



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

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

January 6th, 2021

To The IFC Chapman Community Members:

The Chapman Interfraternity Council outwardly denounces the hateful acts of domestic terrorism that took place at the United States Capitol on Wednesday, January 6. We acknowledge that these actions are a direct attack on the democracy of our nation, and on the marginalized members of the Chapman community. We recognize that these attacks against the Black and Jewish communities can emotionally harm so many, and we stand in solidarity with these communities and understand that our words must also come with action.

Chapman IFC is committed to fostering an accountable and nurturing community where people of all backgrounds feel safe, respected, and heard. We must work harder to become educated, to have challenging conversations, and to fight for justice and change in and outside of our community. We are currently taking steps under the guidance of our Vice President of Diversity, Equity, and Inclusion to ensure that this executive council and all of Chapman IFC is committed to shaping Chapman Greek Life so that we may fully represent the values of our chapters. Our executive board will provide updates of our efforts, including the implementation of our Executive Plan for Diversity, Equity, and Inclusion.

Continue to support your brothers, and continue the fight for a just world.

Please see the resources attached to learn how you can help shape our community for the better.

Sincerely,

The Chapman University Interfraternity Council

Purpose:

The Chapman University Interfraternity Council Plan for Diversity, Equity, and Inclusion (DEI) is a live document based on DEI initiatives from the IFC and Chapman community. DEI initiatives are from IFC members, IFC executive officers, chapter leadership, Greek Life's D&I committee, and other Chapman community members committed to D&I. This plan ensures that the Chapman Interfraternity Council Executive Board and the ten fraternities recognized on Chapman's campus have a unified vision and will take direct action to create long-lasting change concerning diversity, equity, and inclusion in the Greek community.

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 ten 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.

Accordingly, the Chapman Interfraternity Executive Plan for DEI is divided into two sections. The first section outlines specific action items that Chapman IFC executive officers will implement. The second section outlines DEI initiatives implemented by and for the entire Chapman Interfraternity community throughout Fall 2020 to Spring 2021.

Executive Plan Overview:

The Chapman Interfraternity Council Executive Plan for DEI is divided into two sections. The first section outlines specific action items and goals that Chapman Interfraternity Council executive officers will implement within their roles. The second section outlines the multi-phased plan for DEI initiatives implemented for and by the IFC community throughout Spring 2021 to Fall 2021. We recognize that this is an ongoing battle and that the initiatives laid out are not exhaustive. This document also outlines in Phase 1 and 2 reforms and initiatives the Interfraternity Council Executive Board has enacted.

Interfraternity Council Executive DEI Plan

To ensure initiatives outlined in this document carry over into all future IFC councils, the organization will implement changes to how executive officers carry out their responsibilities.

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, especially Black students, feel welcome.

President:

- I. The IFC President will encourage chapters to review and update membership clauses, zero-tolerance policies, and repercussions for discrimination acts. These policies will cover any racist and anti-LGBTQ+ slurs, derogatory comments, microaggressions, or other offenses to people of color, people with physical/mental disabilities, and other marginalized groups.
 - A. Two follow-up roundtable discussions to check-in on each chapter and their progress towards updating these clauses and policies.
- II. IFC President will encourage chapters to research and identify the current chapter and initiation rituals from religious practices. It is recommended that chapters offer alternatives to religious aspects of chapter and initiation rituals to be more inclusive. Chapters are also encouraged to actively discuss with their national organizations about removing religion from all rituals.

Programming:

- I. VP Programming will collaborate with the Voter Engagement Coalition to commit to a 100% voter rate within IFC.
 - A. In collaboration with VPCR and VP DEI
- II. VP Programming will host at least one educational program every semester. III. VP Programming will work to ensure there are appropriate accommodations for all members who may need them at all IFC sponsored events
 - A. In collaboration with VP DEI.
 - B. The VP Programming will create and maintain a "Guide to Programming/Events." This document, and all updates, will be shared with all chapters. This document aims to inform on how to make programming/events accessible to all members within the IFC community.

Recruitment & Philanthropy:

- I. Create and share a calendar with recruitment chairs that contains all religious dates that may conflict with potential recruitment event dates.
 - A. In collaboration with VP DEI
- II. VP Recruitment and Div/In Committee will work with Recruitment chairs to implement inclusivity training and ensure multiple timing options are available to accommodate schedules.
- III. VP Recruitment will work with the Div/In Committee and chapter leadership to implement training for every chapter member in attendance for recruitment.

