



# DEI UPDATE: SPRING 2022

## Chi Omega Specific Tools and Education for Members

- Additional DEI resources based on the Symphony were developed to be made available to all collegiate chapter members.
- Continued development of official resources for the required collegiate DEI Chairs took place.
- A dedicated track of education for the DEI Chairs was delivered as part of 2022 Firesides Leadership Training in late January.
- Individual chapters continued to work with Marlon Gibson, Chi Omega's DEI consultant and subject matter expert for educational opportunities and discussions with chapter members and leaders.

## Increasing Affordability and Promoting Lifetime Value of Membership

- Templates were made available for local emergency dues funds for collegiate chapters to assist members in financial need.
- This spring, 10 grants were awarded to Chi Omega collegiate members in need through the Helping Hands Fund for Chi Omega Undergraduate Support. This fund, endowed through a gift from the Fraternity, was designed to assist with financial obligations that may present barriers to membership or hardships in maintaining membership.

## Modeling DEI Education on Campus and Among Fraternal Groups

- Development began on marketing tools highlighting all the ways to be fraternal on campus including multicultural organizations and the National Pan-Hellenic Council for college Panhellenics for use in orientation and recruitment /intake processes.

## Increasing DEI Initiatives from the National Level

- The DEI Committee continued to meet regularly to discuss current and future initiatives.
- All of Chi Omega's ceremonies were evaluated in order to maximize the spirit of welcoming, belonging and inclusivity.
- The first season of Chi O Conversations, a podcast covering a myriad of topics and highlighting a variety of members and nonmembers with a story to tell was completed. They can be viewed [here](#).

# DEI UPDATE: FALL 2021

## Chi Omega Specific Tools and Education for Members

- Additional DEI resources based on the Symphony have been made available to all collegiate chapter members.
- Official resources for the required collegiate DEI Chairs continue to be updated on a regular basis.
- A dedicated track of education for the DEI Chairs was developed to be delivered as part of 2022 Firesides Leadership Training in late January.
- Individual chapters continue to work with Consultant Marlon Gibson, a DEI resource and subject matter expert for educational opportunities and discussions with chapter members and leaders.



### **Increasing Affordability and Promoting Lifetime Value of Membership**

- Through a gift from the Fraternity, the Chi Omega Foundation was able to endow the Helping Hands Fund for Chi Omega Undergraduate Support designed to assist with financial obligations that may present barriers to membership or hardships in maintaining membership. In Fall 2021, 15 grants were awarded to Chi Omega collegiate members in need.
- Development continues on set-up templates for local emergency dues funds for collegiate chapters to assist members in financial need.

### **Modeling DEI Education on Campus and Among Fraternal Groups**

- Chi Omega Executive Headquarters staff members convened a meeting with other National Panhellenic Conference (NPC) sororities and national men's fraternities at the Association of Fraternity and Sorority Advisors Annual Meeting in December to idea share on diversity education and inclusivity practices.
- Development of marketing tools for Chi Omega chapters and College Panhellenics to use highlighting non-NPC groups began and will be shared in 2022.

### **Increasing DEI Initiatives from the National Level**

- Chi Omega provided funding for an Executive Headquarters employee to receive her certification as a Certified Diversity Practitioner.
- Three collegians participated in *The Eleusis* Editorial Board meeting this fall, ensuring the magazine remains relevant to all generations and provides a broader scope of Sisterhood.
- A task force met and began the process of evaluating all of Chi Omega's ceremonies in order to maximize belonging and inclusivity language.
- Chi Omega has released six [episodes](#) of Chi O Conversations, a podcast covering a myriad of topics and highlighting a variety of members and nonmembers with a story to tell.

## **DEI UPDATE: SPRING 2021**

### **DEI Committee Members Stay Involved**

Members of the DEI committee have been further engaged within the National organization. Some members are continuing on the DEI Committee to assist with further programming and resources development, and others have been engaged in our ongoing Financial Optimization Task Force and our Membership Experience Task Force. Their knowledge of Chi Omega and DEI will continue to help the Fraternity evolve.

Alisa Lemere has been hired to travel as a National Leadership Consultant! She will be able to share her experience and impart her knowledge with a variety of chapters. We have added a recent alumna, Callie Suppa of Kappa Lambda/UCSD to the committee.

