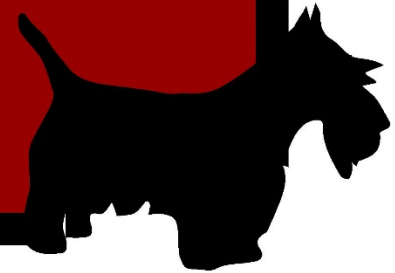


SLICE

OFFICE OF STUDENT LEADERSHIP,
INVOLVEMENT, AND CIVIC ENGAGEMENT

Greek Life



Report of Greek Diversity and Inclusion Policies Fall 2018

MEMORANDUM

To:
President Jahanian IFC/PHC/MGC Executive Board Members
Gina Casalegno Chapter Presidents
Josh Centor Chapter Advisors
Elizabeth Vaughan National/International Offices
Angela Campbell
Jesse Koch
Sam Waltemeyer

From: Ashley Christ, Coordinator of Student Leadership, Involvement and Civic Engagement and Housefellow

Subject: Report of Greek Diversity and Inclusion Policies 2018

Date: November 27, 2018

Attached, please find the information regarding diversity and inclusion policies on twenty-three chapters that comprised the fraternity and sorority community at Carnegie Mellon University for the 2018-2019 academic year. This report is shared with University administrators, faculty and staff, the fraternities and sororities, chapter advisors, chapter presidents, and (inter)national offices. The purpose of this document is to inform the university community of (inter)national offices policies and procedures regarding inclusive membership practices. Information was collected from March 2018 until August 2018 from (inter)national organizations websites, media and through direct contact with staff.

If you have any questions about the information contained in this report or would like to contribute information to be included, please contact Ashley Christ at alchrist@andrew.cmu.edu or by phone in the SLICE Office at 412-268-8704.

Best Wishes,

Ashley Christ

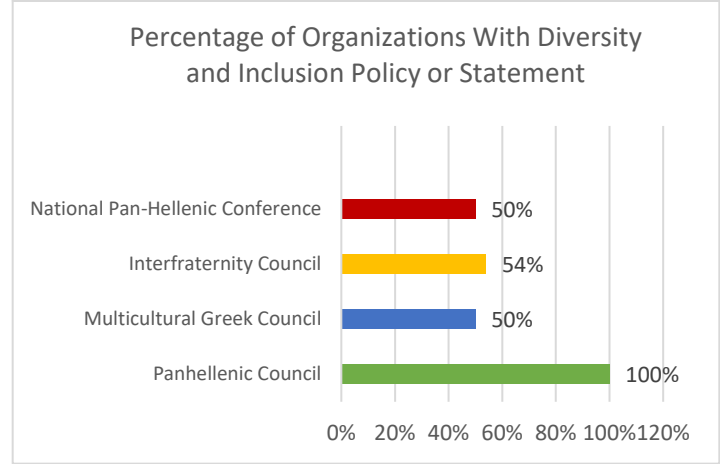
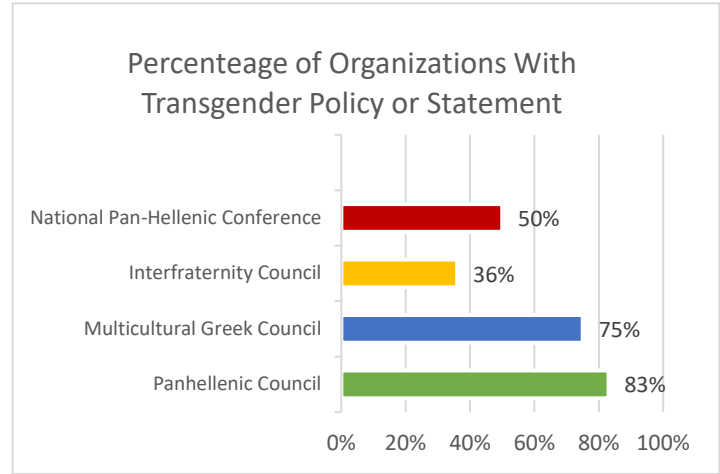
Attachment

