

To the Sigma Delta Tau National Board of Directors and all my sisters nationally:

When I first joined this organization, I was overwhelmed by the ability to be a part of a group of women who believed in each other. Who wanted to see each other prosper and who would actively do more to uplift women and make them seen, heard and supported. At a time when I needed to be around women, SDT was there. With the current flux of support for the Black Lives Matter movement I have seen on social media by organizations from across the country, I was let down by the response of Sigma Delta Tau. Social media is not enough, we must prove we are true allies, we must prove we are anti-racist. It is because of this inadequate response now, and inability to intentionally create spaces for women of all backgrounds, that I have made the decision to **strip myself of my letters** in solidarity to the women who have been dismissed, silenced and have gone unprotected.

While letters will no longer unite us, I will stand by my true sisters in my chapter as they begin to right our wrongs. **I will never turn my back on you again.** I hope one day I can be in this sisterhood again, but today it does not feel like one. This action is not simply for those I know, but sisters in sororities across the nation who have been let down and have been silenced. I call on my sisters across the nation, to demand more from SDT nationals and vow to be actively anti-racist within SDT. As an organization preaching women's empowerment, it is time to check ourselves and all campuses. **Our demands are as follows:**

- Publicly Acknowledge the lack of work to create spaces for women of color with written promise to protect them by initiating national policy to implement on all campuses and within nationals that will be consistently re- evaluated
- Support the #BlackLivesMatter movement by insisting all sisters & volunteers take action to support Black sisters
- Release an action plan for all chapter to be actively anti-racist as a women's empowerment organization
- Provide training on how to effectively lead and create diverse leadership that respects sisters of all backgrounds
- Create a thorough diversity and inclusion investigation on all campuses and evaluate all advisory placements
- Make Nationals accessible to all sisters to share stories and experiences and be accountable for lack of follow-up
- Reform National leadership to reflect an organization that is inclusive and diverse
- Create spaces for women of all backgrounds to hold leadership positions in national leadership positions
- Provide mandatory anti-racist trainings for all volunteers of SDT and retraining every 2-3 years or as needed
- Create opportunities for active sisters of color to attend Elevate and Convention (no matter their leadership status); include women of color to lead national discussions and serve as speakers at events
- Protect the tradition of our motto as the SDT founding motto: "*one hope of many people*" but create an intersectional motto to reflect our women (if we can change our brand, we can have two mottos)
- Make our sisterhood more accessible financially and physically
- Work with chapters individually on actively diversifying our organization through reformed recruitment tactics
- Pledge to make Protection a national value alongside Individuality, Connection, Community and Engagement in order to assure all women in this organization pledge to use their voices for ALL our sisters as well as confirming nationals will protect each sister by making this a space to uplift all women
- Sisters suspected of racist behavior will be brought directly to a national level meeting and removed if necessary
- Hold a meeting to discuss these demands as well as others that arise with all sisters, especially sisters of color
- Hold other Panhellenic sororities accountable for their actions to be actively anti-racist

I want to be a part of an organization that reflects what I uphold and calls out injustice. This is not just a political issue; this is an issue hurting our sisters and their identities. We must demand more from all sisters; it is not the time to be silent. We have all been silent too long. White spaces must be called out.

To the one reading this in denial: If you think this is not an issue on your campus, you are wrong. You are not listening. If you are in a sorority and believe you are supportive and inclusive, do not wait for your sisters to tell you how they feel, do not let one voice go unheard. Do not wait until it has been years. Reflect, and act. Greek life has historically been white. We must do our part to change this. I refuse to be a part of an organization that no longer matches my values.

Once I would have worn SDT letters to give me confidence, to give me strength. Now I can only see failure. Small changes are not enough. Letters mean nothing to me unless they can stand for something greater. #BlackLivesMatter