

OUR COMMITMENT TO DIVERSITY, EQUITY, INCLUSION & ACCESS

Dear Sigma Kappas,

As we write our April update on Diversity, Equity, Inclusion and Access (DEIA), we must acknowledge that since our February update, our country continues to experience violence and acts of hate specifically targeted at Black and Asian communities and individuals.

We want to reiterate our love and support for our BIPOC members and express Sigma Kappa's deep concern for your physical and emotional well-being as we all bear witness to these traumatic incidents. [Talkspace](#) is a free resource for collegians and discounted for alumnae. We hope you will take advantage when you need it. Our commitment to DEIA is critical to ensure that Sigma Kappa can live out the vision of our Founders to provide a space where our members can feel a deep sense of support, belonging, and confidence.

What We've Accomplished

New Affinity Groups

- [Jewish members of Sigma Kappa](#)
- [Sigma Kappas in Healthcare](#)
- [Sigma Kappas with Disabilities](#)
- [Mamas of Tiny Violets](#)
- Sigma Kappa *Bylaws* review completed and DEIA recommendations provided to national council for consideration at the 2022 convention business meeting.
- First Sigma Kappa Foundation DEIA chapter grant was funded. The program focused on definitions of DEIA along with developing an understanding of unintentional bias. Educational grants are available from the Sigma Kappa Foundation for collegiate chapters to build knowledge and understanding for diversity, equity, inclusion and access within their chapters. [More information available here.](#)
- Staff hosted two roundtable sessions for collegiate officers. One to identify areas for growth in DEIA activation and education and a second on risk management with a DEIA-related risk scenario.
- Personal pronouns resource shared with all vice presidents of programming, DEIA chairwomen and advisory board supervisors. Resource includes recommendations for utilizing the [MyPronouns.org](#) website, for educational programming and member development.
- Six new Live with Heart Facilitators added to the team for fall 2021 who will focus on DEIA-related topics.
- Membership selection voting scale recommendations being presented to national council in May to be piloted

In Sigma Kappa,
Ann O'Connell Adams, *Theta*
National President

Jordan Duffie Bentlage, *Theta*
Upsilon
Sorority Executive Director

in fall 2021 with full roll-out spring 2022. The updated membership selection voting scale uses more inclusive language and aims to ensure there is equity when reviewing all potential new members.

- Sorority staff updated hiring practices including advertising positions to a broader audience, training on implicit and similarity bias and blind spots, adding DEIA reflective questions throughout process and incorporating a neutral party for initial review.

Next Steps

- DEIA to be focus at Virtual Volunteer Summit and DEIA focused content released throughout July for national officers and advisors.
- Sigma Kappa is conducting a DEIA membership survey with details shared in early June.
- Sigma Kappa Foundation exploring ways to collaborate with Alzheimer's Association's newest partner, the African Methodist Episcopal (AME) Church, especially related to Walk to End Alzheimer's.
- Chief diversity officer of the [Alzheimer's Association](#), Dr. Carl Hill, will be guest speaker at the Sigma Kappa Foundation May board meeting.
- NHC in development stage for programming and supporting resources in collaboration with our DEIA consultants and committee.
- *National Policy Handbook* is being reviewed with DEIA lens.
- Researching partners for restorative justice training for standards council members.
- Creating implicit bias training for collegians with a focus on recruitment.
- Implementing broad accessibility and inclusion recommendations for 2022 in-person events.

QUICK LINKS

New Affinity Groups

- [Jewish members of Sigma Kappa](#)
- [Sigma Kappas in Healthcare](#)
- [Sigma Kappas with Disabilities](#)
- [Mamas of Tiny Violets](#)
- [Click here for the full list of Affinity Groups](#)

Communications & Resources

- [DEIA February Update](#)
- [Pronouns Matter](#)
- [DEIA Related Podcast List](#)
- [DEIA Related Free Video Series List](#)
- [DEIA Related TV Shows List](#)
- [DEIA Related Movies List](#)

New in The Learning Center:

- [Considerations for Collegiate Officers Relating to DEIA](#)
- [Working with Members who Cannot Attend Events](#)
- [DEIA survey for collegiate chapters to use with their members](#)
- [Calendar Planning Guide for VPPs](#)
- [Public Relations \(PR\) Planning Guide for Public Relations Chairwomen](#)

Foundation

- [Grant Request Proposal Form - Diversity, Equity, Inclusion, and Access](#)