



The Future of Greek Life at CWRU

Community Overview:

The CWRU Greek Community makes up about 30% of the undergraduate student population. Roughly 1,300 students are a part of the 15 Interfraternity Congress (IFC) fraternities, 10 Panhellenic Council (PHC) sororities, and 4 National Pan-Hellenic Council (NPHC) Cleveland city-wide Divine Nine fraternities and sororities. The community is governed by the IFC and PHC executive boards composed of the IFC and PHC president, 14 Vice Presidents, and several other appointed positions. The IFC and PHC executive board works in concert with the individual chapter leadership to provide leadership for the entire community. Please see the graphic found in the appendix for a visual overview.

Our Vision Forward:

This past summer served as a strong catalyst for change in the Greek Life community: student leaders, Greek Life Staff, alumni, and national Greek executives reflected on the meaning of the Greek Experience. The leaders of the Greek community acknowledge that our past efforts were not sufficient in facilitating active bystanders, addressing sexual misconduct, building inclusive organizations, and ensuring the safety and wellness of not only members in our community, but the larger CWRU community. Unfortunately, the CWRU Greek Community faced similar challenges previously--specifically, with the review of Sigma Phi Epsilon in 2016. We would like to acknowledge this in an effort to convey that the history of our community will not be forgotten. Due to these two similar and recent traumas, we hope to better utilize our community's past to guide our present and future action. We spent this summer bringing together members of the CWRU Community (faculty, staff, students), national representatives, and other partners to better understand what needed to be changed to ensure our organization becomes a safer, more inclusive, more supportive, values-driven community. As a result, we have developed the following vision:

The Greek experience serves as a vehicle for individual member identity development to support our members and chapters in making positive and responsible contributions to society. This will be done by ensuring our community is safe, inclusive, supportive and values-driven and by actively holding ourselves accountable to these ideals.

Spring 2021 Top Priorities:

We would like to present our board's goals for the upcoming semester based on our areas of focus. These areas are defined in greater detail below in the Greek Life Action Plan, where proposed changes, assessment of progress, and marketing/social norming efforts are further developed.

Active Bystander Intervention:

- The Active Bystander Task Force will make changes to the new member education process (including a revision to Bystander programming and content), develop new curriculum for continuous education for members, finalize the means of bystander data collection and dispersion, and develop an Active Bystander Campaign that markets these developments and an overall identity of a Greek Life member.
- Finalize continuous education through Project Connection, which will host its first dialogue sessions in Spring 2021 with the goal of equipping our peers with information and skills to more effectively intervene and better engage in difficult conversations that are necessary to build a caring community.

Consent:

- Students Meeting About Risk and Responsibility Training (SMARRT) will continue to work with an outside consultant and campus partners to redefine its purpose as a peer education program, implementation of newly-developed programs around: consent, safe alcohol practices, and connection to mental health resources.
- Formally recruit and establish the Greek Life Sexual Misconduct Prevention Task Force.
- Partner with Center for Women and the Cleveland Rape Crisis Center to expand the programming to our community.
- Host a dialogue with the Office of Equity surrounding the Title IX process and establish an ongoing partnership.

Anti-Racism Initiative:

- Continue our work with Joey Oteng, Social Justice Educator, to host the four-part Racial Literacy Program for our community.
- Continue to encourage chapters to participate and implement Sustained Dialogue within their organizations.
- Partner with OMA to have Greek students become trained facilitators of Diversity 360

- PHC Recruitment planned virtual recruitment to be anti-racist from the start including evaluating marketing messages, training from inclusion committee on learning and teaching inclusive recruiting strategies and question asking, no video on requirement, and alternative for of self expression for round 1.
- The Interfraternity Congress will host a Recruitment Appreciative Inquiry Summit this semester to define the vision for the community for the upcoming year.

Physical and Mental Wellbeing:

- Working on the Wellness Wednesday Newsletter and other forms of social media to promote programs and initiatives connected to wellness.
- Partner with UHCS and other student organizations to provide collaborative programming around the 8 dimensions of wellness.
- Partner with LGBTQ Office to expand Safe Zone training within the community.
- Creating the Dues Endowment Fund to help address financial barriers to joining Greek Life.