Overview of Organization Policies and Positions

Organization	Has transgender membership policy or statement	Has diversity and inclusion policy or statement	No policies available
Alpha Chi Omega	X	X	
Alpha Phi		X	
Delta Delta Delta	X	X	
Delta Gamma	X	X	
Kappa Alpha Theta	X	X	
Kappa Kappa Gamma	X	X	
alpha Kappa Delta Phi	X		
Lambda Phi Epsilon	X	X	
Omega Phi Beta			X
Phoenix/Kappa Phi Lambda*	X	X	
Alpha Epsilon Pi	X		
Alpha Sigma Phi	X	X	
Alpha Tau Omega*			X
Delta Tau Delta	X	X	
Kappa Sigma			X
Phi Delta Theta		X	
Pi Kappa Alpha			X
Sigma Alpha Epsilon		X	
Sigma Chi		X	
Sigma Nu			X
Sigma Phi Epsilon	X	X	
Alpha Phi Alpha	X	X	
Delta Sigma Theta			X

KEY

Green: Panhellenic Council Recognized Organizations
 Blue: Multicultural Greek Council Recognized Organizations
 Yellow: Interfraternity Council Recognized Organizations
 Red: National Pan-Hellenic Conference Recognized Organizations- Citywide Chapters
 * Indicates that the organization is either an interest group or colony



Panhellenic Council Recognized Organizations

Organization and Website	Alpha Chi Omega: www.alphachiomega.org
Supporting Documents and Media	Alpha Chi Omega's Inclusive Position: https://vimeo.com/204575118
Governing Documents	Alpha Chi Omega Statements of Position: https://bit.ly/2MzZVUO
Policy or Statement (if available)	<p>“Alpha Chi Omega does not discriminate on the basis of race, ethnicity, color, sexual orientation, religion or other characteristics protected by applicable law. Women, including those who live and identify as women, regardless of the gender assigned to them at birth, are eligible for membership in Alpha Chi Omega based solely on five membership standards.</p> <p>The National Membership Standards are: 1] academic interest; 2] character; 3] financial responsibility; 4] leadership ability; 5] personal development.</p> <p>Alpha Chi Omega remains, as it always has been, a women's organization. Those assigned female at birth who live and identify as men are not eligible for membership.”</p>
Organization and Website	Alpha Phi: www.alphaphi.org
Supporting Documents and Media	None Available Online
Governing Documents	Alpha Phi International Fraternity Stating Rules for Risk Management: https://bit.ly/2wxsrvx
Policy or Statement (if available)	<p>Alpha Phi has, since inception, encouraged each member to strive for self-respect and self-knowledge in an effort to foster the personal development of each member. Under Title IX of the Educations Amendments of 1972 – 20 U.S.C. Section 1681 (a)(6)(A), Alpha Phi, as a social fraternity, is exempt from the single sex provisions. Alpha Phi supports the concept of equality and is committed to building a society where human judgments are based on merit. Alpha Phi does not discriminate in membership practices on any basis other than sex. Alpha Phi firmly repudiates actions and statements that negate the concepts of self-respect, personal development, equality and dignity. In the pursuit of the highest ideal of womanhood, each Alpha Phi member shall be a positive influence as a Greek, campus, and community leader.</p>