Public & Community Relations:

- I. VP Public Relations will establish a page within the Resources section on the official IFC website to post information and resources provided by the Div/In committee.
 - A. In collaboration with VP DEI
- II. VP Public Relations will release demographics (age, race, international students, transfer students, etc.) of the current IFC community on the official IFC website. This will provide full transparency to our members and those outside the community about the Chapman IFC community's current population.
 - A. In collaboration with VP Admin
- III. VP Public Relations will publish and consistently promote Chapman's hate speech reporting form on official IFC platforms.
- IV. VP Public Relations will publish and consistently promote scholarships on official IFC platforms.
 - A. VP Public Relations will also encourage Chapters to publish all IFC and individual chapter scholarship opportunities on their platforms.
- V. VP Public Relations will encourage chapters to use their public social media platforms for education on social issues, amplify marginalized groups' voices, and provide a genuine depiction of their brotherhood. VP Public Relations will frequently communicate with chapter PR chairs to check in on their public advocacy progress.

Admin & Standards:

- I. Review Chapman IFC Recruitment Rules and Bylaws and update them to include all marginalized groups and use anti-racist language.
- II. Due to our close relationship with Panhellenic, we pledge to hold sorority chapters to the same standards we are holding ourselves to and agree to meet to decide repercussions as an IFC community if they do not commit to and deliver extensive DEI action.
 - A. The IFC President will arrange a meeting between Panhellenic Executives and IFC Executives before the Fall semester to discuss and evaluate their progress and current action steps.
- III. The council currently lacks vital demographic data points that would be incredibly useful in illustrating disparities within its community. By identifying, tracking, and

reporting these key figures, IFC can adequately establish benchmarks to track the impact of these reform measures. The VP of Admin and the VP of Diversity, Equity, and Inclusion will be responsible for managing the intake and analysis of these figures. A full report will be released to the IFC community at the end of each semester.

Finance & Scholarship:

- I. VP Finance will reexamine IFC spending to increase scholarship funds.
- II. VP Finance will create a scholarship for BIPOC and other marginalized communities to enhance the accessibility of Greek Life.
- III. VP Finance will provide a list of academic resources to chapters to improve the IFC community's GPA. The VP Finance will update this list through the academic term as needed.
- IV. VP Finance will establish waivers for recruitment fees made available to all PNMs as a part of recruitment registration.
 - A. The process for a PNM to request a waiver will be to submit a short statement describing why they are applying for a waiver. This request will remain confidential and will not impact the PNM's recruitment experience. The application will include an explanation informing the PNM of its confidentiality.
 - B. In collaboration with VP Recruitment

Diversity, Equity, & Inclusion:

- I. Chapter philanthropy chairs will work with the VP DEI to organize an IFC-wide virtual fundraiser for a cause benefitting the BIPOC community.
 - A. A. Will also collaborate with other Chapman organizations and groups.
 - B. B. In collaboration with VPRS.
- II. VP DEI will compile a list of BIPOC-owned businesses in the Orange County area for future events as a resource for chapter executives.
 - A. A. In collaboration with the Div/In committee.
- III. VP DEI will be responsible for updating the Chapman IFC Executive Plan for Div/In throughout his term.
- IV. VP DEI will co-chair and facilitate the Greek Life D/I Committee.
 - A. May collaborate with any other executive officers for an assistant position.

Overview of Initiatives & Phases of Implementation:

Phase 1: Summer of 2020

- I. IFC amended bylaws to establish the Diversity & Inclusion (DI) committee that consists of one representative from each chapter. The DI Committee is also composed of one representative from each sorority on campus.
- II. IFC committed to collaborating with the DI Committee and Office of Fraternity & Sorority Life to ensure discussion topics centered around diversity, equity, and inclusion in new member education and executive officer training.

Phase 2: Fall of 2020

- I. In October of 2020, IFC restructured the Executive board to establish the Vice President of Diversity, Equity, and Inclusion (DEI). The VP of DEI will ensure that initiatives outlined in each phase of this document carry over into all future IFC councils. Additionally, the VP of DEI will be the liaison for IFC initiatives regarding DEI and create discussions around DEI for the IFC executive board and the fraternity community.
- II. During Fall recruitment Tim Topper, Program Coordinator for the Cross-Cultural Center delivered the first presentation on Diversity, Equity, and Inclusion during fraternity New Member Ed. The presentation informed on topics such as inclusive language, microaggressions, discrimination, and allyship.
- III. As part of IFC's commitment to breaking down socioeconomic barriers, a new scholarship fund was established. IFC expanded its scholarship opportunities by creating a Diversity, Equity, and Inclusion scholarship. This scholarship was created for men who are actively trying to better the community regarding diversity, Equity, and Inclusion and are actively working towards creating a more inclusive fraternity community. Three recipients from the IFC community were awarded scholarships to assist with the payment of chapter dues.

