Welcome to our session! Introductions
Emily Villarreal (She, Her, Hers)
Admissions Counselor | ISU Alumni | Alumni of Sigma Lambda Gamma
Juan Hernandez (He, Him, His)

Alumni of Lambda Theta Phi UNI Chapter (SP 17’)

UNI Alumni (SP 19’)

Former President of Lambda Theta Phi UNI Chapter

Admissions Counselor (Full Time)- Office of Admissions
Activity- Paper Tear
The Four Pillars: Fostering Togetherness
Did you know that there are 4 pillars that unite all of our Greek organizations together?

The Four Pillars are: Scholarship, Leadership, Service and Friendship

This will be the theme of the presentation, although we are in different chapters we have a lot in common.

So why not come together to create a stronger Greek Community
Reflection

UNI Greek Community prides itself on being different compared to other Greek Communities at other institutions, why not keep improving? Changing the stigma on what it means to be Greek.

What are you doing to uphold the four pillars not only within your organization, but within the campus community?
Expectations

- Safe Space
- Stay engaged and actively participate
- Respect one another
- Keep an open mind
Learning Outcomes:

○ Participants will be able to identify ways to be a positive representation of Greek Life at UNI.

○ Participants will be able to understand what it means to be an “Ally” for marginalized students/student groups, and avoid the “tokenization” of FSL members/UNI students.

○ Participants will be able to identify strategies to create inclusive cultures within chapters, FSL community, and UNI community.
Let’s all get on the same page...(Background)

Dozens flood Iowa State president’s office demanding response to racist messages on campus

UNI IS NOT AN ALLY
Allyship and Tokenization definitions

Allyship

is the continuous commitment to support marginalized identities

https://www.youtube.com/watch?v=0hJknn4NVBY

Tokenization

“the practice of doing something (such as hiring a person who belongs to a minority group) only to prevent criticism and give the appearance that people are being treated fairly” (via Merriam Webster).

is the act of using someone with a marginalized identity for someone's best interest
Be a positive representation of Greek Life at UNI (Emily)

- What are the pillars of your chapter?
  What are you and your chapter doing to uphold your pillars?

- Do you believe FSL might need additional pillars? If so what?
Strategies to create inclusive cultures

We want some answers! What are you going to do right after this meeting to create an inclusive culture, people are more likely to stay in these organizations, communities, (writing down ideas)
Strategies Continued:

- **Accountability**
  - Communication
    - Interrupt harmful language, bias or behavior in the moment. This includes yourself.
    - Listen to and amplify underrepresented voices
  - Redirecting effort
    - Work together to achieve what’s expected
    - Go above
  - Lead Through Tension
  - Create a safe, welcoming space to learn about your organization and your members
Activity

Who is Responsible for Inclusion?

“The mistake that is commonly made across all industries is that organizations are leaving it up to HR to foster inclusive environments. D&I is not an HR strategy, it’s a strategy that includes everyone, most specifically an organization’s leadership” (Alison Robins).
Review– Takeaways

It starts with you

Challenge yourselves

Continue to learn