Organization and Website	Delta Delta Delta: www.tridelta.org
Supporting Documents and Media	Criteria for Becoming a New Member and Subsequent Initiation Eligibility: https://bit.ly/2wxsrvx Tri Delta's Commitment to Kindness: https://bit.ly/2ShUedx
Governing Documents	None Available Online
Policy or Statement (if available)	<p>Tri Delta was the first NPC organization to have a non-discrimination policy. Following nearly two years of extensive research conducted by the Inclusion Task Force, we are making a simple, but powerful, ONE-WORD change to that policy to ensure clarity and to help guide our collegiate members in the membership selection process. The updated policy reads as follows:</p> <p>Tri Delta does not discriminate on any basis other than gender in selection of members, and collegiate chapters will not discriminate on the basis of ethnic heritage, national origin, personal appearance, personal beliefs, race, religion, sexual orientation, mental or physical ability.</p> <p>By changing our policy to state that Tri Delta does not discriminate on any basis other than gender in the selection of members allows for much greater inclusivity for those who live and identify as women.</p>
Organization and Website	Delta Gamma: www.deltagamma.org
Supporting Documents and Media	Position Statement on Non-Discrimination: https://bit.ly/2LxthxT
Governing Documents	None Available Online
Policy or Statement (if available)	<p>Delta Gamma Fraternity does not discriminate in its membership selection on the basis of race, religious affiliation, color, creed, national origin, sexual orientation, marital status, or physical disability. Those selected for membership in Delta Gamma must have good scholarship, be of good character and standing, have an interest in activities that will enhance the academic atmosphere at the college or university, and have a sincere desire to contribute to the work of Delta Gamma.</p> <p>Delta Gamma is committed to diversity and does not discriminate on the basis of race, religious affiliation, color, creed, national origin, sexual orientation, marital status, physical disability or other characteristics protected by state or federal law. Membership is open to women and transgender persons who identify themselves as women. Males are excluded from membership, as provided by Title IX, 20 U.S.C. §1681(a)(6)(A), which pertains to social fraternities and sororities.</p>

Organization and Website	Delta Gamma: www.deltagamma.org
Supporting Documents and Media	Position Statement on Non-Discrimination: https://bit.ly/2LxthxT
Governing Documents	None Available Online
Policy or Statement (if available)	<p>Delta Gamma Fraternity does not discriminate in its membership selection on the basis of race, religious affiliation, color, creed, national origin, sexual orientation, marital status, or physical disability. Those selected for membership in Delta Gamma must have good scholarship, be of good character and standing, have an interest in activities that will enhance the academic atmosphere at the college or university, and have a sincere desire to contribute to the work of Delta Gamma.</p> <p>Delta Gamma is committed to diversity and does not discriminate on the basis of race, religious affiliation, color, creed, national origin, sexual orientation, marital status, physical disability or other characteristics protected by state or federal law. Membership is open to women and transgender persons who identify themselves as women. Males are excluded from membership, as provided by Title IX, 20 U.S.C. §1681(a)(6)(A), which pertains to social fraternities and sororities.</p>
Organization and Website	Kappa Alpha Theta: www.kappaalphatheta.org
Supporting Documents and Media	Recruitment Information: https://bit.ly/2wvaCNx
Governing Documents	None Available Online
Policy or Statement (if available)	<p>Kappa Alpha Theta welcomes as members, in accordance with the laws of the Fraternity, college women, without regard to race, religion, national origin, age, disability, or other characteristics protected by applicable law. As some of the earliest women to attend college, Kappa Alpha Theta's founders fought for inclusion in a frequently hostile educational and social environment. Our mission is to offer women lifelong opportunities for intellectual, and personal growth. Those who identify as women are eligible for membership in Kappa Alpha Theta.</p>

Organization and Website	Kappa Kappa Gamma: www.kappakappagamma.org
Supporting Documents and Media	Kappa Kappa Gamma Position Statements: https://bit.ly/2omsVRy
Governing Documents	None Available Online
Policy or Statement (if available)	<p>Kappa Kappa Gamma recognizes the value of each individual and expects its members to promote integrity, respect and regard for others, and appreciation for the worth of all individuals. Kappa Kappa Gamma values diversity and does not discriminate based on race, national origin, religion, disability, age, gender identity, sexual orientation or other class protected by state, local or federal law. Members, undergraduates and alumnae, are encouraged to promote and demonstrate an understanding of diversity, both on the college campus and in the world community.</p> <p>Kappa Kappa Gamma is a single-gender organization comprised of women and individuals who identify as women whose governing documents do not discriminate in membership selection except by requiring good scholarship and ethical character. All chapters are expected to adhere to these documents. Kappa Kappa Gamma continues to seek members who:</p> <ul style="list-style-type: none"> • Will further the mission and purpose of the Fraternity. • Have achieved academic success. • Have demonstrated good character. • Will enrich the life of the group through shared congeniality. • Are responsible citizens and contributing members of their communities. <p>Each chapter of Kappa Kappa Gamma has the final choice of its own members.</p>

