



TRI DELTA'S COMMITMENT TO DIVERSITY, EQUITY & INCLUSION

COMMITMENT

Create an equitable and inclusive lifetime membership experience for Tri Delta's Black, Indigenous and Sisters of Color by identifying and dismantling systemic racism; promoting education, understanding and healing; and fighting for equality and justice.

GUIDING PRINCIPLES

- We will uphold our values, virtues and Purpose in all work related to diversity, equity and inclusion.
- We will remain brave, bold and kind alike to all as we approach this work with humility and steadfast love.
- We will act with accountability and provide transparency to our members.

SPECIFIC ACTION ITEMS

BRAVE IDENTIFY & DISMANTLE RACISM	BOLD PROMOTE EDUCATION, UNDERSTANDING & HEALING	KIND FIGHT FOR EQUALITY & JUSTICE
<p>Introduce LEADDD Now Business Resolution for consideration and adoption at Tri Delta's 59th Convention. If adopted, the resolution will be assigned to the 2020-2022 Executive Board for follow-up and action.</p>	<p>Conduct listening sessions to gain insight and perspective from Black, Indigenous and Sisters of Color.</p>	<p>Establish campus partnerships with Black student, NPHC and multi-cultural organizations to create safe spaces to amplify the voices of Black, Indigenous and People of Color, and providing campus or community service.</p>
<p>Introduce Amendments to the Bylaws of Delta Delta Delta to expand the size of the Executive Board by two Directors effective August 1, 2020. The Leadership Development Committee will identify and recommend Black, Indigenous and Sisters of Color to fill the new Director roles.</p>	<p>Incorporate diversity, equity and inclusion content into the LEADDD Online event on July 10, 2020.</p>	<p>Develop a diversity, equity and inclusion educational program customized for sorority women that can be shared with NPC sister organizations.</p>

BRAVE IDENTIFY & DISMANTLE RACISM	BOLD PROMOTE EDUCATION, UNDERSTANDING & HEALING	KIND FIGHT FOR EQUALITY & JUSTICE
Conduct an organization-wide diversity audit with an outside consultant to further inform the LEADDD Now plan.	Partner with Tri Delta's Foundation to develop diversity, equity and inclusion educational programming for collegiate and alumnae chapters.	Partner with our host institutions to provide broad-based diversity, equity and inclusion education.
Review Tri Delta's Obligations of Membership to ensure equity and inclusion for all members, notably our Black, Indigenous and Sisters of Color.	Stream a series of LEADDD Now conversations with Black, Indigenous and Sisters of Color for the purpose of amplifying their voices and sharing their perspective broadly with our membership.	Partner with Tri Delta's Foundation to explore opportunities specifically aimed at supporting individual Black, Indigenous and Sisters of Color across the Foundation's key service areas - academic scholarships and needs-based assistance.
Conduct a marketing and messaging audit to ensure equity and inclusion across all of Tri Delta's media and digital platforms.	Incorporate diversity, equity and inclusion courses into Tri Delta's new online learning platform, LEADDDer.org in August 2020.	Define accountability around these efforts, measure progress and report regularly to Tri Delta's membership.
Review and formalize our Extension Philosophy for chapters at colleges and universities with more diverse student populations.	Establish affinity groups for Black, Indigenous and Sisters of Color on social media and CONNECTDDD.	Support and engage actively in National Panhellenic Conference efforts and initiatives related to diversity, equity and inclusion, specifically in the areas of recruitment and extension.
Continue work on expanding pathways to membership including alumnae initiation and the possibility of extension at community colleges.	Continue to reflect on and refine Tri Delta's non-discrimination policy and key organizational philosophies.	
Establish mechanism for members to share ideas and perspectives.	Incorporate diversity, equity and inclusion education into national volunteer training.	
Create a new national volunteer and chapter officer structure to support diversity, equity and inclusion efforts and initiatives.	Continue to invest in Mental Health education and programming with expanded offerings for our Black, Indigenous and Sisters of Color.	