Project Overview - OFSL Anti-Racist Curriculum Initiative

Central to the University's strategic priority of Diversity & Inclusion, this project encompasses a three-year plan to transform the culture of fraternity and sorority life and thus, the campus. The OFSL will partner with the Harbor Institute to develop evidence-based solutions for anti-racist and multicultural programming that addresses privilege and exclusionary practices within the predominantly white fraternity and sorority community.

The Harbor Institute is guided by a theory-to-practice philosophy that builds on insights gained from research, evaluations, and assessments along with experience as practitioners and work with professionals in the field. This comprehensive approach is collaborative, strategic, sustainable, involves multiple stakeholders, and proceeds from a careful analysis of DEI within the specific fraternity and sorority institutional context. Along with WCU's internal approach, this initiative will create short- and long-term sustainable resources for individual members, chapters, and councils utilizing a collective approach to address internal and external systemic change. Building off the pieces of training from year one of this partnership, which included pieces of training on the history of the National Pan-Hellenic Council and how to celebrate, acknowledge, and support different councils, this initiative will also provide accountability mechanisms to gauge the success of this initiative. Utilizing options such as campus climate surveys (post interventions) and analyzing pre/post for statistically significant positive changes will help us measure these goals.

2022-2023 Academic Year Training and Development

Following the success of our partnership with the Harbor Institute in year one, year two focused on providing chapter leaders and advisors with training and resources to build their cultural knowledge and create a shared commitment towards an anti-racist community. Whereas year one consisted of large, group trainings, this past year was focused on targeting select populations as we work to create organizational anti-racist organizations.

Throughout the year, we held several target training with key community stakeholders to create empower organizations to create and define their anti-racist philosophy. The training provided foundational knowledge, guidance, and resources to help each organization conceptualize its philosophy. All trainings were facilitated through our partnership with The Harbor Institute.

Chapter Advisors Training (virtual) - January 2023

We held a virtual training that empowered chapter advisors of predominately white fraternities and sororities (NIC/NPC) with foundational diversity, equity, and inclusion (DEI) principles. The training session was well received and we were able to share the approach and methodologies we have utilized up to this point to change the WCU FSL community. In total, eight advisors completed the evaluation form. All respondents rated the session's quality as "Good" or "Excellent". Additionally, 87.5% of

participants stated they learned something of value during the training and would recommend this training to other advisors.

Learning outcomes:
- Participants will be able to identify at least one aspect of their identity
- Participants will have an understanding of the history of racism in fraternity and sorority life
- Participants will understand the WCU FSL community's anti-racism curriculum development initiative and the role of the inclusive inventory assessment in chapter culture.

Ultimate D9 + MGC Bootcamp - January 2023

In January of 2023, NPHC and MGC students and alumni engaged in hazing prevention and community growth workshop in collaboration with the WCU Black Alumni Chapter. Addressing the specific needs of our culturally-based fraternities and sororities in a way that cultivates buy-in from students and alumni helps to begin closing the equity gap when it comes to training and education for our chapters and councils to be successful and helping them define what success means to them. This approach helps our community to rethink their unique experiences and needs in order to facilitate problem-solving and critical thinking to better address the unique challenges that are faced by our culturally-based groups. Investing in education specific to the needs of our NPHC and MGC students and alumni is one way that we have contributed to the progress of cultivating an anti-racist community. 22 attendees completed the training evaluation assessment with all respondees rating the session as either "Good" or "Excellent". 90.91% of respondents stated they learned something new from this training and 68.18% of respondents stated this training help expand their knowledge and perspective on the topic.

Learning outcomes:
- Learners will be able to articulate the purpose of culturally-based fraternal organizations (CBFOs) and how it relates to their traditions and customs.
- Learners will understand how to align their individual and organizational values to achieve their goals.
- Learners will identify and understand best practices to increase inter-chapter and inter-council collaboration and communication to more efficiently and effectively achieve the purpose of CBFOs.

Survey

The culmination of year two was an Inclusivity Assessment for each chapter in identifying where they are in the six areas of inclusivity: fair treatment, integrating differences, decision-making, psychological safety, trust, and belonging. The definition for each of these categories can be found at the end of this section. This information is crucial as we begin to work with chapters to create an individualized DEI plan of action. The survey lays the groundwork to shift from theory to practice as it provides baseline information to address the needs of each respective organization. 1150 students completed the survey for a survey response rate of 67%, providing a healthy sample size. Survey questions touched on how chapter members view inclusivity in their organization. Survey question responses and data are listed in the table below. Ultimately, the survey results show members believe their chapters do well with the definitions provided for the inclusive inventory. As we create individual plans of action, attention will be focused on continuing to build the cultural competency of chapter members and working with chapters to embed an anti-racist philosophy in their chapter systems and operations.

Definitions:

Fair treatment: Members are engaged and recognized fairly.

Integrating differences: Members respect and value each other's opinions.

Decision making: Members fairly consider ideas and suggestions offered by other members.

Psychological safety: Feeling welcome to express one's true feelings in the chapter.

Trust: Honest and open communication.

Belonging: Members caring about other members.

Table 1: Inclusive Inventory Survey Results

#	Question	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Total
1	All members are treated fairly and equitably in my chapter.	78.57%	17.90%	1.32%	1.23%	0.97%	1134
2	The chapter contributions of all members are recognized and valued equally.	75.84%	18.43%	2.47%	2.65%	0.62%	1134
3	Members differences and beliefs are respected and honored in our chapter.	80.35%	15.96%	1.93%	1.32%	0.44%	1140
4	The opinions of all members are heard and recognized in my chapter.	73.97%	19.17%	3.87%	2.37%	0.62%	1137
5	Before decisions are made, chapter members are given an opportunity to provide ideas and suggestions.	72.25%	20.18%	4.14%	2.82%	0.62%	1135
6	I believe that the ideas and suggestions of all members are fairly considered and debated.	70.80%	21.11%	4.93%	2.73%	0.44%	1137
7	I believe that all members feel equally comfortable expressing their true feelings in my chapter.	71.74%	17.69%	5.63%	3.70%	1.23%	1136
8	Our chapter is a welcoming and safe environment.	79.35%	16.68%	1.68%	1.77%	0.53%	1133
9	Communication between members is open and honest.	74.23%	18.71%	4.68%	1.94%	0.44%	1133
10	I trust that all members can communicate with other members without fear of retribution.	73.52%	17.30%	5.47%	3.00%	0.71%	1133
11	I feel a sense of belonging in my chapter and can be my authentic self.	76.88%	16.59%	4.24%	1.32%	0.97%	1133
12	Our chapter creates an inclusive environment to make all members feel welcome.	76.77%	18.00%	3.01%	1.60%	0.62%	1128
13	My chapter demonstrates a culture of inclusivity and anti-racism.	81.07%	16.80%	1.07%	0.53%	0.53%	1125
14	Members are held accountable with consequences for any racist comments, jokes or behaviors.	80.65%	16.67%	1.43%	0.81%	0.45%	1116
15	All members are expected to hold themselves and others accountable for maintaining an anti-racist community within our chapter.	84.37%	13.93%	1.17%	0.18%	0.36%	1113

Next Steps

Data from the survey will be used to help chapters create a plan of action for growing their anti-racist philosophy. Additional chapter and council trainings will be planned to continue to build the knowledge base of the community members. These pieces of training include creating an anti-racist module for the potential new member orientation Ramconnect quiz, and training and resources to help support chapter and council DEI chairs. We will also use the data from the survey to implement intervention strategies to improve the chapter's anti-racist philosophy and then create additional assessments to track changes and progress.