAAR should add a graded category under Miscellaneous Operations for Diversity Programming. (The committee recommends that this be made a Mandatory Category)

The committee asks that we are given an update during the next Division Conferences.

The committee echoes and reinforces the recommendations of the 2016 National Task Force on Diversity Report

Item 4: Facing Race Issues on the Chapter Level

The Fraternity must encourage and mandate that chapters engage in diversity appreciation, cultural engagement, racial awareness and social justice education. Our brotherhood must learn to embrace and respect all cultural and sexual identities. Our brotherhood must champion inclusive excellence and to fully understand the system of oppression that has existed to suppress BIPOC and the LGBTQ+ community.

Our approach to Inclusive Excellence must have the same importance and priority as our continued work towards alcohol/drug abuse, hazing and sexual assault. The chapter's engagement to race issues must be worked into the chapter accreditation process and made mandatory. Race and discrimination issues must be addressed along side with white privilege and microaggressions in programming such as New Member Education, The Charge, The Road, Ignite, Divisionals and Karnea.

The Fraternity must create language and bylaws that specifically answers questions to brothers being racially attacked, discriminated against, belittled and dehumanized from verbal, physical, emotional trauma or creating a hostile environment based on race, color, national origin, religion, sexual orientation, gender identity or transgender status and disability.

Other Actionable Items and Goals:

- Add a director of Diversity and Inclusion into a chapter leadership role that has training from Central Office
- Include programming that educates about racial issues, sexual identities, diversity, inclusion into the FAAR
- Examine all of our programming and identify where diversity can be built-in
- The Central Office must provide resources to provide help with recruitment that goes beyond Sign ups. It must provide guidance on how to attract and sustain BIPOC Membership genuinely and organically.

Item 5: Facing Race Issues on the International / Central Office Level

- Recommend repercussions/discipline for alumni who act unbecoming(racist and/or homophobic)
- Use the member discipline committee (national level)
- Add training for advisors and alumni volunteers to talk about race and diversity
- Commitment to no racism at a national level with clear consequences
- Create pipeline of BIPOC brothers to create Diversity in Senior Leadership and make diversity a priority for Central Office Positions
- Task force to identify BIPOC brothers and pay for flight/registration/ to attend Karneas, Conferences and Leadership retreats
- Prioritize hiring BIPOC/LGBTQ+ speakers/facilitators at Leadership retreats, Divisionals and Karneas

The Fraternity must broaden our brotherly love out to other organizations so we are able to sustain them, while they can work to sustain Delta.

We charge Delta Tau Delta to foster, cultivate and maintain partnerships with NPHC (National Pan-Hellenic Council) and NMGC (National Multicultural Greek Council) groups on an international level.

Most of these organizations were founded by men and women in response to white dominated, long established greek organizations. We must bridge this gap and create leadership summits, workshops, conferences, fundraisers and philanthropies which would mutually benefit all organizations.

We believe these partnerships will help our brothers create long lasting relationships with strong BIPOC leaders. It is important for our brothers to understand the history of NPHC and NMGC groups. It is important to know many of their organizations were born from courage in the face of aggressive racism, lack of acknowledgement and dismissal.

The Fraternity should make considerable effort to request the services of BIPOC and LGBTQ+ speakers, facilitators and experts. The Fraternity should make considerable effort to do business with companies and vendors that are owned and/or support BIPOC and LGBTQ+. We ask the Fraternity to review its current dealings and ensure the companies and vendors we have established relationships with are supportive of BIPOC and LGBTQ+.

Possible areas to create mutually beneficial events and programs could include:

- Education on Awareness and Social Justice
- Joint Philanthropy Events
- Leadership Development Retreats and Conferences
- Chapter Programming

Item 6: Replacing the word “Colony”

The Fraternity’s use of “colony” derives from one of its definitions:

“a place where a group of people with similar interests live together”

The definitions above seem suitable in building community, but when placed in a historical context we uncover the problem. When we ‘colonize’, the actions assumed are to have a western civilization interrupt a native culture, promote power and privilege, and become the dominant leader of the land. But that’s not our goal. Rather, we promote positive change and growth within the entire community on campus.

For many groups, particularly indigenous peoples, they feel the following definitions:

“a group of people of one nationality or ethnic group living in a foreign city or country”

Or

“a country or area under the full or partial political control of another country, typically a distant one, and occupied by settlers from that country.”

For many, a colony, a colonizer or a colonial harkens to Europe’s colonization of the world and our country’s idea that it was America’s destiny to expand, causing the US Government to disregard the territorial rights of Native Americans, wiping out many tribes and causing a cultural divide, tension and wars.