### **Chi Omega Specific Tools and Education for Members**

- Chapter Leader and Advisor education was presented through a DEI lens as part of 2021 Firesides Leadership Training in late January/early February.
- DEI members have been assigned to and are working with Chi Omega's programming staff and volunteers to assist with resource development.
- Official resources for the required collegiate DEI Chairs have been developed and will be updated on a regular basis.



- This fall, additional DEI resources based on Symphony will be made available to all chapter members.

### **Increasing Affordability and Providing Lifetime Value of Membership**

Resources for chapters to assist members struggling with meeting Chi Omega financial obligations are in final stages of completion and will be made available this summer. The Fraternity has donated \$500,000 from long-held savings reserved as a result of good fortune and careful stewardship over a number of decades as a seed endowment for a National Scholarship Fund through the Chi Omega Foundation. Though the scholarship dollars will be for educational purposes, these funds will free up personal resources for our members to pay dues and remain in Chi Omega. Members will be able to apply for this scholarship beginning Fall 2021.

### **Increasing Pathways to Membership Through Recruitment**

Chi Omega has changed the name of the RIF from “Recruitment Information Form” to “Recruitment Introduction Form” which better describes our existing approach: introducing women of all walks of life to Chi Omega.

A pathway for interested PNMs to directly express interest in joining through a clearly identifiable link on the Chi Omega website (even if they don’t know any Chi Omegas currently) is in the final testing stages and will be ready this summer.

Collegiate members now in addition to alumnae members will now be able to introduce women to Chi Omega chapters through an online portal. This tool is in the final development stages and will be available this summer just in time for fall recruitment.

## **DEI UPDATE: JANUARY 2021**

### **Background: The Abolish Greek Life Movement**

During the committee’s early months, the Abolish Greek Life movement took hold on more than a dozen campuses. The attacks on the Greek System, in general, and sometimes Chi Omega, specifically, were pointed and painful. It was difficult to be judged with broad strokes and hurtful language, and discouraging to read of members whose experiences were antithetical to what Chi Omega stands for. Chi Omega lost members, and some universities lost faith in Greek systems and seized the opportunity to support abolishment.

This movement shined a light on privilege, history, and lack of trust in systems – both perceived and real. For some, it seemed impossible to face forward and believe in the possibilities of Chi Omega and lifetime membership in our Fraternity. For many collegiate leaders, the burden of leadership was overwhelming and negatively impacted their mental health and their academics. Chi Omega will always be grateful for the stamina, courage and commitment shown by these Sisters and that this movement allowed us all to examine what is valued in Chi Omega and how to work to ensure that she evolves and remains relevant.

### **Commitment to Evolving as an Organization**

The Governing Council set a forward-facing goal for the biennium – “To ensure Chi Omega’s continued relevance through intentional organizational evolution.” A few years ago, 96% of alumnae said that Chi Omega was still relevant to them. That’s quite a high bar and the Council is committed to ensuring that level of relevance continues. Organizational evolution. Evolution is



defined by important and irreversible change vs revolution that can be instant temporal and episodic.

### **Recommendations From the DEI Committee**

The Special Committee on Diversity, Equity and Inclusion convened on October 24 after 6 weeks of planning by the Leadership Team, led by Sister Joslyn McGriff. They were tasked with the following goal: “Make recommendations to the Governing Council after a holistic review of policies, procedures and practices to ensure an ever-evolving, more inclusive Chi Omega”. In our *Symphony*, Chi Omegas are challenged to “choose thoughtfully that course which occasion and conscience demand.” Our membership is some 268,000, who hold viewpoints across the spectrum; therefore, our intent for DEI work is to embrace the “Inclusion” portion and ensure that all of our current collegians and alumnae are educated and moved to improve as a whole. Thus, the emphasis on evolution.

The work of the DEI Special Committee is ongoing – not all of this can happen at once, nor should it. The work of this committee will continue and evolve. Included in the committee recommendations are small adjustments that will make a big impact over time, as well as big changes that will make an immediate impact.

## **ONE**

### **MODELING DEI EDUCATION ON CAMPUS AND AMONG FRATERNAL GROUPS**

There is an important opportunity for education and collaboration as there are significantly more ways to being “Greek” than just the various members of the National Panhellenic Conference (NPC) and Interfraternity Council (IFC). Chi Omega wants to be the leader in showing the world all the ways one can be “fraternity”.