Relevant National Panhellenic Conference Articles and Resources

<p>National Panhellenic Conference Gender Identity Study Group In November 2016, the National Panhellenic Conference (NPC) created the Gender Identity Study Group to gather and disseminate substantive information for member organizations on the relevant questions of transgender inclusion.</p>	<p>https://bit.ly/2okdJ7x</p>
<p>National Panhellenic Conference: How Our Advocacy and Support Efforts Impact Sorority Communities 2017 AFA Annual Meeting presentation that includes information on the NPC Student Advisory Committee and Gender Identity Study Group.</p>	<p>https://bit.ly/2LDZOCf</p>
<p>Can Trans Girls Be Sorority Girls? Written by Michelle Ruiz for Cosmopolitan Magazine on October 17th 2016. This article details the sorority recruitment experience of University of Michigan student Emily Kaufman, a transgender woman. At the time of publication only three of the 26 major national sororities in the United States had formal, public policies stating they are inclusive of transgender women.</p>	<p>https://bit.ly/2BZNv3J</p>
<p>47 Sorority Members Walk Out After Being Told to 'Hold Off' Inviting Transgender Member to Join Written by Joi-Marie McKenzie for ABC News on November 11th 2016, this article details the protest of members of Alpha Omicron Pi at Tufts University over the delay of admitting a transgender student for membership.</p>	<p>https://abcn.ws/2wzEFUk</p>
<p>Will Your Sorority Let You Bring A Girl As Your Spring Formal Date? Written by Elana Rubin for Elite Daily on March 5th 2018, this article details the experiences of sorority women across several universities and national organizations and how they navigated their experiences as transgender or queer women.</p>	<p>http://elitedai.ly/2oNLjmT</p>
<p>Alabama sororities desegregated, but has anything changed? Written by Abbey Crain for AL.com on August 30th 2018, this article details the diversity in sorority membership through the lens of race at the University of Alabama, in the five year since they were formally desegregated.</p>	<p>https://bit.ly/2CpOM4z</p>

Multicultural Greek Council Recognized Organizations

Organization and Website	alpha Kappa Delta Phi International Sorority, Inc.: www.akdphi.org
Supporting Documents and Media	Statement Announcing Passage of Transgender Inclusion Policy: https://bit.ly/2C0k95l
Governing Documents	None Available Online
Policy or Statement (if available)	"The new policy allows those who identify as a woman, including those who may not have been assigned that gender at birth, to be eligible for membership."
Organization and Website	Lambda Phi Epsilon Fraternity, Inc. : www.lambdaphiepsilon.com
Supporting Documents and Media	Fraternity Adopts Transgender Inclusive Policy: https://bit.ly/2BVZqzw
Governing Documents	None Available Online
Policy or Statement (if available)	"Membership in the Fraternity shall be open to men regardless of race, color, ethnicity, religion, national origin, age, sexual orientation, gender identity/expression, marital status, veteran status or disability. Gender identity/expression shall be defined as the gender with which an individual identifies at the time of induction, not their sex as assigned at birth. These elements shall not factor into member selection or bidding criteria."
Organization and Website	Omega Phi Beta Sorority, Inc. : www.omegaphibeta.org
Supporting Documents and Media	None Available Online
Governing Documents	None Available Online
Policy or Statement (if available)	Please contact Omega Phi Beta Sorority, Inc. directly.
Organization and Website	Phoenix/Kappa Phi Lambda : www.kappaphilambda.org
Supporting Documents and Media	Recruitment : https://bit.ly/2ME7116
Governing Documents	None Available Online
Policy or Statement (if available)	"Although the sorority promotes Pan-Asian culture, we strongly encourage women of all backgrounds to consider joining. In fact, our current membership boasts of women from a diverse array of cultures. As one of our three pillars, Cultural Diversity is an essential part of the organization's identity. We celebrate this diversity by holding cultural events on campuses and within our communities. Chapters and colonies also host joint events with other clubs and Greek-lettered organizations to further promote a spirit of cultural awareness. We believe recognizing individual members for the unique value they add makes us greater as a whole."

