

Project Overview - OFSL Anti-Racist Curriculum Initiative 2023-2024

Central to the University's strategic priority of Diversity & Inclusion, this concludes the last year of our three year plan to transform the culture of fraternity and sorority life and thus, the campus. The OFSL will partner with the Harbor Institute to develop evidence-based solutions for anti-racist and multicultural programming that addresses privilege and exclusionary practices within the predominantly white fraternity and sorority community.

The Harbor Institute is guided by a theory-to-practice philosophy that builds on insights gained from research, evaluations, and assessments along with experience as practitioners and work with professionals in the field. This comprehensive approach is collaborative, strategic, sustainable, involves multiple stakeholders, and proceeds from a careful analysis of DEI within the specific fraternity and sorority institutional context. Along with WCU's internal approach, this initiative will create short- and long-term sustainable resources for individual members, chapters, and councils utilizing a collective approach to address internal and external systemic change. Building off the pieces of training from year one of this partnership, which included pieces of training on the history of the National Pan-Hellenic Council and how to celebrate, acknowledge, and support different councils, this initiative will also provide accountability mechanisms to gauge the success of this initiative. Utilizing options such as campus climate surveys (post interventions) and analyzing pre/post for statistically significant positive changes will help us measure these goals.

2023-2024 Academic Year

Year three of the partnership with The Harbor Institute is a reflection of finishing out processes that were started understanding our current campus climate, and supporting our staff in being intentional in Anti Racism work.

Inclusivity Survey

In Fall 2023, we sent out a survey to measure the current inclusivity climate of our chapters. The goal of sending out the survey was to understand where each of our individual chapters was at, and to take more of an intentional and individual chapter approach to our anti-racist work moving forward. The questions in the survey touched specifically on some of the work that we have already completed with The Harbor Institute and to see in which areas we still need to grow.

The survey was completed by 1150 undergraduate students that are a part of our fraternity and sorority community. Out of our 1150 completed survey results, 715 individuals

reported as being a member of the Panhellenic Council, 400 individuals reported as being a part of the Inter Fraternity Council, 5 individuals reported as being a member of the Multicultural Greek Council, and 12 reported as being a member of the National Pan-Hellenic Council.

#	Field	Choice Count
2	PHC (Panhellenic)	63.16% 715
3	NPHC (D9, National Pan-Hellenic Council)	1.06% 12
4	MGC (Multicultural Greek Council)	0.44% 5
1	IFC (Interfraternity Council)	35.34% 400

1132

The survey described inclusivity and anti-racism. It was shared that by conducting this survey each year, we can follow our progress in each of the following areas:

1. Fair treatment: Members being engaged and recognized fairly.
2. Integrating differences: Members respecting and valuing each other's opinions.
3. Decision making: Members fairly considering ideas and suggestions offered by other members.
4. Psychological safety: Feeling welcome to express one's true feelings in the chapter.
5. Trust: Honest and open communication.
6. Belonging: Members caring about other members.

The table below shows how survey participants feel about their chapter's inclusivity.

Question	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Total Responses
All members are treated fairly and equitably in my chapter.	78.57%	17.90%	1.32%	1.23%	0.97%	1134
The chapter contributions of all members are recognized and valued equally.	75.84%	18.43%	2.47%	2.65%	0.62%	1134
Members differences and beliefs are respected and honored in our chapter.	80.35%	15.96%	1.93%	1.32%	0.44%	1140
The opinions of all members are heard and recognized in my chapter.	73.97%	19.17%	3.87%	2.37%	0.62%	1137
Before decisions are made, chapter members are given an opportunity to provide ideas and suggestions.	72.25%	20.18%	4.14%	2.82%	0.62%	1135
I believe that the ideas and suggestions of all members are fairly considered and debated.	70.80%	21.11%	4.93%	2.73%	0.44%	1137
I believe that all members feel equally comfortable expressing their true feelings in my chapter.	71.74%	17.69%	5.63%	3.70%	1.23%	1136
Our chapter is a welcoming and safe environment.	79.35%	16.68%	1.68%	1.77%	0.53%	1133
Communication between members is open and honest.	74.23%	18.71%	4.68%	1.94%	0.44%	1133
I trust that all members can communicate with other members without fear of retribution.	73.52%	17.30%	5.47%	3.00%	0.71%	1133
I feel a sense of belonging in my chapter and can be my authentic self.	76.88%	16.59%	4.24%	1.32%	0.97%	1133
Our chapter creates an inclusive environment to make all members feel welcome.	76.77%	18.00%	3.01%	1.60%	0.62%	1128
My chapter demonstrates a culture of inclusivity and anti-racism.	81.07%	16.80%	1.07%	0.53%	0.53%	1125
Members are held accountable with consequences for any racist comments, jokes or behaviors.	80.65%	16.67%	1.43%	0.81%	0.45%	1116
All members are expected to hold themselves and others accountable for maintaining an anti-racist community within our chapter.	84.37%	13.93%	1.17%	0.18%	0.36%	1113

The results of the survey show the work of the partnership of The Harbor Institute over the last three years. Our chapter members react strongly that their chapters feel like an inclusive space. The survey also shows us where we still have work to do and where we can focus our efforts to build more inclusive chapters with our anti-racist curriculum in the future.

Curriculum Development

In addition to the survey, our main project this year was to create content and curriculum for our potential new members. We want to ensure that all individuals looking to join the fraternity and sorority community have a baseline of our anti-racism values. We did this by creating a presentation that is required to be engaged with before anyone goes through our recruitment process. Creating this presentation introduces our expectations of anti-racism within our community and helps provide information and support to all potential new members of any Greek organization. We collaborated with the Harbor Institute to develop the content and the curriculum while considering the overall anti-racist curriculum and goals we want to achieve within our community.

Strategic Consulting

The Harbor Institute also acted as a strategic consultant and advisor for the Fraternity and Sorority Life staff for a variety of issues over this year. In Fall 2023, the staff completed a White Privilege Training following arising issues within the university community. The facilitated training and conversation by Harbor staff surrounded the ideas of power, privilege, and oppression. It focused on interpersonal dynamics, communication strategies, and overall team building. Individuals who benefitted from the training were those in direct attendance FSL Director, Associate Director, Assistant Director, and FSL graduate assistants. Campus partners and students advised by these individuals also received benefit from this training as our staff was better equipped to have difficult conversations and better advocacy skills around the anti-racist curriculum and values. The Harbor Institute also was used as a support system to directly support and facilitate specific conversations between our office and community stakeholders.

Next Steps

The Office of Fraternity and Sorority Life is grateful for the continued partnership with The Harbor Institute. As we wrap up this year, we want to ensure we are moving forward with our partnership in an intentional way that mirrors the current needs of our community. The office is currently undergoing strategic planning as well as preparing for an external review. We intend to combine both of these larger community planning initiatives with planning to continue the anti-racism work and curriculum development we have been dedicated to the last few years. We intend to incorporate all of our learned strategies and lessons into further diversity, equity, and inclusion practices in our community.