- *Chi Omega will gift a video to all our host institutions on the broad fraternal landscape to educate and encourage how to effectively partner with the National Multicultural Greek Council, National Pan-Hellenic Council and National Association of Latino Fraternal Organizations groups, among others.*
- *Chi Omega’s CEO will sit down with the Executive Directors from these groups to model collaborative conversations as a training tool.*
- *The Executive Headquarters will provide education and resources on how to be leaders in the local collegiate Panhellenic community to reduce the frills and soft costs sometimes associated with sorority members.*

## **TWO**

### **CHI OMEGA SPECIFIC TOOLS AND EDUCATION FOR MEMBERS**

Chi Omega will provide tools and education that help members learn to promote equity, diversity, inclusion, and civility.

- *A DEI Training and Resource Team of Sisters will be appointed to support programming and education.*
- *Member Education will be created over time in the context of the Symphony.*
- *Further, each collegiate chapter will be required to appoint a DEI Chair. Education for that leader began at Firesides Leadership Training 2021*
- *DEI training will be woven throughout all officer training at the annually held Firesides Leadership Training.*

Chi Omega plans to make it a priority to “promote civility” and expects our Sisters to lead with civility, including in DEI discussions internally in our chapters and outwardly on our campuses.



Chi Omega hopes through chapter-tailored DEI education, as well as national endeavors promoting inclusivity, our members can be leaders in this regard. Civility need not be a lost art, and Chi Omega will teach it and value it.

## THREE

### INCREASING AFFORDABILITY AND PROMOTING LIFETIME VALUE OF MEMBERSHIP

Chi Omega must take the lead on each of our campuses to increase transparency around costs, improve affordability and expand access.

Like most professional, academic, and affinity groups, it costs money to be a Chi Omega; however, Chi Omega believes the value of membership should far exceed the price. The DEI Committee acknowledged that Chi Omega national dues are reasonable, particularly for the lifetime value of membership. However, where they found the greatest opportunity for monetary impact is at the chapter level.

- *The Executive Headquarters will provide guidance, tools and best practices for publicizing and reducing the burden of soft costs. Examples of soft costs include specific wardrobe requirements, little sister favors, other required t-shirts, merchandise and event tickets, etc.*
- *Additionally, the pandemic has further stressed that Chi Omega has members who leave permanently due to short-term financial hardship. Therefore, the Governing Council would like to encourage local chapters to create emergency dues funds for members in need. Of course, the Executive Headquarters will assist in helping chapters create this infrastructure through templates and best practices.*
- *Further, to model the way of Sisters Helping Sisters when it matters the most, the Governing Council has agreed for the Fraternity to donate \$500,000 from long-held savings reserved as a result of good fortune and careful stewardship over a number of decades as a seed endowment for a National Scholarship Fund through the Chi Omega Foundation. Though the scholarship dollars will be for educational purposes, these funds will be distributed directly to the member and will free up personal resources for our members to pay dues and remain in Chi Omega.*

## FOUR

### INCREASING PATHWAYS TO MEMBERSHIP THROUGH RECRUITMENT

Chi Omega cannot incorporate DEI changes without also including adjustments to recruitment and the goal of improving accessibility and equity. Unlike many of our sorority peer groups, Chi Omega's recruitment practices and decisions have largely resided at the chapter level for decades. This is an important tenet as the proposed changes are outlined below.

First, Chi Omega will remove barriers on the front end of the recruitment process to ensure women from diverse backgrounds feel and remain welcome in Chi Omega.

- *Chi Omega plans to rename the RIF from "Recruitment Information Form" to "Recruitment Introduction Form" which will better describe our existing approach: introducing women of all walks of life to Chi Omega. Further, interested PNMs will be able to directly request RIFs and submit resumes through a clearly identifiable link on the Chi Omega website, meaning if they are unable to locate a Chi Omega in their personal network, they can request a connection to a Chi Omega in their area.*



- *Chi Omega's Area Recruitment Introduction Chairs (ARICs) will renew their existing focus acting as alumnae brand ambassadors for Chi Omega, helping all PNM's find a path to Chi Omega locally.*
- *Additionally, should other pathways be undiscoverable, a chapter advisor may continue to sign a RIF for a PNM during the recruitment process.*
- *Chi Omega collegians will be able to submit PNM letters of introduction to other Chi Omega chapters and will be educated on how to do so. This will embolden and empower our collegians to feel invested in the recruitment process, not just at their chapter, but across the country.*
- *The National Recruitment Team is thoroughly reviewing all practices included in the Recruitment Handbook to ensure a more inclusive process, including conversation activities that are focused on comfort and content and will be shaped to the interests of the PNM in an effort to "meet them where they are" about lived experiences and to value the diverse backgrounds of current and potential new members.*

## FIVE

### CHI OMEGA LEGACIES

Many sororities have made massive overhauls to their legacy policies in recent months. However, what is less known is that many of those groups have changed their formerly stringent National policies to be more similar to Chi Omega's decades-old policy, which essentially gives our local chapters autonomy over how they want to handle legacies.