Relevant Multicultural Greek Council Articles and Resources:

<p>Multicultural Fraternities and Sororities Flip the Script on What We Think About Greeks Written by Julie Zeilinger for Mic on October 5th 2015, this article details how cultural/multicultural fraternities and sororities emerged and how they create safe spaces for students of color and those who value diversity and acceptance.</p>	<p>https://bit.ly/2NH7h5v</p>
<p>Transitioning in Greek Life Written by Peter Coutu for Isthmus on August 10th 2017, this article details the story of Ace Hillard, a transgender man, who transitioned and received support from his sorority sisters in Sigma Lambda Gamma at the University of Wisconsin-Madison.</p>	<p>https://bit.ly/2Q1zhIR</p>
<p>Diverse Students Find Home in Multicultural Greek Organizations Written by David Santillan on September 26th 2018 for The Daily Aztec, this article details the experiences of students who joined multicultural Greek organizations at San Diego State University.</p>	<p>https://bit.ly/2PRT5ry</p>

Interfraternity Council Recognized Organizations

Organization and Website	Alpha Epsilon Pi: www.aepi.org
Supporting Documents and Media	None Available Online
Governing Documents	Supreme Constitution of The Alpha Epsilon Pi Fraternity, Inc: https://bit.ly/2BYvu64
Policy or Statement (if available)	"As has been the case since our founding, Alpha Epsilon Pi is a fraternity for male students. For purposes of eligibility for membership, any student who identifies as male and who meets all other requirements of our Supreme Constitution may seek membership in the fraternity"
Organization and Website	Alpha Sigma Phi: www.alphasigmaphi.org
Supporting Documents and Media	None Available Online
Governing Documents	Alpha Sigma Phi Resolutions: https://bit.ly/2wylN8f
Policy or Statement (if available)	<p>POSITION STATEMENT ON INCLUSIVENESS: WHEREAS Alpha Sigma Phi is the Fraternity To Better the Man and all of her functions and actions are expected to represent this as listed in our Vision Statement and Code of Conduct; and, WHEREAS Article III, Section 7 of the Constitution states: "No Chapter shall permit discrimination in membership selection, initiation, chapter operations, or other activities of the Fraternity based on any individual's race, color, creed, religion, disability, or sexual orientation. WHEREAS Alpha Sigma Phi's core values, as expressed through our ceremonies, constitution and policies, each express the concept of inclusiveness and respect for all persons; and, WHEREAS Alpha Sigma Phi Fraternity is an organization based on mutual respect, trust, and honesty where an environment of acceptance and brotherly love exists within the walls of the mystic circle; and, WHEREAS the value of such inclusiveness has never been greater given the rich diversity of our campuses and communities. Where inclusiveness is not about diversity for the sake of political correctness, but where inclusiveness is a values-based choice, a decision made because it is the right decision to make base on who we say we are as a brotherhood of men. THEREFORE, BE IT RESOLVED that Alpha Sigma Phi Fraternity, both at the local and national level, is actively working to promote inclusiveness in our membership and will oppose all acts of harassment, and discrimination, and so BE IT FURTHER RESOLVED by the Grand Chapter of Alpha Sigma Phi Fraternity that it is the continuing position of our Fraternity that membership privileges are open to any qualified man of character without consideration of ethnicity, race, religion, sexual orientation, physical ability, national origin, age, family status, or cultural background. Adopted at the 48th Grand Chapter (2004) Columbus, Ohio.</p>

