

# Diversity and Inclusion Monthly Newsletter



## **September**

Link [HERE](#) for more information.

### Hispanic Heritage Month

“September 15 to October 15 is celebrated nationwide as National Hispanic Heritage Month. It traditionally honors the cultures and contributions of both Hispanic and Latino Americans as we celebrate heritage rooted in all Latin American countries. During this month and throughout the year, we, and our partners, share history, heritage, and accomplishments of Hispanic and Latino Americans of past and present.”

- **Hispanic** refers to a person who is from, or a descendant of someone who is from, a Spanish-speaking country.
- **Latino/a or Latinx/Latine** refers to a person who is from, or a descendant of someone who is from, a country in Latin America.

### National Suicide Prevention Month

“We can all help prevent suicide. Every year, the Lifeline and other mental health organizations and individuals across the U.S. and around the world raise awareness of suicide prevention during September, National Suicide Prevention Month.”

### **September 6-September 12**

#### National Suicide Prevention Week

### **September 19-September 20 (sundown to sundown):**

#### Rosh Hashanah

The Jewish New Year celebration, marking the creation of the world.

### **September 27-28 (sundown to sundown):**

#### Yom Kippur

The holiest day on the Jewish calendar, a day of atonement marked by fasting and ceremonial repentance.

## **October**

Link [HERE](#) for more information

### [National Disability Employment Awareness Month](#)

“This observance was launched in 1945 when Congress declared the first week in October as “National Employ the Physically Handicapped Week.” In 1998, the week was extended to a month and renamed. The annual event draws attention to employment barriers that still need to be addressed.”

### [LGBTQ+ History Month](#)

“The LGBTQ+ community is the only community worldwide that is not taught its history at home, in public schools or religious institutions. LGBTQ+ History Month provides role models, builds community, and makes the civil rights statement about our extraordinary national and international contributions.”

### [National Breast Cancer Awareness Month](#)

#### **How You Can Help:**

October is Breast Cancer Awareness Month, which is an annual campaign to increase awareness of the disease. Here are just a few ways you can help women in need this month:

#### **Help support women in need:**

- Make a one-time or monthly donation to help a woman in need. New this year, choose exactly where your donation goes. [Learn more.](#)

#### **Education:**

- [Download](#) our free *Breast Problems That Aren't Breast Cancer* eBook.

#### **Support:**

- [Volunteer](#) to join virtually in Helping Women Now.
- Spread the word about Breast Cancer Awareness Month on [Facebook](#), [Instagram](#), or [Twitter](#).
- Host a [virtual fundraiser](#) or [Facebook fundraiser](#) benefiting NBCF.

#### **Hope:**

- [Share the story](#) of how you or a loved one have been affected by breast cancer.
- Proudly wear a [pink ribbon](#) during October or year-round.

### **October 2-9**

#### [Sukkot](#)

A seven-day Jewish festival giving thanks for the fall harvest.

### **October 9-11 (sundown to sundown)**

#### [Shemini Atzeret](#)

A Jewish holiday also known as The Eighth (Day) of Assembly, takes place the day after the Sukkot festival, where gratitude for the fall harvest is deeply internalized.

### **October 10-11 (sundown to sundown)**

#### [Simchat Torah](#)

A Jewish holiday marks the end of the weekly readings of the Torah. The holy book is read from chapter one of Genesis to Deuteronomy 34 and then back to chapter one again, in acknowledgment of the words of the Torah being a circle, a never-ending cycle.

### **October 11**

#### [National Coming Out Day \(U.S.\)](#)

For those who identify as lesbian, gay, bisexual, or transgender, this day celebrates coming out and the recognition of the 1987 march on Washington for gay and lesbian equality.

## **National Panhellenic Conference Updates:**

### **August 3, 2020**

NPC Announces Access and Equity Advisory Committee to Help Identify Reforms to Eliminate Structural and Systemic Barriers to Sorority Membership:

<https://www.npcwomen.org/2020/08/03/npc-announces-access-and-equity-advisory-committee-to-help-identify-reforms-to-eliminate-structural-and-systemic-barriers-to-sorority-membership/>

### **August 11, 2020**

From the NPC Chairman: We hear you and we are listening.