**In other words, Chi Omega's legacy policy has been much more relaxed than our peer groups for over three decades, allowing for an entire generation of Chi Omegas to already benefit from largely a locally-based approach.**

However, Chi Omega is still making a small adjustment to ensure each chapter can invite back women who are the best fits, while still respecting the families of the legacies going through recruitment. Chi Omega is still going to ask local chapters to invite legacies back to the first invitation round as a courtesy – but only if the chapter has room on their invite lists. If a chapter's numbers do not allow for this courtesy, we ask that the chapter please communicate this with local recruitment volunteers and Chi Omega families.

## SIX

### INCREASING DEI INITIATIVES FROM THE NATIONAL LEVEL

The overarching goal of our work is for Chi Omega to be more inclusive and to ensure that membership is for a lifetime.

- *Chi Omega will develop a more transparent and robust communication and engagement plan to identify, recruit, train, and engage future Fraternity leaders at both a local and a national level.*
- *Chi Omega will work diligently to have a greater array of diverse Sisters reflected in branding and marketing.*
- *Chi Omega will invite three collegians to be part of The Eleusis Editorial Board, ensuring the magazine remains relevant to all generations and provides a broader scope of Sisterhood.*



- *Chi Omega will ask the National House Corporation Team to work with local house corporations to create an accessibility plan ensuring the greatest degree of accessibility in our facilities, wherever possible.*
- *A Ritual Task Force will be appointed to review our Ritual and other Special Ceremonies to ensure the existing Ritual be maintained with minor modifications made to accommodate members' diverse religious identities..*

## SEVEN

### MODIFICATION TO CHI OMEGA'S MEMBERSHIP POLICY

The Governing Council is modifying the Policy on Membership to include females and individuals who identify as women. As the understanding of gender has evolved, it is vital that Chi Omega's membership policy reflects this evolving definition of gender.

The other 25 NPC sororities already have this policy, and it is typically a basic expectation of our host institutions. This brings Chi Omega in line with the other NPC groups and potential host institutions.

## IN CONCLUSION

The DEI Special Committee worked hard to meet the challenge of ensuring an ever-evolving, more inclusive Chi Omega, which was no small task. These Sisters and friends have chosen thoughtfully — and generations of Chi Omegas will be the beneficiaries. Chi Omega is committed to evolution – not revolution – and will work earnestly to ensure that these recommendations are inculcated into Chi Omega's policies and practices.

## DEI UPDATE: OCTOBER 2020

On October 24th, 2020, twenty-six Chi Omegas and friends came together with open hearts via Zoom to conduct the first ever meeting of Chi Omega's Special Committee on Diversity, Equity, and Inclusion. It was a seven hour day devoted to information sharing and Sisterhood with the ultimate goal in mind—**an ever evolving, more inclusive Chi Omega**.

The meeting took place from 9am-5p CT, was led by Chair Joslyn McGriff (Psi Delta) and facilitated by Sarah Moore (Zeta Lambda). Interactive conversation was facilitated by S.H. Laura Miller, S.M.Gena Runnion, CEO Leslie Herington, DEI Consultant Marlon Gibson and guest legal consultant Stevie Tran on a variety of topics including recruitment, ritual, campus partnerships, dues and affordability, and membership criteria.

The first set of recommendations will be submitted to the Governing Council in the coming weeks. If there is anything you would like to share with the Committee, please email [dei@chiomega.com](mailto:dei@chiomega.com).

## DEI UPDATE: FALL 2020

Meet Chi Omega's DEI Committee



As you read in our last update, 100 Sisters responded to our all-call for volunteers to serve on Chi Omega's Special Committee on Diversity, Equity, and Inclusion. Twenty-seven Sisters, as well as additional subject matter experts, have been selected for the initial meeting, and we expect work groups to develop within this committee in the very near future.

Joslyn McGriff, a 2002 initiate of our Psi Delta Chapter at the University of Wyoming, a long time national volunteer and respected student affairs professional, will chair the committee at the invitation of the newly installed Governing Council. Her experience, intelligence and commitment to organizational evolution will be invaluable as we embark on this vital work. The committee's charge is to make recommendations to the Supreme Governing Council, after a holistic review of the practices, policies and procedures and member feedback, to ensure an ever-evolving and more inclusive Chi Omega.