Internal Objectives:

- Community Standards will be reorganized to better reflect the expectations we have for our chapters on campus.
- Substance Responsible Initiative will be integrated in community standards, bystander curriculum, and social norming practices.

For all of the goals listed above, we aim to collaborate with offices and student organizations around the campus to work on these initiatives together.

Greek Life Action Plan:

Introduction:

As a result of these conversations, we identified four key behavior changes that needed to be addressed immediately. True culture change requires a multi-level approach (community-level education, policy change, accountability, chapter-level education, individual education, and ownership in these changes). For our community to ensure sustainability in changing these behaviors, we must root our efforts in building the important skills that are needed within the individual members of our community. By formalizing this connection between our goals and assessment, we will be able to more clearly understand and articulate the impact we are having on the individual members within our community.

This action plan is a collaborative effort between the Office of Greek Life and the Greek Life community leadership. Within each strategy, we have identified the important action steps our community will take to ensure a safe, inclusive, supportive, and values-driven experience for all. This plan is continuously evolving and we welcome any feedback or points of collaboration.

The Plan Outlined:

PRIORITY: ACTIVE BYSTANDER INTERVENTION :

Four subcommittees have been formed: New Member Education, Continuous Member Education, Assessment, and Market/Social Norming.

1. New Member Education Proposed Changes:

- a. Refresh Bystander 101 content (Sex/Self/Substance/Social Justice)
 - i. Create training and curriculum for new member educators/risk managers to follow-up with new members
 - ii. Create a "Train the Trainer" program
 - iii. Develop the new member empowerment program
 - iv. Updates
 1. Addition of Social Justice to Bystander 101

2. Continuous Member Education Proposed Changes

- a. Revise Bystander 201:
 - i. Emotional Skills and story sharing curriculum for individual chapter use
 - ii. Videos of Bystander Scenario
 1. Develop an older member/new member story share curriculum about being an active bystander to discuss failures/successes
 2. Develop and tape intervention vignettes (Sex/Self/Substance/Social Justice)
 3. Develop follow up questions for chapters to engage in dialogue
 - iii. Updates:
 1. Project Connection (formerly Bystander 201) will be a series of dialogues led by different faculty members on a variety of topics that help to strengthen one's ability to be an effective active bystander

3. Assessment Proposed Changes:

- a. Reviewing our current Bystander data to identify key factors that increase the likelihood of an individual actively intervening.
- b. Collecting active bystander stories to measure the impact of interventions and education
- c. Improve systems that provide current data to community/chapter for transparency and decision-making

i. Updates:

1. Completion of Mitchell's Community and Chapter Environment and Experience Survey

4. Marketing/Social Norming Proposed Changes:

- a. Utilizing assessment data to develop a sense of community identity around a shared definition and expectations for active bystanders
- b. Develop an Active Bystander campaign
 - i. Marketing campaign utilizing stories, data, and community expectations
 1. Create a welcome to Greek Life video normalizing and setting the expectations of being an active bystander
 2. Poster campaign
- c. Help increase awareness of bystander programming
- d. Use assessment data to generate a social norming campaign

We will be partnering with the following organizations: Athletics, Orientation, Women's Center, UHCS, OMA, SSI, ISS, Equity, Greek Alumni

PRIORITY: STUDENTS CAN DEFINE AND OBTAIN CONSENT FOR SEXUAL ACTIVITY:

1. Proposed Changes for Education:

- a. Build a curriculum for community/chapter education/dialogues
 - i. Facilitating monthly discussions and training that discuss and educate on these topics (*can partner with other individuals and entities on campus and off-campus resources*)
 - ii. Updates:
 1. Potential Discussions: Healthy relationships, How substance use affects decision making, how cultures influence the view of sex, identifying your boundaries, being conscious of your future-self and how current decision making affects the future, and masculinity.
 - iii. Develop and facilitate events that utilize role-playing and example scenarios with students to initiate discussions at least once a semester
 1. Program with Office of Equity to walk through the logistics of the Title IX process
 2. "Behind Closed Doors"-type programming
 3. Discussion to help normalize sex positivity

