

# **ISC Strategic Plan for Diversity and Inclusion**

## **Mission Statement**

The Mission of the Inter-Sorority Council is the empowerment of a diverse group of women through the promotion of accessibility, academic excellence, inclusivity, sisterhood, wellness, and mutual respect and accountability. We strive to uphold the Inter-Sorority Council's historic tenets of support and service by connecting with local and national causes to generate a positive impact on the University of Virginia, the Charlottesville community, and organizations on a national scale. Through the promotion of these values, the Inter-Sorority Council seeks to create a network of support and environment of growth, as well as inspiring community action.

## **Vision Statement**

Any person who identifies as a woman will feel welcome and included in the panhellenic community.

## **Strategic Goals**

1. Make the panhellenic community more accessible for all who wish to join regardless of their financial status.
2. Educate the panhellenic community on diversity and inclusion.
3. Rework formal recruitment to be a more inclusive and values-based structure.
4. Update and Implement structural changes to promote and increase opportunities for underrepresented women to join and feel included in the panhellenic community.

## Strategic Goal 1

Make the panhellenic community more accessible for all who wish to join regardless of their financial status.

### Objectives

- a. Establish a scholarship fund for underrepresented populations within the panhellenic community
- b. Reduce and equalize the cost of participating in recruitment for all regardless of date of registration
- c. Make some scholarships available in the Fall for current and potential new members through informal recruitment
- d. Provide potential new members with information of the financial obligations that comes with joining the panhellenic community

### POA&M

Action: Develop and implement more structured scholarship funding requisition.

Due: October 1st, 2020

Action: Reach out to alumni of the university to augment the scholarship for underrepresented groups.

Due: Continuous

Action: Eliminate the tiered cost of recruitment registration.

Due: Formal Recruitment 2021

Action: Develop and implement budget using zero-based budgeting methodology.

Due: October 1st, 2020

Action: Encourage and work with chapters to use zero-based budgeting methodology on an individual chapter basis.

Due: November 1st, 2020

Action: Create repeat Fall scholarship opportunities.

Due: January 1st, 2021

Action: Provide chapter specific budget breakdowns within the recruitment booklet.

Due: Formal Recruitment 2021

### Goal Champion

Virginia Barney, ISC Vice President of Finance

### Goal Team

Khuyen Dinh & Lexi Magenheimer- Public Relations Co-Chairs

Logan Cunningham, Vice President of Recruitment for Potential New Member Affairs

## Strategic Goal 2

Educate the panhellenic community on diversity and inclusion.

### Objectives

- a. Teach the panhellenic community about the following topics:
  - i. Diversity and Inclusion
  - ii. Implicit and Explicit Bias
  - iii. Microaggressions
  - iv. Cultural appropriation vs. cultural appreciation
  - v. Racist of history of greek life
  - vi. Sexual respect
  - vii. Safe Space
- b. Work with other greek councils to collaborate more on education
- c. Empower and make more accessible to women the ability to report or seek help if they experience or witness racist/inappropriate behavior

### POA&M

Action: Develop mandatory ISC education in conjunction with outside organizations to ensure accuracy and effectiveness. Chapters will be required to complete at least 1 of these education opportunities and implicit bias training in order to avoid being fined.

Due: Formal Recruitment 2021

Action: Update the website and ISC Judiciary Committee reporting options to be more accessible and available.

Due: October 1, 2020

Action: Update website to inform members on how and what to report to the ISC Judiciary Committee versus University Judiciary Council.

Due: November 1, 2020

Action: Before recruitment, PNM's will be expected to watch a video or attend an educational presentation during PNM orientation explaining what to expect as a new member of the panhellenic community (including transparency about the religious nature of some Christian centered ritual activities and average cost of membership).

Due: Formal Recruitment 2021

### Goal Champion

Hannah Cahill, VP Diversity, Equity and Inclusion

### Goal Team

Isabelle Mayor-Mora- Vice President of Judiciary  
Khuyen Dinh & Lexi Magenheimer- Public Relations Co-Chairs  
Clare Scully- President  
Eliza Sanusi- Diversity and Outreach Chair

## Strategic Goal 3

Rework formal recruitment to be a more inclusive and values-based structure.

### Objectives

- a. Reduce opportunities for implicit and explicit bias to be exercised during formal recruitment in regards to socio-economic status, sex at birth, race, ethnicity, and sexual orientation
- b. Promote values based recruitment
- c. Prepare and equip Pi Chis to be able to assist their potential new members throughout the formal recruitment processes mentally and emotionally
- d. Expand the recruitment of potential new members
- e. Expand the options for dress code within each chapter to include gender neutral clothing options
- f. Expand role of Diversity and Inclusion Chair
- g. Determine critical drivers on the decision to join or not join the greek community, specifically which organization, and what can be done to improve experiences.
- h. Create an underrepresented population mentorship with the UVA student body interested in joining the panhellenic community to educate about what it means to be a part of the panhellenic community and the expectations of a member.
- i. Update the ISC website and recruitment information to offer content in additional languages to allow for ease of sharing with non-English speaking or limited English Speaking individuals.