The committee includes an incredible range of Sisters-in almost every way you can imagine. They live all over the United States and range in age from a college sophomore to a Sister whose sophomore year in college was many decades ago. The professional and personal expertise of the collective is inspiring! To learn more about the committee members, see below.



**Chair, Joslyn McGriff**

Psi Delta | Wyoming  
Indianapolis, IN

Longtime Chi Omega National Volunteer and Interim Director of the Association of Fraternity /Sorority Advisors



**Meeting Facilitator, Sarah Moore**

Zeta Lambda | Wake Forest  
Hickory, NC

Change management professional & member of The Nancy Walton Laurie Leadership Institute of Chi Omega





**DEI Professional, Marlon Gibson**  
University of Toledo  
Atlanta, GA  
Resource and Subject Matter Expert: Member of Kappa Alpha Psi Fraternity and professional Diversity, Equity and Inclusion consultant specializing in community engagement



**Sara Ali-Amghaiab**  
Kappa Beta | Rhodes  
Brentwood, TN  
Collegiate member with recent service on the Rhodes College Senate DEI Committee



**Eve Amanuel Abraha**  
Chi Alpha | Tufts  
Medford, MA  
Tufts rising senior serving as Diversity, Equity, and Inclusion leader for her Chi Alpha Chapter



**Paula Axford**  
Epsilon | SUNY  
Marietta, GA  
High school educator & advisor to organizations that teach/practice safe & healthy protesting



**Gabriella Badmus**  
Sigma Epsilon | Vanderbilt  
Tampa, FL  
Rising pre-law senior and leader in Sigma Epsilon Chapter



**Sonya Biswas**  
Epsilon Delta | Southern Mississippi  
Brandon, MS  
Diversity and Inclusion Director for Epsilon Delta Chapter



**Marcie Booth**

Xi Delta | Toledo  
Inglewood, CA

Chi Omega advisor serving professionally as a leader for her corporate Diversity, Gender and Inclusion committee



**Kasie Bratton**

Sigma Zeta | Texas A&M – Commerce  
Jacksonville, AR

Chi Omega advisor and anti-bias educator



**Corinna Casey**

Kappa Lambda | UC San Diego  
San Diego, CA

Clinical Health Psychologist & current chapter advisor



**Leia De La Garza**  
Omicron Theta | Midwestern State  
Oklahoma City, OK  
Law student and former Greek Woman of the Year



**Mary Ann Frugé**  
Tau | Mississippi  
Oxford, MS  
Former Chi Omega National President and recent service on the University of Mississippi DEI Committee



**Jorja L. Kimball**  
Upsilon Theta | Texas A&I  
College Station, TX  
Higher education researcher with experience in underrepresented groups



**Barbara L. Kornblau**

Nu | Wisconsin – Madison  
Arlington, VA

Researcher, attorney and higher education professional at a historically black university with experience in ADA implementation and other civil rights laws



**Schafer Kowalchik**

Sigma Epsilon | Vanderbilt  
Lakewood, CO

Professional career development coordinator and former Chi Omega National Leadership Consultant



**Carrie Lee**

Kappa Lambda | UC – San Diego  
New York, NY

Finance professional who founded an investment firm focused on seeding women and minority owned hedge funds



**Alisa Lemere**

Mu | UC – Berkeley  
Carpinteria, CA

Created the Diversity and Inclusion Task Force for her Chi Omega chapter and current National Leadership Consultant



**Liana Louie**

Eta Alpha | Oregon State  
Daly City, CA

Professional with ongoing and previous community engagement and diversity experience in the corporate world



**Noe Merfeld**

Alpha | Washington  
Seattle, WA

Former Chi Omega National Leadership Consultant, community activist and practicing attorney



**Tiffany Sanchez**

Pi Gamma | New Mexico

Baltimore, MD

College Student Personnel professional educating students about diversity, inclusion, and cultural competence and has served 15 years as a safe space facilitator for LGBTQ students and faculty



**Amanda Kay Seals**

Eta Gamma | South Carolina

Decatur, GA

Lawyer and law professor in civil and human rights serving on her firm's diversity and inclusion task force



**Tessa Solomon**

Xi Beta | Maine

Houlton, ME

Collegiate author of [this Olympia Snowe Women's Leadership Institute essay](#)