2. Establish the Greek Life Sexual Misconduct Prevention Task Force:

- a. Updates: Established Committee Chairs, Goals and Outcomes
 - i. Proposed Goals and Outcomes:
 1. Policy Development
 - a. Provide additional internal support for individual chapters to uphold an environment of accountability for members
 2. Discussion/Education within chapters and the community
 - a. Encourage individuals to reach out to stakeholders in the community that help
 - b. Work on a sustainable plan for the future- what measures are we putting in place after the task force is dissolved to continue these conversations in chapters?
 3. Data analysis
 - a. Map and collect data on where assault occurs on campus to see if there are any further safety measures we can put into place
 - b. Next Steps:
 - i. Establish Core Committee Members
 - ii. Work parallel to DOSA task force to execute complementary action

3. Revamp SMARRT Program and Purpose (Peer Education Program)

- a. Revamp content to address needs and gaps in the Greek community
 - i. Develop signature programming based on community needs identified in Mitchell's survey and other data sets
 - ii. Updates:
 1. SMARRT worked with an outside consultant to develop a 3-tiered approach to community programming based on subject matter, presenter expertise level, audience, and learning objectives.
 - a. Tier 1--SMARRT leader led
 - b. Tier 2--SMARRT leader co-facilitated with a campus/community partner
 - c. Tier 3--SMARRT assists in referring to appropriate expert on topic
 2. Based on current trends within the community, SMARRT worked with an outside consultant to develop the following programs
 - a. Going Out Without Blacking Out (safe alcohol practices), Consent is Sexy!, Understanding and Setting Boundaries in Relationships (conflict management & boundary setting), Taking Care of Yourself While Taking Care of Others (mental health & boundary setting), Bridge Builder Training; Connecting People to Mental Health Resources
 3. All SMARRT leaders will be cross-trained on these programs to ensure proper training and intersectionality for the facilitators
 4. Assessment Tools to measure programming was created
 - iii. Next Steps:
 1. Establish key relationships with campus/community partners to assist in program development and delivery
 2. Continue to develop the training program. Increase the connection of SMARRT topics to identity.
 3. Increase engagement through social media platforms
 4. Connecting assessment to Culture of Care assets to better understand if specific skills are being built as a result of SMARRT's outreach

We will be partnering with the following organizations: Women's Center, UHCS, OMA, SSI, ISS, Equity, Alumni.

PRIORITY: ACTIVELY ENGAGE IN CREATING AN ANTI-RACISM ORGANIZATION :

1. Proposed Changes for Education:

- a. Build a curriculum for community/chapter education/dialogues
 - i. Collaborate with outside Consultant and OMA
 - i. Example topics: Bystander Intervention, Increasing Cultural Competency, Implicit Bias Training, Inclusive Leadership, White Privilege, etc.
 - ii. Updates:
 1. The Greek community has partnered with Joey Oteng, a Social Justice educator to host a four-part series in Spring 2021. Community members can choose to merely attend the workshops or be trained to facilitate the workshops within their organizations. The individuals who choose to go through the train-the-trainer series will attend additional skills training.
 2. Workshop topics include:
 - a. Me vs. Other Me: Embracing Discomfort & Vulnerability
 - b. Welcome to the Neighborhood: Social Justice 101
 - c. Breaking the Fourth Wall: Anti-Racist History + Race & Greeks
 - d. Into the Multiverse: Breaking Down Racial Barriers
 - iii. Next Steps:
 1. Recruiting participants for the program. We are aiming to have at least one participant per chapter.
- b. Partner with new Bystander 201 model, Project Connection

2. Encourage attendance at Sustained Dialogue training

- a. Updates:
 - i. We intentionally marketed this program to our Greek members and saw a significant increase in participation.
- b. Next Steps:
 - i. Work with the chapter leadership to incorporate sustained dialogue groups within their organizations.
 - ii. Incorporate Sustained Dialogue into IFC & PHC Executive Board Training

3. Investment in the CWRU community: Train members to facilitate Diversity 360

- a. Updates:
 - i. No work has been done on this yet.
- b. Next Steps:
 - i. Connect with OMA about this partnership.

