# Gender Inclusive Recruitment

As you plan your Chapter's Recruitment, it's important to remember Phi Sigma Pi's commitment to providing a meaningful experience that makes all Potential New Members feel welcomed. Everyone who attends an Invitational Meeting or Recruitment Event should receive an introduction to our Fraternity's ideals and values, and a great way to help them understand who we are as an organization is to highlight our commitment to gender inclusion. Here are a few ways you can promote gender inclusive Recruitment:

## 1 Make the Most of Campus Outreach and Marketing

Whether you use the National Office's professionally designed marketing materials or create some of your own, its important to highlight that we are a gender-inclusive organization. (Don't use "co-ed"!) If your school has an office or student organization for students in the LGBT community or those who identify as non-binary, be sure to personally invite them to attend one of your upcoming events and show them what we are all about.

## 2 Host Gender Neutral Events

When planning your Invitational Meetings and Recruitment Events be sure to avoid icebreakers, decorations or other activities that are aimed at a specific gender. No one should feel excluded from participating in Recruitment because of gendered events. If you choose to use a Recruitment theme, consider basing it around our mission statement to highlight that we are an organization that welcomes individuals of all gender identities.

## 3 Foster Meaningful Introductions

Using preferred pronouns is a sign of respect, so don't be afraid to ask every PNM which pronouns they prefer. Then, be sure to listen and use those pronouns. When introducing yourself or other Members, be sure to use their preferred pronouns, too. It may take some effort on your part if this is new to you, but doing so will make all attendees feel welcome.

*Delta Alpha (Rochester Institute of Technology) has Members and PNMs write their preferred pronouns on their nametags during Recruitment.*