Organization and Website	Alpha Tau Omega*: www.ato.org
Supporting Documents and Media	None Available Online
Governing Documents	None Available Online
Policy or Statement (if available)	Please contact Alpha Tau Omega directly.
Organization and Website	Delta Tau Delta: www.delts.org
Supporting Documents and Media	Arch Chapter Conducts Business at Winter Meeting: https://bit.ly/2LFhZaL
Governing Documents	None Available Online
Policy or Statement (if available)	“Delta Tau Delta International Fraternity does not discriminate on the basis of race, color, religion, national origin, ethnicity, sexual orientation or gender identity. Delta Tau Delta is open to all men of superior character including transgender males.”
Organization and Website	Kappa Sigma: www.kappasigma.org
Supporting Documents and Media	None Available Online
Governing Documents	None Available Online
Policy or Statement (if available)	Please contact Kappa Sigma directly.
Organization and Website	Phi Delta Theta: www.phideltatheta.org
Supporting Documents and Media	None Available Online
Governing Documents	The Code of the Phi Delta Theta Fraternity Containing The Constitution and The General Statutes: https://bit.ly/2wtjBjb
Policy or Statement (if available)	ARTICLE VI—MEMBERSHIP 12. Qualifications. “Each chapter shall select its members from among the male students who are in regular attendance at the college or university at which it is established, except in special cases as approved by the General Council. Those chosen by the chapter must be men who exemplify friendship, sound learning and rectitude. (1996)” TITLE XII - ELIGIBILITY FOR PLEDGING “The Fraternity does not and shall not discriminate on the basis of race, color, religion (creed), national origin, sexual orientation or disability.”

Organization and Website	Pi Kappa Alpha: www.pikes.org
Supporting Documents and Media	None Available Online
Governing Documents	Values, Position and Relationship Statements: https://bit.ly/2wxYcEz
Policy or Statement (if available)	Please contact Pi Kappa Alpha directly.
Organization and Website	Sigma Alpha Epsilon: www.sae.net
Supporting Documents and Media	None Available Online
Governing Documents	Diversity and Inclusion Position Statement: https://bit.ly/2Nvqk2D
Policy or Statement (if available)	<p>Sigma Alpha Epsilon seeks to ensure that:</p> <ol style="list-style-type: none"> 1. Diversity and inclusion are strongly advocated for our members and supported by our Diversity & Inclusion Committee; 2. Diversity and inclusion be introduced into the systems, structures and culture of the Fraternity; 3. Expertise and leadership is provided on diversity- and inclusion-related matters; 4. Policies are developed to further improve the fraternity climate; and 5. Resources and direction for infusing diversity and inclusion into various educational programs are provided. <p>The vision for diversity and inclusion in Sigma Alpha Epsilon is that the Fraternity will model the way in integrating diversity and inclusion practices, policies and discussions in the interfraternal world.</p>
Organization and Website	Sigma Chi: www.sigmachi.org
Supporting Documents and Media	Statement of Position on Diversity: https://bit.ly/2PID4cL
Governing Documents	The Governing Laws: https://bit.ly/2N3TI2Q
Policy or Statement (if available)	“Sigma Chi fosters an environment of inclusion within our chapters. Chapters will consider all of the various dimensions of diversity including but not limited to; race, ethnicity, religion, sexual orientation, physical ability, region and socioeconomic background. Brothers are expected to reach out to men who share our values and exemplify different temperaments, talents and convictions.”

Organization and Website	Sigma Nu: www.sigmanu.org
Supporting Documents and Media	None Available Online
Governing Documents	None Available Online
Policy or Statement (if available)	Please contact Sigma Nu directly.
Organization and Website	Sigma Phi Epsilon: www.sigep.org
Supporting Documents and Media	SigEp Votes to Allow Transgender Brothers: https://bit.ly/2on5CXU
Governing Documents	Standards and Bylaws: https://bit.ly/2PhZD1S
Policy or Statement (if available)	"Sigma Phi Epsilon is a national Fraternity built on the brotherhood and fellowship of men. Any individual who identifies as a man is welcome to seek membership in the Fraternity. This policy is intended to uphold the mission of Sigma Phi Epsilon as a fellowship of men and should not be interpreted as changing the all-male character of the Fraternity or as a waiver of the Fraternity's exempt status under Title IX."