4. Inclusion Committee Initiatives

- a. Establish Affinity spaces for individuals of marginalized identities to discuss shared experiences and their experiences in Greek Life
 - i. Updates:
 - 1. Continued support for the Latina Sorority Expansion Committee, Theta Pi Sigma, and creation of additional affinity-based spaces
- b. PHC DE&I Conversation in Recruitment
 - i. Updates:
 - 1. Two training sessions were held for Chapter recruitment officers with the intent to further educate members on inclusive recruiting;
 - 2. Diversity and Inclusion information session and roundtable discussion for potential new members prior to recruitment
 - 3. removal of PNM registration fee
 - 4. removal of the legacy status question when registering
 - ii. Next Steps:
 - 1. Virtual recruitment policies: virtual backgrounds provided, camera off option, alternative forms of self-expression to replace video for Round 1 of recruitment, closed captioning.
 - 2. Learn how to host an identity celebration during the recruitment
- c. IFC Recruitment Restructuring:
 - i. Proposed Changes:
 - 1. IFC PNM Orientation- Host before recruitment starts in spring 2021 where PNMs are educated on expectations for behavior and membership
 - 2. Establish IFC Recruitment Council to create a cohort of leaders to lead the community to greater inclusion together
 - ii. Updates/Next Steps:
 - 1. IFC Recruitment Appreciative Inquiry Summit- February 2021
- d. Form an Inclusion Round Table - similar to Student Presidents Round table but for university student-led organization, inclusion leaders to come together and discuss areas for collaboration

5. Foster stronger peer relationships and improve ability to gain perspective

- a. Encourage attendance, learning reflection at cultural programs
- b. Updates:
 - i. Utilized the Wellness Wednesday newsletter to communicate programs/training opportunities related to intersectional identity
 - ii. Next Steps:
 - 1. Improve formality of newsletter.
 - 2. Expand opportunities for self-initiated learning

3. Expand opportunities for dialogue and learning
4. Expand breadth and depth of a cultural event

6. ACES: Summer 2020 Task Force

- a. ACES developed 4 main goals, Amplify, Connect, Educate, and Support, to help create direction and action that we can partake in as organizations and individuals.
- b. Summaries from the Summer/Fall:
 - i. Amplify:
 1. The goal was to prepare CWRU students to be more civically engaged in the future through calls to action on social media and encouragement for voter registration.
 2. ACES organized a campaign to contact political leaders about a bill related to police weaponry
 3. They organized a political day of action, which included resources for writing or calling local representatives.
 - ii. Educate:
 1. ACES brought in speaker Lawrence Ross, best selling author of The Divine Nine and leading expert on sororities and fraternities, to discuss racism within Greek Life.
 2. Over 150 students, faculty, and staff attended the lecture and participated in a lively Q&A session.
 3. The lecture was recorded and can be used in future events or as a resource for chapters.
 - iii. Support:
 1. Organized a Greek Wide Fundraiser which split the donated amount amongst 23 different organizations that promoted racial justice and/or equal opportunities
 2. Organizations included the Ohio ACLU, the Tamir Rice Foundation, and the Equal Justice Initiative. The fundraiser raised over \$700.
 - iv. Connect:
 1. ACES reached out to the Black Student Union and historically black fraternities and sororities to help support their efforts. The IFC/PHC Board's hope is to work with UDC and USG to ensure proper funding and logistical support for multicultural greek organizations on our campus.

We will be partnering with the following organizations: OMA, UDC, USG, Alumni.

PRIORITY: ADVOCATING FOR PHYSICAL AND EMOTIONAL WELLNESS:

1. Build a curriculum for community/chapter education/dialogues

- a. Implement existing programs from campus and community partners and develop follow-up guides
 - i. QPR, Mental Health First Aid, Safe Zone, and Fresh Check Day
- b. Updates:
 - i. Hosted a QPR and Mental Health First Aid training for the entire CWRU community
 - ii. Developed and promoted curriculum for students to engage with during the Presidential Elections
- c. Next Steps:
 - i. Collaborate with UHCS more intentionally regarding their support groups and general wellness initiatives
 - ii. Citizenship Council will re-evaluate the programs/services they offer to better meet the needs of the students

2. Connect the Greek community to existing programs hosted by UHCS

- a. Updates:
 - i. Created a Wellness Wednesday newsletter to promote many of the programs offered by UHCS
- b. Next Steps:
 - i. Better establish the Wellness Wednesday newsletter
 - ii. Identify key initiatives from UHCS, USG, UDC that Greek Life can co-sponsor and market to the student body