### POA&M

Action: Remove high school from recruitment applications which could be used to evaluate a Potential New Members socioeconomic status.

Due: Formal Recruitment 2021

Action: Implement a more inclusive Virtual Round Robins structure for the 2021 recruitment season which may include but not limited to: Reduced access to recruitment applications and having all Potential New Members use a plain background for their zoom video calls.

Due: Formal Recruitment 2021

Action: Implement modules for Pi Chis pertaining to diversity, inclusion, and welcoming of all potential new members. The ultimate goal of this education is to equip Pi Chis with the necessary skills to provide empathetic listening and resources to Potential New Members.

Due: Formal Recruitment 2021

Action: Create and implement a plan for Pi Chis to keep personal belongings of potential new members out of sight of recruiting sisters.

Due: Formal Recruitment 2022

Action: Communicate information about the panhellenic community and greek life in general to more of the UVA student body, including information sessions run by women that identify with underrepresented groups in the panhellenic community.

Due: November 1st, 2020

Action: Encourage and work with chapters to include gender neutral clothing options on dress codes for each round.

Due: Formal Recruitment 2021

Action: Include the Diversity and Outreach Chair on the Recruitment Executive Board in order to address matters and concerns sensitive to discrimination of potential new members of all kinds.

Due: Formal Recruitment 2021

Action: Survey members of the UVA student body on their decision to join or not join the greek community, specifically which organization, and what can be done to improve experiences of panhellenic recruitment.  
Due: Formal Recruitment 2022

Action: Develop and implement an underrepresented population mentorship with the UVA student body interested in joining the panhellenic community to educate about what it means to be a part of the panhellenic community and the expectations of a member.  
Due: October 1st, 2021

Action: Translate and publish the ISC website and recruitment information to additional languages.  
Due: November 1st, 2021

Action: Encourage and work with chapters to reach out to their nationals to work towards permitting all female identifying women to join any chapter on grounds.  
Due: Continuous

### Goal Champion

Tapley Borucke, Vice President of Recruitment for Chapter Management  
Logan Cunningham, Vice President of Recruitment for Potential New Member Affairs

### Goal Team

Emily Alexander & Callie Smith, Pi Chi Co-Chairs  
Virginia Barney, Vice President of Finance

## Strategic Goal 4

Update and Implement structural changes to promote and increase opportunities for underrepresented women to join and feel included in the panhellenic community.

### Objectives

- a. Update bylaws, recruitment regulations, and governing documents to address the following topics:
  - i. Safe Space Statement
  - ii. Land Acknowledgment and Enslaved Laborers Acknowledgment
  - iii. Non-Discrimination Policy
- b. Develop the role of Vice President of Diversity, Equity, and Inclusion.
- c. Officiate an ISC Diversity and Inclusion Committee overseen by the Vice President of Diversity and Inclusion which has at least one representative from each chapter.
- d. Develop and implement Public Relations Policies pertaining to social media.
- e. Replace Public Relations Co-Chairs with Public Relations Chair of Social Media and Public Relations Chair of Outreach
- f. Officiate policies pertaining to scheduling around religious and cultural holidays.

### POA&M

Action: Edit governing documents to include the topics mentioned in objectives. Propose the edited governing documents to chapters for ratification.

Due: November 1st, 2020

Action: Develop and propose a Vice President of Diversity and Inclusion with their responsibilities to be updated within the ByLaws

Due: November 1st, 2020

Action: Update ByLaws to include ISC Diversity and Inclusion Chair officially.

Due: November 1st, 2020

Action: Encourage and work with chapters to elect or appoint a Diversity and Inclusion Committee representative of their chapter.

Due: November 1st, 2021

Action: Develop and ratify Public Relations Policies Pertaining to Social Media in the ByLaws.

Due: November 1st, 2020

Action: Update ByLaws to include zero-based budgeting methodology.

Due: November 1st, 2020

Action: Develop and ratify policies pertaining to scheduling around religious and cultural holidays.

Due: November 1st, 2020

### Goal Champion

Clare Scully, President

### Goal Team

Isabelle Mayor-Mora, Vice President of Judiciary

Virginia Barney, Vice President of Finance  
Hannah Cahill, VP Diversity, Equity and Inclusion