<https://npcwomen.blogspot.com/2020/08/npc-chairman-0820.html>

### **August 13, 2020**

Cultivating a More Inclusive Recruitment Experience and Addressing Implicit Bias:  
Resource Guide:

<https://npcwomen.dynamic.omegafi.com/wp-content/uploads/sites/2037/2020/08/NPC-Cultivating-a-More-Inclusive-Recruitment-Experience-Resource-Guide.pdf>

Video Recording: <https://www.youtube.com/watch?v=m2N0Z3vIVJI&feature=youtu.be>

## **Diversity and Inclusion Resources**

Listed below are educational resources I challenge YOU to explore.

### **#DoTheWork**

30 Day Challenge

By: Rachel Elizabeth Cargle

Link [here](#)

“This course is designed to be an eye-opener and a call to action for those who seek to be allies to Black women. To #DoTheWork one must be intentional in breaking down the systems that continue to oppress and disenfranchise the Black community with Black women being the most affected. Going through these daily prompts you will be called to think critically and act tangibly in solidarity. Participating in this will be your first small step in working towards dissolving these systems, institutions, and ideologies that continue to negatively affect Black women and their communities yet benefit white people in this country. Be aware that finishing this 30-day course will not result in a certificate of 'official allyship'. Until white supremacy is completely dismantled there will be continued work to do. This is just the start. I hope that through my course your heart and mind will unlearn, expand, grapple, dissect, engage, and build a critical awareness that will change the way you move through the world as an ally.”

## **The Dyad Strategies:**

### Educational Programs

“Dyad Strategies help organizations and universities measure and improve the impact of their work. Dyad Strategies is an intellectual powerhouse of higher education professionals who deliver a wide range of consulting services for schools, universities, and organizations. We’ve got the necessary tools and expertise to help you measure and improve in meaningful ways. Find out about our organization, mission, our process, and the results of our decades of advocacy.”

Link [here](#)

### The Dyad Podcast

“Through applied research, we help fraternities and sororities and college campuses understand fraternity/sorority chapter culture and measure and improve the impact of their work.”

Link [here](#)

### **Implicit Bias Test**

“Project Implicit is a non-profit organization and international collaboration between researchers who are interested in implicit social cognition - thoughts, and feelings outside of conscious awareness and control. The goal of the organization is to educate the public about hidden biases and to provide a “virtual laboratory” for collecting data on the Internet.”

Link [here](#)

### **Anti-Racism Resources: Educate Yourself**

[Projecthome.org](http://Projecthome.org)

### Justice in June

“This resource was compiled by Autumn Gupta with Bryanna Wallace’s oversight for the purpose of providing a starting place for individuals trying to become better allies.”

Link [here](#)

### **Safe Zone Training**

“The purpose of this program is to reduce homophobia, transphobia, cissexism, and heterosexism on our campus in order to make KU a safer and more inclusive environment. At this time, the SGD staff has put a temporary pause on offering this training as we take a look at the curriculum to incorporate up to date information about supporting queer and trans students, faculty, staff, administrators, and community members at the intersections of identity. The SGD staff is available to offer presentations and facilitate community dialogues about gender and sexuality with similar content as the Safe Zone Training program. Please email us at [sgd@ku.edu](mailto:sgd@ku.edu) to schedule a presentation or community dialogue.”

Link [here](#)

## **Panhellenic Diversity and Inclusion Committee Meeting Minutes:**

## September 6, 2020

Topic: Introduction

Google Slides:

[https://docs.google.com/presentation/d/1Dy0C5hd6qjUumSyByHuVRsM-FbAq6fMzpCMfwivg\\_CI/edit?usp=sharing](https://docs.google.com/presentation/d/1Dy0C5hd6qjUumSyByHuVRsM-FbAq6fMzpCMfwivg_CI/edit?usp=sharing)

## September 13, 2020

Topic: History of Racism in Sorority and Fraternity Life

Article: Race and Racism in Fraternity and Sorority Life: A Historical Overview

<https://onlinelibrary.wiley.com/doi/full/10.1002/ss.20289>

Minutes Link:

<https://docs.google.com/document/d/1ysdbYTo8Nebzhy0Fpyv84Y5LHU0wwO7EMm0gyQhb8Zg/edit?usp=sharing>

## September 20, 2020

Topic: Educating the Panhellenic Community

Minutes Link:

<https://docs.google.com/document/d/1XBp5N65mf4Ske6aaUtykS6oACs2tsMUeaYZOgzxRYos/edit?usp=sharing>

## September 27, 2020

Topic: Making the Panhellenic Community More Inclusive

Minutes Link:

[https://docs.google.com/document/d/139iSbD3LS8BsO-ICiTspdB58WrHrIWXqz4cUofT\\_E2I/edit?usp=sharing](https://docs.google.com/document/d/139iSbD3LS8BsO-ICiTspdB58WrHrIWXqz4cUofT_E2I/edit?usp=sharing)

## Current Events

### Register To Vote!



Link [HERE](#)

### Black Lives Matter Movement:

Article Link [HERE](#)



This article is an amazing resource for white women to get answers to commonly asked questions regarding the Black Lives Matters movement. A few main points to remember is that no one is perfect, and un-learning can take time. Don't answer race-related questions for a black person, let them share their racial experience.

