



Creating an Inclusive Environment

It's not enough to welcome diversity. A welcoming environment where everyone feels safe, supported and accepted will ensure that diversity thrives to make your Chapter better. Having a diverse Chapter involves creating an inclusive environment for everyone.

1

Set and Understand Goals

You can start creating an inclusive Chapter by asking questions about what kind of Chapter you want, how you can achieve it and what specific steps should be taken to foster inclusion. Setting goals is the first step, and understanding how creating a culture of inclusion impacts each Member and the Chapter as a whole is the next important step.

2

Actively Engage

Share your experiences, lead a discussion, plan an event with a diverse group on campus or volunteer to chair the Diversity and Inclusion Committee. Actively engaging in making your Chapter more diverse and inclusive will make a huge impact on the Chapter's future.

3

Become Culturally Competent

Take the time to learn about the different cultures, religions and backgrounds represented by Members in your Chapter and broader campus community. Ask Members to share some of the customs and practices associated with their cultures. Become familiar with diversity-related terms and, if you make a mistake, be willing to apologize and ask for help.

4

Respect Others' Points of View

Common social activities and practices that are comfortable for you may not be comfortable for everyone. Do not tell offensive jokes that may alienate those who are different from you even if they are not present at the time. Most importantly, be respectful always. Diversity exists everywhere — not just in your Chapter.

5

Be an Agent for Positive Change

Change is good. Strive to make lasting, positive changes to your Chapter's practices. Speak up on diversity issues, even if you do not identify with them personally.



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Be Welcoming and Supportive

Welcome ideas that are different from your own and support fellow Members. Diversity can spark creativity to help you generate new ideas or improve processes already in place. It can also make the Chapter and its events more interesting, engaging and fun.

7

Understand What You Bring to the Chapter

Diversity comes in many forms. It can include culture, ethnicity and gender, and also socio-economic background, geographic location, home language, and many others. Each Member brings to the table a lifetime of knowledge and experiences, with all adding value to the organization.

8

Commit to Continuous Improvement

Be willing to learn, accept feedback and listen to the concerns of those around you. Every Member can find opportunities for growth, and making a commitment to continually gain new knowledge and insights will foster improvements for individual Members and the Chapter.

9

Communicate and Educate

Diversity work is a journey, not a destination. It takes time, patience and perseverance. Be patient with Members who do not yet appreciate the value of diversity or who may not always behave respectfully. Often, negative behavior comes from ignorance rather than malice. A willingness to educate can go a long way to make your Chapter both diverse and inclusive.

Inclusion is Everyone's Job

Being an inclusive Chapter requires ongoing effort from every Member. It is not the sole responsibility of the President, Recruitment Advisor or any individual to foster inclusion within the Chapter. The collective effort of all Members will create a Chapter that is not only diverse, but also inclusive, where everyone feels a part.