**Gayle L. Spencer**  
Zeta Delta | Nebraska – Omaha  
Savoy, Illinois  
Longtime Chi Omega volunteer and higher education professional for over 40 years with  
experience developing leadership and diversity, equity and inclusion



**Bethany Stone**  
Beta Theta | South Alabama  
New Orleans, LA  
Higher education professional at a historically black college



**Stevie Tran**  
Arizona State University  
Phoenix, AZ  
Resource and Subject Matter Expert: Attorney specializing in transgender inclusion and  
Fraternal law, former National President of Sigma Phi Beta Fraternity





The first meeting will be team facilitated by Chair Joslyn McGriff and our consultant, Marlon Gibson, former university professional and member of the NPHC organization Kappa Alpha Psi along with Sarah Moore, an initiate of Zeta Lambda Chapter of Chi Omega at Wake Forest, and a change management professional. Marlon is a professional Diversity, Equity and Inclusion Consultant also concurrently serving as the Director of Community Engagement for Kappa Alpha Order. Marlon was chosen for his track record in successfully navigating conflict and dialogue in the DEI space. Being male, Marlon also contributes the level of neutrality we are seeking in terms of preconceived notion about sorority, Chi Omega, other NPC sororities or Sisterhood, in general. Sarah Moore is a national volunteer and serves on The Nancy Walton Laurie Leadership Institute of Chi Omega Committee. The leadership of these three outstanding individuals, along with S.M. Gena Runnion and CEO Leslie Herington, is critical to the important work of this special committee.

Chi Omega is very fortunate to have a Symphony of perspective, ideas, and life experience at this table, and it is our hope that through this comprehensive endeavor, our Fraternity will emerge stronger and more relevant to each and every Sister today and tomorrow. Please check back on here for future updates on the committee's work.

## **SISTERHOOD CHATS REGARDING DIVERSITY, EQUITY, AND INCLUSION**

Beginning in the fall term of 2020, all members and new members will be **required** to participate in conversation curriculum focused on the topic of Diversity, Equity, & Inclusion. Conversations are student led, and there is facilitated content as well as open discussion. Each member and new member must select between the two topics available in the DEI portion of Chi Omega's Membership Experience Guide (Exploring Social Identities or Understanding Implicit Bias). It is our hope that, through these small-group conversations, understanding and sensitivity surrounding these important topics will be fostered, and Sisters will make thoughtful choices throughout their lives, while standing together as advocates and allies for marginalized communities.

## **DEI UPDATE: AUGUST, 2020**

The *Chi Omega Symphony* charges our Sisters "to choose thoughtfully that course which occasion and conscience demand." In that spirit, and to deepen the bonds of our Sisterhood, Chi Omega is furthering its work in relation to Diversity, Equity, and Inclusion among our collegiate and alumnae members. As an organization of purposeful women, it's imperative to challenge ourselves and each other by listening to and learning from those whose experiences differ from our own.

As the world continues to receive news reports of violence and tragedy, Chi Omega wants to provide another update on the work of our Special Committee on Diversity, Equity, and Inclusion.



**The Special Committee is charged with making recommendations to the Supreme Governing Council, after a holistic review of the practices, policies, procedures and member feedback, to ensure a more inclusive and ever-evolving Chi Omega.**

Progress thus far includes the following:

- Over 100 Sisters answered our open call to serve on the Special Committee.
- Twenty-seven Chi Omegas were selected based on our desire for a committee made up of women who bring different life experiences and perspectives to this important work.
- Sister Joslyn McGriff was appointed as Chair.
- One-third of the Chi Omegas on the committee are undergraduates or recent graduates under the age of 25.
- Two subject matter experts have been engaged, including professional DEI Consultant Marlon Gibson.
- A special DEI link has been added to the [Chi Omega homepage](#) that includes committee bios and recent updates on the committee's work.

Members of the Special Committee leadership team recently met virtually to set a working agenda. As reflected in the charge, the first order of business will be to [review practices, policies and procedures](#) in a wide range areas, including campus and Panhellenic partnership opportunities for greater diversity; member experience and chapter operations including training of leaders and advisors; DEI education, training and support; financial transparency and affordability; and, recruitment practices. We expect this first phase will last several weeks.

**If you would like to submit topics for discussion and consideration within these or additional areas, please email [dei@chiomega.com](mailto:dei@chiomega.com). Your thoughts, suggestions, and opinions are all welcome and encouraged.**