3. Provide resources to facilitate self-care, healthy lifestyle choices, seeking help, and crisis management

- a. Updates:
 - i. A community GB meeting focused on self-care was hosted on November 30th.
- b. Next Steps:
 - i. Bolster current resources, programming, and partnerships

4. IFC/PHC Board Restructuring: Vice President of Citizenship Position:

- a. The Vice President of Citizenship role (VPC) will be split into narrow subsections of Citizenship- Social Justice and Wellness
- b. Their team will be composed of current Citizenship Council Members (AVPC of Social Justice, LHM, and Inclusion; AVPC of Wellness, and SMARRT, respectively).
- c. This change will be carried out on a trial run basis before we update the bylaws

We will be partnering with the following organizations: UHCS, OMA, SSI, ISS, Equity, Alumni.

Community Updates & Other Initiatives:

Membership Reviews & Chapter Closing:

Our chapters can be held accountable by two entities; the university and their national organization. At the university level, the judicial and Title IX process require detailed accounts of incidents, usually with an identified reporting party, to hold a group accountable. The national organizations can act on specific detailed incidents as well, but can also look more broadly at the culture of a chapter when holding a group accountable. This is due in part because the membership of the organization is controlled by the chapter and the national organization. The university cannot tell a chapter that they have to remove a member. That can only be done by the organization.

In the Sexual Misconduct Instagram account this summer four chapters; Delta Sigma Phi, Phi Gamma Delta, Zeta Beta Tau and Zeta Psi were mentioned far more than other groups. The Office of Equity investigated all of the allegations mentioned in the posts and brought in outside investigators to look at Phi Gamma Delta, Zeta Beta Tau and Zeta Psi. However, they were not able to find any actionable information for any of these chapters. They did uncover actionable information on individuals and proceeded to put those individuals through the Title IX process.

In the case of these four chapters, the national organizations and alumni did step in to hold the group and their members accountable for the troublesome culture outlined in these posts. In each case the Greek Life Office staff worked closely with the staff of the organization and the chapter's alumni to support their accountability processes. Ultimately one chapter, Zeta Psi, was closed while the other three all underwent membership reviews.

The Zeta Psi alumni ultimately made the decision to close the chapter. They made this decision after many discussions with the staff of both the Greek Life Office and Zeta Psi headquarters, as well as the undergraduate members of the chapter. The alumni saw the posts, along with the past history of the chapter as reflective of a culture that did not support the values of the fraternity. They didn't see any way to change the culture without closing the chapter. The university granted Zeta Psi the ability to return to campus as early as 2024 because the alumni and headquarters had been such good partners in the wake of the Instagram posts and in prior years. At that time, all of the current members will have graduated, and the national organization will have the opportunity to start the colonization process from stage one; full recognition by IFC would require a vote. Zeta Psi headquarters and the GLO will work closely together to establish a deeply vetted alumni advisory

board, with the new members of the chapter to ensure responsible membership and establish a healthy chapter culture.

Delta Sigma Phi, Phi Gamma Delta and Zeta Beta Tau all conducted membership reviews of their chapters. A membership review is a drastic step for an organization to take and is usually one step away from closing the chapter. Each organization conducts membership reviews in slightly different ways, but basically some combination of volunteers and staff interview the members and then decide who stays as members and who is removed. The goal is to remove members who either contributed to the culture that led to the review or are not on board with the direction the chapter needs to take post-review. In each case, members of the chapter were removed and the chapter was given an action plan they are required to follow for the foreseeable future. All three groups will have to present their progress on their action plan to the Greek Life staff, alumni volunteers and headquarter staff at the end of each semester for the next several years. This ongoing accountability process has worked well in the past with other chapters who needed to make a culture change.

The Greek Life Office and IFC/Panhellenic, with the Office of Equity and the Office of Student Conduct, will continue to hold chapters accountable when we are made aware of policy violations and cultures that do not promote the values of our community and its chapters. Even when there is not enough information to go through a formal judicial process, the Greek Life Staff always follow up on any concerning information. Nothing is ever swept under the rug. The Greek Life Office will continue to work with the IFC/PHC community so that students feel safer and more willing to come forward to report concerning behaviors.

