

Diversity and Inclusion

Focus Group Themes

Demographics

- Not very racially diverse, but there is a strong LGBTQ+ presence.
- Several sisters shared that they find it difficult to recruit members of color. This is partially because of historically black sororities.

National team

- Active Sisters want more support from the National Team particularly as it relates to diversity, equity and inclusion. They want to learn more about how to hold Sisters accountable, how to incorporate discrimination policies. They wish the National team encouraged chapters to have conversations about diversity and inclusion.
- A better bridge between the national team and members is desired. Sisters who are not in a leadership role do not feel connected to the national team.

Sister

- There does not seem to be an issue with the use of the term “Sister”. Some chapters with male members call them sisters or they call them misters.

Social media

- Sisters want diversity and inclusion to be highlighted more on social media and several sisters noted that they wish the diversity committee helped with social media.

Alumni

- Alumni feel disconnected, ignored, and not communicated with. Some of them have communicated that they want training and engagement opportunities, too.

Race issues

- There still seem to be some issues related to race among members in various chapters.

Recommendations

- ❖ Increased diversity and inclusion training sessions offered to Sisters
- ❖ Diversity and inclusion resources shared with Sisters
- ❖ Find ways to engage alumni in a more meaningful way
- ❖ Hire more staff members to support the volunteers and the board. The current organizational structure relies almost entirely on volunteers who have jobs and lives outside of OPA. Having more staff to support chapters and alumni will increase engagement.