The fraternity can do better to describe a group of aspiring men who want to start a Delt Chapter. The committee and several other Delts have come up with several options the Arch Chapter can consider:

- Crescent Chapter
- Crescent Society
- Aspiring Chapter
- Chapter Candidate
- Associate Chapter

Item 7: Alumni Database/Program for Job Shadowing, Mentoring and Connections for Upperclassmen and Recent Graduates

The committee recognizes a major motivation for men to attend college and join a fraternity is to gain job prospects and increase earning potential. The fraternity must be able to provide job shadowing, mentoring and connections for upperclassmen and recent graduates as a way to promote and increase the Fraternity’s value of lifelong membership.

The Fraternity must find a way to help Delt seniors and recent graduates tap into the robust alumni base that is able to hire in various job and career fields. It must also help those members who might not have established family and/or friend connections to career opportunities. We must provide professional development and help introduce all Delts to resume building and job interviewing and how to conduct a job search.

The committee recognizes we must be able to crawl before we can walk. We recommend creating a more robust LinkedIn community where undergraduates and recent graduates can at least make connections to our alumni pool without having to create a platform from scratch. But ultimately we would like to see Delts integrate a national strategy for professional development.

In the short term the fraternity can:

- Create a careers tab where alumni can post job opportunities On MyDelts
- Brainstorm ideas that will make the program valuable to alumni (way to give back, not a big time commitment, unique things a Delt can bring to an organization)
- Start building from the alumni side first to make a foundation
- Build alumni career Q and A into the FAAR
- Training in conferences regarding professional development and career opportunity search.

The committee has talked about several third party systems, websites and applications the fraternity can look into such as [WISR](#).

Item 8: Official Statement of Support and Pledge for Action

The committee finds it important for the Fraternity to create a statement on its efforts on Diversity, Equity, and Inclusion. Many other greek organizations have made this a priority:

[Alpha Chi Omega](#)

[Alpha Delta Chi](#)

[Phi Sigma Sigma](#)

[Zeta Tau Alpha](#)

[Sigma Chi](#)

[Sigma Kappa](#)

[Delta Upsilon](#)

You can see a more comprehensive list of actions of greek organizations [here](#). Delts can do more and we can be better.

Conclusion:

The Committee would like to reiterate that this is a start. We expect the Fraternity to continue to be an inclusive organization in perpetuity. We understand that policies might change quickly enough, but the change in hearts and minds of our brothers and fellow Americans will be a long and constant battle. This work requires our constant diligence.

Our founding fathers started Delta Tau Delta because they were judged and treated differently. No matter how much honor they deserved, the Bethany Neotrophian Society did not recognize them justly and systemically dismissing their work with a rigged election. They too suffered inequality. Our Foundation story is relevant today. It is our hope that our work we start today places us at the right side of history.

Motions:

The Committee would also like to make a motion to adopt the following Statement to help guide Delta Tau Delta for continued work towards Inclusion, Diversity and Equity:

Delta Tau Delta values diversity and inclusion and the role they play in our strength as an organization. We reaffirm that our fundamental principles of Truth, Courage, Faith, and Power compliments the efforts to end the racial and systemic struggles of our disenfranchised brothers and fellow Americans.

Respectfully Submitted by the Committee,

Chair: Ray Ocampo (University of Oregon, 2007)
Bryan Davidson (Washington & Jefferson, 2005)
Jon Duraj (Wittenberg University, 2009)
Hugo Lujano (Southeastern Louisiana University, 2021)
Jordan Garcia (Stephen F. Austin State University, 2021)
Joshua Udinyiwe (Westminster College, 2021)
Tyler Burleyson (Case Western Reserve University, 2022)

Additional Helpful Resources and Information:

Seattle Times Under Our Skin Video Project: <https://projects.seattletimes.com/2016/under-our-skin/#>

Race and Greek Life:

https://en.wikipedia.org/wiki/Racism_in_United_States_college_fraternities_and_sororities

<https://onlinelibrary.wiley.com/doi/full/10.1002/ss.20289>

<https://www.npr.org/2018/05/12/610716317/fraternity-culture-and-racism>

https://www.researchgate.net/publication/331451967_Race_and_Racism_in_Fraternity_and_Sorority_Life_A_Historical_Overview_Race_and_Racism_in_Fraternity_and_Sorority_Life

<http://www.amerfahmed.com/im-not-surprised-sae-university-oklahoma/>

<https://tcf.org/content/commentary/separate-but-unequal-in-college-greek-life/?agreed=1>

Race and College:

<http://studentcaffe.com/prepare/underrepresented-students/minority-students>

Color Blindness video: https://www.youtube.com/watch?v=H4LpT9TF_ew

Racial wage gap: <https://www.brookings.edu/blog/up-front/2020/02/27/examining-the-black-white-wealth-gap/>

Race Resources: [Scaffolded Anti-Racist Resources](#)

Dr. Kahty Obear and the USC Center for Race & Equity:

<https://drkathyobear.com/resources/#Continuously-Updated-Google-Docs>

Social Justice Training Institute: <https://sjti.org>

This could be a neat model of how to approach social justice development opportunities for members (whether separate or as part of leadership programs). Could Delt partner or develop their own social justice training track utilizing experts in the field to develop