Relevant Interfraternity Council Articles and Resources:

<p>Fraternity Seeks Feedback on Transgender Membership Eligibility Phi Mu Alpha Sinfonia's page seeking input from membership regarding potential changes to the National Executive Committee's existing policy on the initiation of transgender individuals. The notice includes information from other fraternal organizations including Sigma Alpha Iota, Sigma Phi Epsilon, Chi Phi, and Delta Tau Delta.</p>	<p>https://bit.ly/2wHa870</p>
<p>Fraternity brothers raising money to help pay for transgender member's top surgery Article written by Greg Hernandez on February 26th 2013 for The Gay Star News about Donnie Collins, a transgender male member of Phi Alpha Tau fraternity at Emerson college, and the chapter's launch of an online campaign to pay for Collin's top surgery.</p>	<p>https://bit.ly/2MJxO5z</p>
<p>Fraternal Law: Implementing a Transgender Membership Policy The November 2014 Fraternal Law issue includes information regarding how fraternal organizations can implement a transgender membership policy with regards to legal foundations and risks of trans inclusion and exclusion.</p>	<p>https://bit.ly/2wFrjXr</p>

National Pan-Hellenic Conference Recognized Organizations

Organization and Website	Alpha Phi Alpha Fraternity, Inc.: http://www.apa1906.net
Supporting Documents and Media	None Available Online
Governing Documents	None Available Online
Policy or Statement (if available)	<p>PURPOSE</p> <p>The purpose of this policy is to establish clarification regarding membership requirements relating to gender and to create an environment that fosters inclusive activities, employment practices and programs of Alpha Phi Alpha Fraternity, Inc. The non-discrimination policy is not limited to the following provisions and shall apply to all Fraternal Regions, Districts, Areas, and Chapters unless otherwise stated within the policy.</p> <p>POLICY STATEMENT</p> <ol style="list-style-type: none"> 1. Alpha Phi Alpha Fraternity, Incorporated believes in the right of the individual to seek the highest forms of manly deeds, scholarship, and love for all mankind. 2. The Fraternity does not discriminate for membership. The only test and requirements for membership shall be in relation to the laws, rules, and ritual of the Fraternity.
Organization and Website	Delta Sigma Theta Sorority, Inc.: https://www.deltasigmatheta.org/
Supporting Documents and Media	None Available Online
Governing Documents	None Available Online
Policy or Statement (if available)	Please Contact Delta Sigma Theta Directly.

Additional relevant articles and resources:

[Campus Pride](#)

[Lambda 10 Project](#)

[Lambda 10: Out in Front Listing of Fraternities and Sororities](#)

[Trans Inclusion Policy: Key recommendations for Fraternities & Sororities](#)

[Perceptions of Transgender Students in Social Fraternities and Sororities](#)

[Consortium of Higher Education: Suggested Best Practices for Supporting Trans* Students](#)

Relevant resources from other colleges and universities:

[University of Rochester Fraternity and Sorority Affairs LGBTQ Support Page](#)

[Non-Exhaustive List of policies from hosted chapters at American University](#)

[University of Arizona: Greek Life increases efforts to create inclusive environment for LGBTQ community](#)

[Greeks United for Inclusion, Diversity, and Equity \(GUIDE\) Launched at UC San Diego](#)

[Cornell University Greek Tri-Council Diversity and Inclusion Plan](#)

[Penn sororities and fraternities are taking on different approaches to improve diversity](#)

[DePauw University Diversity, Inclusion & Resources Page](#)

Relevant resources from other fraternity/sorority national headquarters:

[Delta Phi Epsilon Announces Policy on Trans and Non-Binary Inclusion](#)

[Sigma Sigma Sigma Policies and Position Statements](#)

[Delta Chi Adopts Resolution on Gender Equity](#)