

TRI DELTA

DECONSTRUCTING TRADITIONS

Kindness is deeply rooted in Tri Delta through our Ritual and who we are as brave, bold and kind sisters. In our policies, kindness is clear. Tri Delta has a zero-tolerance policy against hazing. Hazing may be the least kind thing you can do to another human being – let alone a brother or sister. Hazing is not part of our Founders' vision of sisterhood. As Tri Deltas, we must take bold steps to ensure the safety and well-being of our members and preserve a culture of kindness. Educating yourself and your sisters through this module is an important step toward eliminating all hazing from the fraternal experience.

TRIDELTA

DECONSTRUCTING TRADITIONS

DESCRIPTION

As college students, we often participate in campus and chapter traditions that have historical significance. Through this workshop, chapters will analyze traditions through a lens of Tri Delta values and expectations. Members will brainstorm traditions and habits they would like to stop, adjust and continue - in order to contribute to a brave, bold and kind environment year after year.

LEARNING OUTCOMES

- Members will define the terms tradition, habit and hazing.
- Members will brainstorm the historical component to chapter traditions.
- Members will discuss the outcomes of chapter traditions.
- Members will identify ways to continue, modify or stop healthy and unhealthy traditions.

MATERIALS

- Flip chart paper
- Markers

ROOM SET UP

The program will begin in a large group setting (theatre style). An auditorium is not the best space for this workshop. The chapter may reserve an additional room for the small group activity.

PREPARATION

- Review facilitator guide
- Purchase materials
- Reserve space for the small group activity

FACILITATOR(S)

Member development chair (MDC) or vp/chapter programming and development (VP/CPD) and risk management chair (RMC) or director of risk management and wellness (DRW).

OVERVIEW [TOTAL TIME: 35 MINUTES]

- Welcome and Introduction – 5 minutes
- Deconstructing Traditions – 30 minutes
- Closing – 1 minute

HOW TO USE THIS FACILITATOR GUIDE

- Text formatted in standard font is identified as a “talking point” and is intended to be read aloud by the facilitator.
- Text formatted in *italics* is intended as a note for the facilitator; italicized text is not meant to be read aloud.
- Text formatted in **bold** denotes a series of questions to engage participants in a dialogue.

FACILITATOR NOTE

This module was developed for collegiate chapters to promote dialogue and encourage action in hazing prevention. This module may trigger some members. However, we can make a difference in our chapters by challenging behavior that does not align with who we are as brave, bold and kind Tri Deltas. Be patient with members, but challenge the status quo. This module challenges members to think about the relevancy and reality of fraternity/sorority life and their chapter. As members of Tri Delta, we must own our reality and recognize that a number of chapters (both Tri Delta and non-Tri Delta chapters) across North America engage in unhealthy behaviors and behaviors that do not align with our values, Purpose and Ritual. Tri Delta aims to create a sisterhood where members live, learn and lead – with Purpose – for a lifetime.

WELCOME AND INTRODUCTIONS

FACILITATOR TALKING POINTS

5 minutes

- *Introduce yourself and welcome everyone to the session.*
- Today we're going to do a deep dive into traditions and how that can impact the culture of hazing that currently exists on our campuses today.
- To begin, **what words come to mind when you think about hazing?**
- Tri Delta defines hazing as “any action which may be interpreted as producing, in any member, new member or other individual, mental or physical discomfort, embarrassment, harassment or ridicule; or as any activity which sets members, new members or any other individuals apart from other members or from the chapter without a constructive purpose.”
- That definition and all the phrases and words you shared can offer a new framework in which we look at the activities and traditions our chapter participates in.
- Today is meant to help us all grow, not to point blame, shame or fear. As a chapter we always want to be growing and providing the best possible experience for our members.
- **What are some traditions that make sense?** *e.g., homecoming, wearing a badge*
- **What are some traditions that don't make sense?** *e.g., hazing, all day parties*

TRANSITION

30 seconds

- During this workshop, we will take a closer look at our traditions and what the purpose of these activities is.
- The next activity is called “deconstructing hazing.” We will analyze where these traditions came from and how they do or do not align with who we are as brave, bold and kind Tri Deltas.

DECONSTRUCTING HAZING

<p>FACILITATOR TALKING POINTS 5 minutes</p> <p>Materials:</p> <ul style="list-style-type: none"> • Flip chart paper • Markers 	<ul style="list-style-type: none"> • Before we get into specifics for our chapter, we need to know what we are even talking about. • We’ve already defined what hazing is, but what is a tradition? • Why do traditions exist? What purpose do they serve for organizations? • What are some traditions that our chapter has? • <i>Record on flip chart paper for participants to see.</i>
<p>ACTIVITY INSTRUCTIONS 10 minutes</p>	<ul style="list-style-type: none"> • Now that we’ve identified some of our traditions, let’s dive into where they come from. • For each tradition that is selected from the brainstormed list, ask the following questions. • <i>Alternative activity: break up into groups and have them all work through the questions.</i> • Where did this tradition start? • Who started it? • Is it associated with another event? • How does this activity align with who we are as brave, bold and kind women? • Would we feel comfortable participating in this activity if my parents were watching? • Would be held accountable if a school/college administrator walked by and saw us? • Does participation in this activity violate my values or those of this organization? • Could this cause emotional or physical distress or stress to myself or to others? • What would happen if I posted this on social media?
<p>DEBRIEF 5 minutes</p>	<ul style="list-style-type: none"> • How did you feel about the tradition after answering these questions? • Why don’t hazing habits stop after someone gets hurt?
<p>TRANSITION 1 minute</p>	<ul style="list-style-type: none"> • Now we’ve broken down our traditions, so let’s build them back up. • We’re going to analyze what traditions we should stop, modify and continue.
<p>ACTIVITY INSTRUCTIONS 10 minutes</p>	<ul style="list-style-type: none"> • <i>Explain to the participants that during this activity, the colors red, yellow and green represent stop, modify and continue.</i> • <i>Write down each question on flip chart paper and use the corresponding colors (red, yellow, and green) to record the answers shared for each tradition.</i> • What is one tradition that we should probably stop doing? • What is one tradition that we can modify? How can we modify it? • What is one tradition that we definitely want to continue?

<p>DEBRIEF <i>2 minutes</i></p>	<ul style="list-style-type: none"> • How did it feel to analyze our chapter traditions? • What legacy could we leave if we stop one of our traditions?
<p>TRANSITION <i>30 seconds</i></p>	<ul style="list-style-type: none"> • These are good check-in questions to constantly assess our actions as a chapter. • We talk a lot about accountability, but without a set expectation and consistent intervention, we can't rely solely on accountability.

CLOSING

<p>FACILITATOR TALKING POINTS <i>1 minute</i></p>	<ul style="list-style-type: none"> • Traditions are created by groups, and groups hold the power to change or eliminate them. It only takes one year to break a hazing tradition. • Remember that the founding members of organizations were not hazed. • One class can break the “tradition” of hazing - it just takes some courage and integrity to do what is right. • <i>Facilitator closes with any final thoughts and words of encouragement.</i>
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