

# DEI Chapter Strategic Plan

Diversity, Equity & Inclusion needs to be a focus for all Phi Sigma Pi Chapters. Below are resources and guidelines on how to start the conversation about Diversity, Equity & Inclusion in your Chapter, on your campus and in your local community. It is important to remember that Members of your Chapter may be at different levels of awareness and allyship.

Leadership Level		STEP 1	STEP 2	STEP 3	STEP 4
Leadership Tasks	INDIVIDUAL	<u>Complete a self-assessment of Implicit Bias</u>	<u>Watch DEI Lunch &amp; Learn Webinars</u>	<u>Read, listen or watch one of our suggested resources</u>	Reflect on the information you learned through listening
	CHAPTER	<u>Complete the LiA Modules from the Diversity, Equity &amp; Inclusion series</u>	Review Chapter Bylaws practices that may create barriers	Review Recruitment practices that may create barriers	Reflect on Chapter events and brainstorm ways to make them more accommodating
	CAMPUS	Ask offices on campus to join your Chapter for a conversation about equity and inclusion	Invite offices on campus to join your Chapter for a conversation about racial equity	Support diverse organizations on campus by promoting and attending events	Co-host an event on Diversity, Equity & Inclusion
	COMMUNITY	Reach out to the community to have diverse groups speak with your Chapter	Engage in organizations in the community to learn more about equity	Hold a community roundtable with a variety of organizations or businesses to discuss inclusion	Select a community charity that looks to support Diversity, Equity and/or Inclusion and assist in alleviating their mission

Email [questions@phisigmapi.org](mailto:questions@phisigmapi.org) if your Chapter needs assistance finding an organization in your community to support or contact.

# Diversity, Equity & Inclusion

Phi Sigma Pi is committed to being a diverse, inclusive and equitable organization as we improve humanity with honor.

## Definitions

### DIVERSITY

Diversity refers to the composition of a group of people from any number of demographic backgrounds, identities (innate and selected), and the collective strength of their experiences, beliefs, values, skills and perspectives. *Definition from ASAE Terminology*

### EQUITY

Equity is not the same as equality. Equity is not about everybody getting the same thing (equality), but rather about everybody getting what they need in order to improve the quality of their situation.

### INCLUSION

Inclusion is the act of establishing philosophies, policies, practices and procedures so organizations and individuals contributing to the organizations' success have a more level playing field to compete, and equal access to opportunities, information and resources. *Definition from ASAE Terminology*

Find more resources on Diversity, Equity & Inclusion at [phisigmapi.org/threestars](https://phisigmapi.org/threestars) and [phisigmapi.org/dei](https://phisigmapi.org/dei)