If you need answers to why the BLM movement can be connected to violence, or why the phrase "defund the police" has risen in popularity this article gives answers. You can also find ways to be a part of the anti-racism movement and places to donate if you are so inclined.

Stand up for what is right and keep fighting for change. Black lives matter.

### **National Suicide Prevention Month:**

Article Link [HERE](#)

### **Trigger Warning:**

Suicide affects EVERYONE. September is about shedding light on a hardship many people face whether they have dealt with suicide personally or have lost a loved one to suicide. There are still many stigmas around mental illness and getting help, so through spreading awareness and resources, we can help eliminate those stigmas. NAMI, National Alliance on Mental Illness has a lot of great resources on how to help a loved one, where to get help for yourself, how to spread awareness and further facts around the impacts of suicide. We must learn how to be an ally to those in mental distress. One way is to learn the warning signs and know what to say when a loved one needs help. I believe it is important as a community to know how to help those in need, and we can help increase the awareness to end the stigmas around mental illness because it affects more people than we may know. Although September is National Suicide Prevention Month, that does not mean we should not spread awareness all year round.

### **Individual Impact:**

- 75% of all people who die by suicide are male.
- Although more women than men attempt suicide, men are nearly 4 times more likely to die by suicide.
- Suicide is the 2nd leading cause of death for people ages 10-34 and the 4th leading cause of death for people 35-54
- The overall suicide rate in the U.S. has increased by 31% since 2001

- 46% of people who die by suicide had a diagnosed mental health condition
- While half of the individuals who die by suicide have a diagnosed mental health condition, research shows that 90% experienced symptoms.

#### **Warning signs given by NAMI:**

- Increased alcohol and drug use
- Aggressive behavior
- Withdrawal from friends, family, and community
- Dramatic mood swings
- Impulsive or reckless behavior

#### **Here are some ways to talk to someone you are worried about given by NAMI:**

- Talk openly and honestly. Don't be afraid to ask questions like: "Do you have a plan for how you would kill yourself?"
- Remove means such as guns, knives, or stockpiled pills
- Calmly ask simple and direct questions, like "Can I help you call your psychiatrist?"
- If there are multiple people around, have one person speak at a time
- Express support and concern
- Don't argue, threaten or raise your voice
- Don't debate whether suicide is right or wrong
- If you're nervous, try not to fidget or pace
- Be patient

### **Panhellenic Chapter Updates:**

#### **Alpha Delta Pi:**

"At this point in the semester, we are working on updating and changing our bylaws as well as developing a Diversity and Inclusion committee open to any and all chapter members. Alpha Delta Pi nationally has been working on a Diversity and Inclusion Position that will be introduced this upcoming election season to our executive board on the membership development team."

#### **Alpha Chi Omega:**

"Over the summer, we formed a Diversity and Inclusion committee, with this summer's priority being a focus on identifying discriminatory practices during recruitment. We recognized that letters of recommendation are a key factor that separates women from joining chapters. People who don't come from a community with a lot of Greek alumni do not have access to people who can write letters. So, we created a resource for PNMs to contact us, then we put them in contact with a woman who could write them a letter of recommendation. Over the fall formal recruitment week, we held discussions and a presentation informing members on the importance of recognizing this community's past and present harms to best create a safe space for BIPOC. Understanding that the Panhellenic community has a lot of financial power in our community, we held a "bingo-card" style fundraiser via Instagram stories to raise money for the Kansas City Community Bail Fund in the wake of protest after the brutal murder of George Floyd at the hands of police. In the upcoming month, Bonny Shade will be coming to speak to our chapter

about aspects of inclusivity in Greek life, how to hold our community accountable, and how to take a stand against racist violence. We are dedicated to educating Greek life and our organizations of the social injustices and discrimination present within our environment. We want to change the oppressing actions and make a safe space for everyone to be welcome to be comfortable being themselves despite race, sexuality, or other religious beliefs.”

