



CHAPMAN UNIVERSITY'S INTERFRATERNITY COUNCIL (IFC) EXECUTIVE
PLAN FOR DIVERSITY, EQUITY, AND INCLUSION

*IFC Has a Zero-Tolerance Policy for Hate Speech, Bigoted Behavior/Language and
Discriminatory Practices: [Cross-Cultural Education and Resource Team](#) | [Equal
Opportunity and Diversity Officer](#) (Report Incidents Here)*

January 1, 2024

The revised IFC DEI Executive Plan aims to enhance clarity, engagement, and inclusivity within Chapman University's Greek Life Community. Targeting IFC Executive Board Members, DEI Committee Officers, and the wider Greek Life Community, our objectives are to streamline communication, facilitate DEI Committee participation, and increase accessibility of our mission.

Article I: Purpose

The Chapman University Interfraternity Council Plan for Diversity, Equity, and Inclusion (DEI) is a live document based on initiatives from the IFC and Chapman community.

DEI initiatives are from IFC members, IFC executive officers, chapter leadership, Greek Life's DEI Committee, and other Chapman community members committed to ensuring the Chapman University Greek Life Community remains fair, diverse, equitable, and inclusive.

This plan ensures that the Chapman Interfraternity Council Executive Board and the *nine* fraternities recognized on Chapman's campus have a unified vision and will take direct action to recognize, acknowledge, and resist systems that may perpetuate exclusivity and bias based on unfair grounds of race, nationality, sexuality, physical or mental ability, or socioeconomic class.

Article II: Structure

The Chapman Interfraternity Council is the governing body of the recognized fraternities at Chapman University. The council is composed of seven executive board members and one delegate from each of the nine chapters. This council's role is to govern, serve, represent, and promote, with the highest standard of integrity, its member fraternities. As self-governing organizations, these chapters have sovereign rights as private organizations. Chapman IFC may only hold chapters accountable for IFC policies and procedures using the IFC judicial process.

Article III: Interfraternity Council Executive DEI Plan

We commit as IFC Executives to use IFC platforms to advocate for initiatives that advance our community towards a future where we foster accountability, fight against injustice, and nurture a campus community and world where people of all backgrounds feel welcome.

Article IV: Executive Plan Overview

The Chapman Interfraternity Executive Plan for DEI is divided into two sections.

The first section outlines *specific responsibilities and action items* that VP DEI will uphold and address during their term.

The second section outlines DEI initiatives to be implemented by VP DEI alongside IFC and Chapman University for the interfraternity community through Spring 2024 onward.

Section I:

I. VP DEI

- A. VP DEI will be responsible for updating the Chapman IFC Executive Plan for Diversity, Equity, & Inclusion throughout his term.

II. DEI Committee

- A. VP DEI will co-chair and facilitate the Greek Life DEI Committee.
 - 1. *The Greek Life DEI Committee, or “DEI Committee,” is a board comprised of IFC VP DEI and elected DEI Officers from each of the nine chapters of Chapman University’s campus. The purpose of the DEI Committee is to establish a communication channel between each chapter in regards to the pursuit of creating a more diverse, equitable, and inclusive environment, as well as identifying and addressing any relevant issues within the community.*
 - a. Establish a *rotating meeting schedule* to accommodate different fraternity commitments.
 - b. Utilize online collaboration tools to facilitate virtual meetings, increasing accessibility.
 - i. Ie. Zoom, Discord, etc...
 - c. Create an anonymous feedback system to encourage open communication.
 - d. May collaborate with any other executive officers for an assistant position.

III. Report & Check-In

- A. Implement a progress report system, tracking achievements and identifying areas for improvement.
 - 1. VP DEI will hold a “Progress Report Check-In” with each chapter.
 - a) Progress Report Check-Ins will be held as meetings (in person or virtual) between
 - (1) VP DEI and IFC Executives
 - (2) Chapter-elected DEI Officer

- (3) Chapter President and/or delegate
2. Progress Report Check-Ins should be held in a structural and recurring manner similar to the following outline:

I. RECRUITMENT PERIOD

II. NEW MEMBER ASSESSMENT

- *A Progress Report Check-In between VP DEI, IFC Executives, and each new member class.*

III. POST-INITIATION ASSESSMENT

IV. **Measurable Outcomes**

- A. Access and track statistics and measurements to observe demographic trends within recruitment periods.

Section II:

V. **Integration with Recruitment Process:**

- A. Collaborate with the VP of Recruitment to host informational sessions on DEI roles during RECRUITMENT PERIODS.
 1. Organize training sessions for recruiting chapters covering relevant topics and addressing challenges.

VI. **Awareness Campaigns:**

- A. Develop a series of workshops and events focusing on cultural sensitivity, inclusivity, and identity.
- B. Recruitment Presentation
 1. Collaborate with VP Recruitment to review chapter recruitment presentations.
- C. Encourage fraternity leaders to share success stories of implementing new ideas to inspire the broader Greek Life Community.

VII. **Improved Accessibility for Greek Life Community:**

A. Engaging Communication Channels:

1. Utilize social media platforms (Instagram, Facebook, LinkedIn, etc...) for regular updates, highlighting key DEI initiatives and success stories.

2. Regular social media posting, in collaboration with VP PR, to promote awareness.

VIII. **Personalized Outreach to Fraternity Leaders:**

- A. Establish a program where experienced fraternity leaders guide newer members in understanding and embracing DEI initiatives.
 1. Conduct outreach to find community leaders to help facilitate DEI initiatives.
 2. Conduct virtual meetings to address questions and concerns directly from fraternity leaders.
 3. Collaborate with executives and Chapman University to create an outreach program targeting underrepresented groups during recruitment.
 4. Establish partnerships with cultural organizations on campus to promote diversity within fraternities.

Additional Considerations: This document aims to outline IFC's shift in responsibilities of executive officers and significant initiatives, though it is by no means exhaustive. We want to cultivate a community where members will incorporate individual education pieces, panel discussions, and speaker initiatives into every IFC experience aspect. We hope the plans and initiatives outlined begin to move us toward that. This document will be continuously updated and expanded upon.