Greek Life Judicial Process:

We believe in the power of shared accountability through restorative practices and its impact on community-building and effective self-governance.

The IFC and PHC worked with Greek Life Office Staff, Office of Equity and Inclusion and Office of Student Conduct and Community Standards to:

1. Publish a community-wide accessible incident reporting form
2. Publish judicial processes
3. Clarify responsibility and jurisdiction of the IFC Judicial Board and PHC Judicial Board
4. Communicate the shared responsibility for accountability at the individual, chapter, and community level

Community Standards:

Community Standards is a set of guidelines set forth by the Greek community to ensure that each organization is meeting the minimum criteria of being an active Greek chapter on campus.

How it works:

1. Chapters demonstrate meeting of these standards by submitting a chapter management plan, along with documentation that demonstrates satisfactory work in each pillar (Leadership, Ritual, Scholarship, and Citizenship).
2. Associate Justices on the Joint Judicial Board grade this documentation.
3. Based on those results, chapters who do not pass are required to meet with members of the Judicial Board to understand more about the barriers to not passing and work together to restore the chapter's status in meaningful ways. These outcomes are commonly referred to as sanctions, but we prefer a learning and restorative approach.

Fall 2020 Updates:

1. Standards were temporarily changed to reflect the ability for chapters to accomplish requirements under COVID-19 parameters and safety concerns.
2. Categories were: Sexual Misconduct Prevention and Education and Diversity and Inclusion
3. As a minimum expectation, each chapter submitted an action plan outlining its approach to making meaningful change. Chapters then presented their progress to the Associate Justices.

Endowment Fund:

The community benefits and personal growth opportunities that students gain through their Greek experiences can be hindered by financial barriers to going Greek. To make the Greek experience more accessible to the greater CWRU community, the IFC/PHC Executive Board was approved to utilize surplus from the IFC/PHC budget to create an endowment fund for members of the Greek community. The fund, which would continue to grow through fundraising initiatives, will provide those with financial need the means to overcome these barriers to membership. Financial need will be defined by the qualifications used by the Financial Aid Office. The university has approved the establishment of the fund, but it will be a year before any funds are available to assist students. We will be using this time to work with Financial Aid to establish the protocols for granting gifts from this fund and planning a fundraising campaign.

Substance Responsible:

