

# TRI DELTA

**LIVE KIND. LEAD KIND.**

On February 17, 2018 at Collegiate Leadership Conference, Tri Delta announced our renewed commitment to kindness Live Kind. Lead Kind.

Live Kind. Lead Kind. is:

- Rooted in Tri Delta's founding as a "society that would be kind alike to all..."
- Designed to elevate Tri Delta's brand as a premier women's organization, per our strategic plan
- A follow-on to the branding and messaging projects completed in recent years
- The connection between "**Live, Learn, Lead**" - *what we do*, and "**Brave, Bold, Kind**" - *who we are*
- *Not* a new tagline line, but a "through line" connecting all we do
- Supported by four strong pillars: Philosophy, Philanthropy, Programs and Policies

## PHILOSOPHY

Tri Delta is an organization committed to the growth and development of our members. Our new Growth and Development Philosophy affirms this commitment and identifies learning outcomes and aspirations tied to our core values, which are rooted in kindness: truth, self-sacrifice and friendship. This educational philosophy will guide all of our program and resource development moving forward and help measure and determine program efficacy.

## PHILANTHROPY

Tri Delta's long-standing commitment to childhood cancer at the local, regional and national level truly differentiates Tri Delta, not only in the Greek community, but among organizations, associations and major corporations across the country.

Next weekend, we'll announce that we are half-way to our 10-year, \$60M fundraising goal for St. Jude..with more than \$30M raised in just three and a half years!

In addition, thanks to the support of our generous member donors, the Tri Delta Foundation has provided more than \$400,000 in education and leadership grants to the Fraternity in 2017-18 including funding to support CLC, and nearly \$400,000 in undergraduate and graduate scholarships to deserving Tri Delta members.

## PROGRAMS

Tri Delta's programs encourage kindness to one's self and others. From lessons around self-reverence in BodyImage3D to sexual assault awareness and bystander education in *Not Anymore*, Tri Delta is committed to

helping women live, learn and lead. BodyImage3D has impacted nearly 4,000 women as a result of our efforts. After completing the *Not Anymore* program, 95% of Tri Delta participants have learned about ways to support a friend or sister who has been a victim of sexual assault.

Beyond just our members, Tri Delta supports important educational programs that impact fraternity and sorority members on campuses across North America. We are a founding sponsor of HazingPrevention.org, and we actively support and engage in National Hazing Prevention Week, National Campus Safety Awareness Week and National Sexual Assault Awareness Month. Tri Delta is also a founding sponsor of Dignity U, set to launch Fall 2018.

## POLICIES

### ZERO-TOLERANCE HAZING POLICY

In accordance with our Purpose and ideals, Tri Delta has a zero-tolerance policy against hazing. And, as a founding sponsor of HazingPrevention.org, we are committed to empowering our members to *prevent* hazing through education, advocacy and community engagement. When, despite all of our efforts, hazing does occur within Tri Delta chapters, our members are held accountable for this dangerous and degrading behavior. Accountability often results in individual membership terminations, and chapter disciplinary action, up to and including the withdrawal of a chapter's charter.

### REVISED FRATERNITY POLICIES

In partnership with the Inclusion Task Force and collegiate and alumnae volunteers, all heteronormative language has been removed from Fraternity Policies, underscoring our commitment to diversity and inclusion.

### UPDATE TO NON-DISCRIMINATION POLICY

Following nearly two years of extensive research conducted by the Inclusion Task Force, and with guidance from PR and legal counsel, Tri Delta is amending our non-discrimination policy to address complex issues surrounding sex/gender.

Tri Delta was the first NPC organization to have a non-discrimination policy. 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.

Our current non-discrimination policy states that Tri Delta – founded by women, for women - does not discriminate on any other basis than **sex** in the selection of members. The word **sex** in today's vernacular of accepted and defined terms refers to **sex assigned at birth**. Conversely, the word **gender** encompasses the concepts of identity and expression.

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.

The updated policy reads as follows:

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.

More specifically, those who live and identify as women, regardless of her sex assigned at birth, may be considered for membership in Tri Delta.

IMPORTANT NOTE: This policy is intended to clarify who may be considered for membership in Tri Delta and does not impact the membership status of current collegiate or alumnae members. Membership in Tri Delta is for a lifetime.

## MOVING FORWARD

There is much that has been done and much more to do. We look forward to our members taking these ideas back to their campuses, chapters and communities. We want feedback on how it feels for members and chapters to make a commitment to kindness. We want to know the programs and events and efforts that are a part of their commitment to kindness. We want their ideas.