Phase 3: Spring of 2021

Reflection on Jan. 6th Statement: Following the horrific events that occurred on January 6th, 2021, our executive council released a statement via Instagram denouncing the acts of domestic terrorism that took place at the United States Capitol as well as informing the IFC community about the creation of our IFC Executive Plan for DEI. The promises made on January 9th include the following: holding IFC chapters and individual members personally accountable to the ideals expressed in the statement, volunteering time and resources to support members of underrepresented communities, provide updates of our efforts, and expressing our commitment to fostering an accountable and nurturing community where people of all backgrounds feel safe, respected, and heard.

- I. **January 27th, 2021, *Inclusive Recruitment Training***: To foster the inclusive, anti-racist environment IFC strives for, Recruitment Chairs participated in Inclusive Recruitment Training to mitigate exclusivity and rampant macro and microaggressions. The VP of DEI, in conjunction with Tim Topper from the Cross-Cultural Center, hosted this training.
- II. **Feb __ 2021, *Recruitment***: The addition of the Diversity, Equity, and Inclusion presentation for fraternity New Member Ed highlighted in phase two will be carried over and expanded for the Spring semester. Furthermore, the new VP of Diversity, Equity, and Inclusion will work in conjunction with the VP of Programming to educate chapter members and potential new members on topics that aim to foster inclusive recruitment processes.
- III. **Feb ~ 2021, *Internal Review***: IFC will inspect its governing documents this Spring to ensure our bylaws reflect our mission to foster a community of accountability and inclusivity.
- IV. **February 5th, 2021, *Expansion of Scholarship***: The Student Government Association unanimously approved the proposal submitted by the VP DEI and VP Finance to receive funding to expand scholarship opportunities and create IFC's first scholarship for potential new members. This council hopes to encourage historically underrepresented communities to engage with IFC by supporting community members with difficult financial circumstances. This new scholarship will exist alongside IFC's current scholarship offering that focuses on need, academic excellence, and leadership.
- V. **Feb ~ 2021, *Amplifying Underrepresented Stories & Experiences***: To amplify the passions, interests, and achievements of our most underrepresented community members, the VP Public Relations has created initiatives through music, art, literature, science, outdoor activities, entrepreneurship, and athletics to highlight the diverse membership of various chapters. Community members can participate by direct messaging our VP Public Relations on Instagram @chapmanifc or email @cuifc.publicrelations@gmail.com. (Submissions are not limited to planned initiatives listed above)

In Planning for Implementation: Summer of 2021

- I. **June - August 2021, *Reforming Recruitment***: To foster the inclusive, anti-racist environment IFC strives for, the "rush" process will undergo several changes to mitigate exclusivity. As of Spring 2021, all potential new members must pay a registration fee (\$15) to participate in recruitment. (\$5 Registration During COVID; \$10 Late Fee) Although this fee has been used to cover the costs that IFC incurs to operate rush, the council understands that a fee can be prohibitive to individuals still undecided about joining a fraternity. IFC is committed to tearing down IFC's socioeconomic barriers and will implement a scholarship to waive registration fees

for Fall 2021. This waiver is to be used as a resource for potential new members who may be experiencing financial hardship. The scholarship will be evaluated and improved as needed by the VP Finance and Scholarship for Spring 2022 and Fall 2022 recruitment.

II. June - August 2021, Fundraising: To continue to break down financial barriers for our members, IFC plans further increase the dollar amount allocated for scholarships each year. The VP Finance and VP DEI will create and implement a series of sustainable fundraising events over the summer in preparation for the 2021-22 school year. As IFC executives, we want to assist in easing any financial burdens IFC community members may encounter.

This council will develop and manage a formal accountability process where students (within and outside IFC) can report violations: prompting an investigation. In the interim, you can lodge complaints at any time with the [Cross-Cultural Education and Resource Team](#) and with the [Equal Opportunity and Diversity Officer](#).

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. Until the Fall 2021 election cycle, these conversations will be spearheaded by the existing IFC executive council.

If you have any questions, comments, concerns, or if you have Greek Life initiatives you'd like to introduce, please reach out to our VP DEI, Jaden Pitts, @cuifc.diversity@gmail.com.