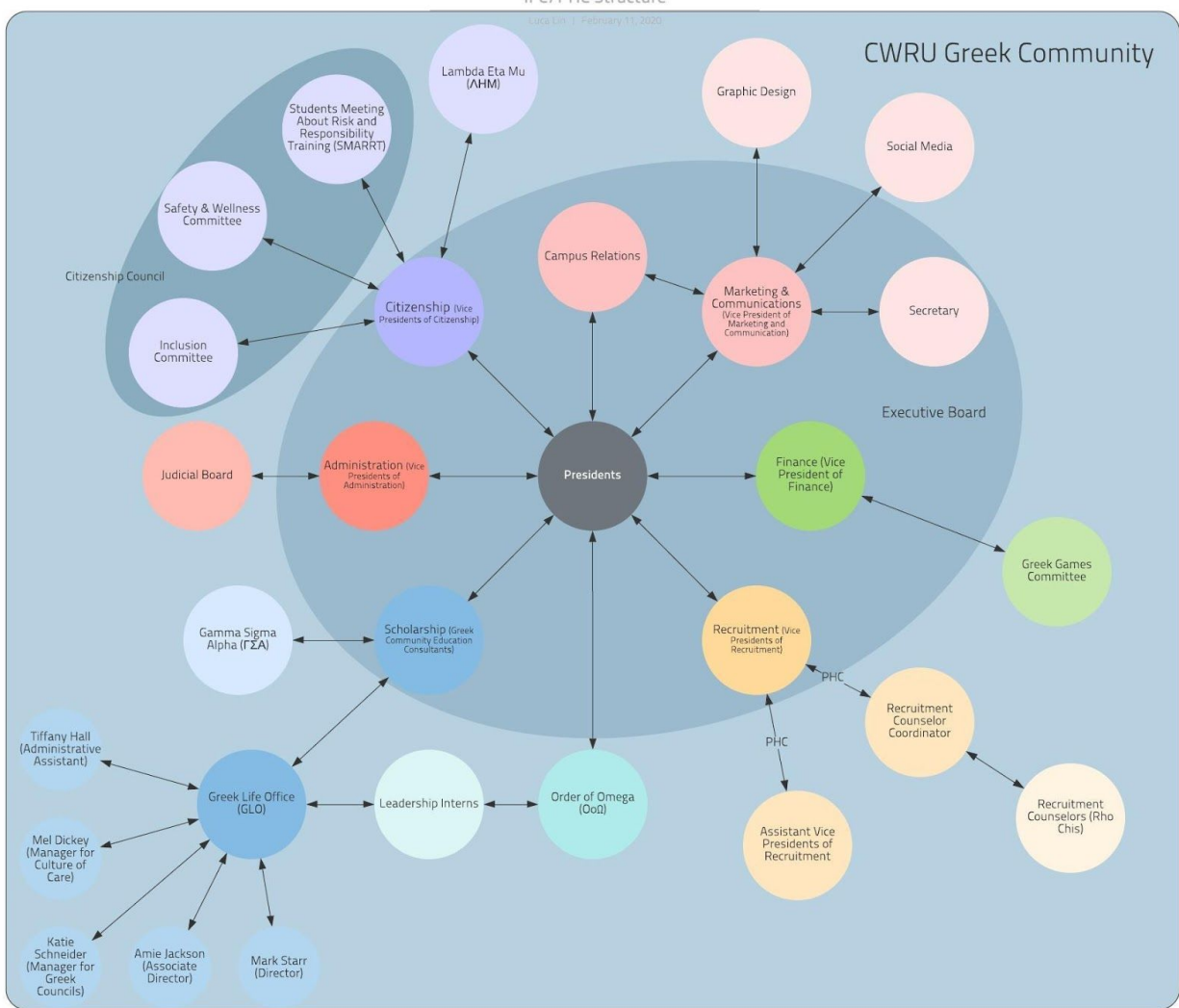
Through internal surveys and an analysis of community trends, we have identified gaps in our community regarding discussion around substance use and the impact of substance use on a Greek member's CWRU experience. The combination of social pressures, varying degrees of individual and organizational ownership and accountability, and differing perspectives on safe and responsible substance use leads to unsafe environments. We aim to create a safer community through our Substance Responsible Initiative with a focus on peer to peer, chapter, and community accountability. Each area will tie-in initiatives listed in the action plan to exercise accountability, reinforce shared expectations for the Greek Experience, and ultimately promote healthy and honest conversation around substance. These plans will be incorporated through Bystander Intervention Training, Community Standards, and a Community Accountability Campaign in 2021.

Summary:

The Office of Greek Life and IFC/PHC student leaders at CWRU utilized the Fall 2020 semester to identify areas of improvement and reform within the Greek Community in the following areas: active bystander, anti-racism, consent, and physical and mental wellness. These target areas come as the result of CWRU community members voicing concerns and doubts over the purpose of Greek Life at CWRU. Action steps regarding implementation of these initiatives will result in tangible, measurable changes within Greek Life that will be felt by community members within and outside the Greek Community. The Office of Greek Life and the student-led IFC/PHC Executive Board will be holding themselves personally accountable to ensuring that the action plan laid forth in this proposal is executed, and that initiatives within the Greek Community connect back to action steps and goals, as presented.

Although IFC/PHC have worked diligently alongside the Office of Greek Life over the last several months towards a brighter future, there has still been an apparent lack of opportunities to get feedback and interact with the campus community outside of Greek Life. The hope of this proposal is to allow Greek Community leaders to be as transparent as possible with Greek Life's current status and where the community is headed while also providing an opportunity to get important feedback from non-Greek sources around campus. The Greek Life Office and IFC/PHC are planning to hold an Appreciative Inquiry Summit over the Summer of 2021 to bring together as many stakeholders as possible to further advance the Greek community. The Greek leadership is committed to continue seeking out help from all parts of the CWRU community while portraying our progress as best we can. Together we can continue to build a safer, more inclusive, more supportive, and values-driven community!

Appendix:



This diagram is an organizational overview of the board as of February 2020 and does not reflect all the changes made. The final proposal will include the updated chart.