**Chi Omega:**

“Chi Omega has created a committee on Diversity, Equity, and Inclusion composed of collegians, alumnae, and subject matter experts. The committee is responsible for making recommendations to the Governing Council to ensure a more inclusive and ever-evolving Chi Omega.”

**Delta Delta Delta:**

“We started a Diversity and Inclusion Committee to discuss these issues. We also began a series of critical discussions during chapter to assess how we are to move forward in addressing systemic racism.”

**Delta Gamma:**

“Our chapter’s Diversity and Inclusion committee talks about a new topic each week that is relevant to diversity and inclusion here at KU. This week, we talked about mental health in Greek Life- specifically eating disorders and Seasonal Affective Disorder. We want to make sure that we are there to support our sisters no matter what and understand more about what they are going through. We have also made plans to go through the bylaws and make note of things we need to change, such as more inclusive language and terms/guidelines to make sure that everyone feels represented and safe.”

**Gamma Phi Beta:**

“This semester we added a new Diversity and Inclusion chair. This person is leading discussions and giving presentations on important topics in chapter. She is also leading small group discussions based on suggested podcasts, books, articles, etc. for all of our members to participate in!”

**Kappa Alpha Theta:**

“We created a Diversity and Inclusion committee over the summer, and have worked to implement a few great things in our chapter! We created an anonymous reporting form, we send out a monthly newsletter where we answer questions that apply to the chapter, provide resources to become educated and let them know what the committee has been up to. We also started a cross-council book club where we read books on important topics such as sexuality, gender norms, race, and mental health. Theta nationals also just approved a new executive office position for Diversity and Inclusion, so that will be implemented for our next new set of officers. We also are implementing various education opportunities such as learning about implicit bias during work week, and learning about microaggressions at chapter.”

**Kappa Delta:**

“We are working to foster a safe place for open and authentic conversations on the topics of Diversity, Equity, and Inclusion at Kappa Delta Zeta Epsilon. We are making plans to promote an equitable voice for our sisters of color and to hold women accountable for issues concerning racism, microaggressions, homophobia, and other issues that do not foster a safe place of inclusion.”

**Kappa Kappa Gamma:**

“Kappa Kappa Gamma is adding a Diversity and Inclusion officer position for our upcoming turnover season! We will be forming a Diversity and Inclusion committee underneath that officer as well!”

**Pi Beta Phi:**

“Pi Beta Phi has been working very hard not only within our Kansas Alpha chapter but nationally to make impactful changes regarding Diversity and Inclusion. This year we formed a national Diversity, Equity, and Inclusion Committee dedicated to “standing up against racism, discrimination and inequity — within our sisterhood, our communities, and our world”. With this national committee formed, our chapter here at the University of Kansas has created a new position within our Executive Board, Director of Diversity, Equity, and Inclusion. Through whole chapter involvement in the shift towards making a difference, we have already made changes to recruitment practices, created informative lessons about current situations, and hosted a speaker about Diversity, Equity, and Inclusion. We plan to make an anonymous reporting service regarding acts of discrimination as well as work closely with PHA as a whole to begin making a real change.”

**Sigma Kappa:**

"Sigma Kappa has been discussing and meeting over edits and additions to our Code of Conduct to define Sigma Kappa's stance condemning discrimination of any kind. We are additionally adding a step-by-step disciplinary process, so should any violations occur, we will have a concrete plan to hold not only the woman in the wrong accountable but additionally hold leadership accountable if these steps are not taken. These edits also include forbidding events on days of cultural or religious meaning, amending our ritual section, adding recruitment regulations, and rephrasing for a more inclusive language such as “men” versus “male”.

Sigma Kappa has had a Diversity and Inclusion Chair and committee before this semester but this semester we were excited to instate two passionate members, senior, Namoos Haider and sophomore, Sonia Kandalkar to serve as co-chairs for the position. We are additionally proud of chapter leaders, Sarah Frederick, Becca Rajagopal, Izzy Smith, and Sonia Kandalkar for using their voices and sharing their ideas on the PHA Committee of Diversity and Inclusion.

Sigma Kappa alumna and Diversity, Equity and Inclusion Speaker and Consultant, Christina Parle, challenged us with her presentation at an informal chapter about power, privilege, and implicit bias. Her perspective and knowledge of the subject area, Sigma Kappa, as well as KU's campus and current events, incited questions, responses, and a productive beginning for the conversation to continue further. This presentation was the first of many comprehensive trainings that will continue to educate our members on the civil rights movements currently occurring, including but not limited to Black Lives Matter, and on the systems that brought these movements to fruition. We are encouraging members to elevate the voices of the people who have historically not been heard. All of us must expand on the issues and tough conversations as well as engaging in actions of challenging our community to do better on the individual and systemic levels.

