

LEADDD NOW

FREQUENTLY ASKED QUESTIONS

What feedback did we receive from our members?

Overall, our members have been proud of Tri Delta's statements and social media posts condemning racism. Many of our members recognize the opportunity we have as a premier women's organization to educate and empower our members on the many aspects surrounding systemic racism. They also feel that we have the opportunity – and responsibility – to amplify the voices of our Black, Indigenous and Sisters of Color as we fulfill Tri Delta's Purpose.

How has this information been shared with the membership?

Initially, this was shared on the Town Hall webinar on Wednesday, June 24, and in an All-Member email on Sunday, June 28. The information was also provided during the Bylaws Orientation, the Official Notice of Convention to voting delegates and the National Chapter Meeting with collegiate leaders. Through our cascading communications process, it has also been shared across Tri Delta's volunteer structure.

Is there racism in Tri Delta?

Systemic racism does not have to be clearly defined through policy or a bylaw. It can be something institutionalized in the organization that systematically excludes women of color. Systemic racism also describes ways of working, obstacles, attitudes, etc. that are embedded in culture and practice, sometimes so deeply ingrained that we don't notice them or realize their effects until someone points it out to us. It is important to look beyond obvious racism to see what is intentional/unintentional and apparent/unapparent. We believe the audit will help us identify anything unintentional or unapparent in our organization.

We also know, based on disciplinary actions by collegiate chapters, that racism affects our membership still today. One act of racism in Tri Delta is too many, and it has no place in our organization.

What is Tri Delta's policy on Legacies?

Legacies are not addressed in the Fraternity Bylaws. And, Tri Delta does not have organization-wide policies, expectations or requirements for the consideration of legacies. Decisions regarding legacies are left up to each chapter. Chapters that decide to give special consideration to legacies are required to outline those considerations in their Collegiate Chapter Policies, which are approved and voted on by chapter membership.

To provide further guidance to Collegiate Chapters, the following is included in Tri Delta's (organization-wide) Fraternity Policies:

Legacy Qualifications

Tri Delta defines a legacy as a daughter, step-daughter, sister or step-sister of a Tri Delta member. Collegiate chapters may not further limit the definition of a legacy.

Policies on Legacies

Collegiate chapters must state within their collegiate chapter policies any special consideration that will be given to legacies during the recruitment process related to the placement of legacies on invitation and bid lists.

Releasing Information

Chapters may not release any information to any persons, including Tri Delta alumnae, regarding the status of a legacy or any potential new member throughout the recruitment process.

Are references still a requirement for membership in Tri Delta?

At Convention 2018, Tri Delta collegiate and alumnae delegates voted to **no longer require references or letters of recommendations** prior to extending an invitation to membership to a PNM. In addition, Tri Delta collegiate chapters are prohibited from including this requirement in their chapter policies.

References and letters of recommendation may serve as useful tools as we prepare for recruitment in the fall. Due to the circumstances surrounding COVID-19, many chapters will be hosting virtual rounds of recruitment early in the process. References are a great way to gather information about PNM's and to educate collegiate chapters on PNM's unique qualities and skills.

Where can I share additional thoughts or suggestions?

We encourage our members to continue to listen and learn as we grow and develop as a sisterhood through this time. You can find helpful resources on the [LEADDD Now webpage](#).

If you have feedback, questions or suggestions as we move forward, please email inclusion@trideltao.org.