Sigma Kappa is aware that our organization was built on a system of various types of discrimination and has historically benefitted from that privilege. With that, we know that being actively anti-discriminative

is more than simply the items that are included on this list, and that is more than simply performative actions. Everyone, including our members, the Panhellenic Council, and the KU community must actively determine ways to turn our energy into organized action. All of us must educate ourselves on issues of discrimination and inequity, and give strength to, support, and elevate the voices of people who have been discriminated against on individual and systemic levels."

## **University of Kansas Campus Resources:**

PLEASE NOTE: According to the Manual of Information set forth by the National Panhellenic Conference,

*"NPC sororities are united in our obligation to chapter leaders, volunteer advisors and organization staff and cannot support any attempts to designate them as mandatory reporters under Title IX or Campus Security Authorities under the Clery Act."*

PHA Executive Board members are not mandatory reporters and thus have limited investigatory and reporting capacities. For more information on mandatory reporting responsibilities and limitations, click [here](#).

### **Sexual Violence**

#### **KU's CARE (Campus Assistance Resource and Education) Coordinator**

Provides free and confidential services to all students impacted by gender based violence (rape, sexual assault, stalking and harassment), therapeutic support, advocacy, supportive measures, emotional support while filing reports, accessing medical care.

**(785) 864-9255**

[care@ku.edu](mailto:care@ku.edu)

[studenthealth.ku.edu/sexual-assault](http://studenthealth.ku.edu/sexual-assault)

#### **The Sexual Assault Prevention and Education Center**

The Sexual Assault Prevention and Education Center promotes social change and the elimination of sexual violence through prevention education, inclusive programming, and campus wide collaboration.

**(785) 864-5879**

[sapec.ku.edu](http://sapec.ku.edu)

### **Hazing**

#### **Student Conduct and Community Standards**

Addresses incidents of non-academic misconduct on campus and educates students about the *Code of Student Right and Responsibilities*. Students may contact SCCS to report harm or violations of university policy. SCCS works with student organizations to develop hazing prevention strategies within the KU community. The office seeks to foster a holistic learning environment through education focused on community.

**(785) 864-4060**

[Studentconduct.ku.edu](http://Studentconduct.ku.edu)

## **Counseling/Mental Health Support**

### **Counseling and Psychological Services (CAPS)**

Provides mental health services (therapy, psychiatry) to KU Students. Please call to schedule an appointment.

**(785) 864-2277**

[caps.ku.edu](http://caps.ku.edu)

### **Kansas Suicide Prevention Headquarters**

Concerned about yourself or a loved one who is experiencing a mental health concern, emotional distress or thinking about suicide.

**(785) 841-2345**

[Ksphq.org](http://Ksphq.org)

## **Office of Diversity & Equity**

The Office of Diversity & Equity leads and facilitates the development of institutional policies and protocols intended to create a more representative, equitable, and inclusive KU; where greater fairness, care, and belonging are better integrated into our learning and workplace practices; and all have opportunities to meet their academic and professional goals.

**(785) 864-4904**

[diversity@ku.edu](mailto:diversity@ku.edu)

[Diversity.ku.edu](http://Diversity.ku.edu)

### **Emily Taylor Center for Women & Gender Equity**

Emily Taylor Center for Women & Gender Equity (ETCWGE) at the University of Kansas seeks to support the personal, educational, and professional success of students through challenging patriarchal norms which impede full access to the university. Utilizing an intersectional feminist framework, we engage our community in expansive conversations around gender identity, raise awareness around inequity, and empower students to advocate for themselves and others at the University of Kansas and beyond.

**(785) 864-3552**

[emilytaylorcenter.ku.edu](http://emilytaylorcenter.ku.edu)

### **Center for Sexuality & Gender Diversity**

**(785) 864-4256**

[sgd@ku.edu](mailto:sgd@ku.edu)

## **Contact Information: Director of Diversity and Inclusion**

Rylee McClave

She/Her/Hers

University of Kansas

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Website: [kupanhellenic.com](http://kupanhellenic.com)

### **Office Hours:**

Link [here](#)

Tuesday & Wednesday  
5:00-6:00pm

Thursday:  
4:00-5:00pm