



Equitable Initiate Evaluation

Every Initiate deserves to be respected and supported throughout the Initiation Program. Initiates should be well-informed about expectations, provided clear and timely feedback and allowed the opportunity to make improvements when needed. Ensuring fairness and impartiality in the evaluation of Initiates benefits the Initiate and the Chapter, as a whole.

Communicate Expectations Clearly

In order for Initiates to succeed in the Initiation Program, they need to know what is expected of them, including requirements to be completed, events to attend and how to interact with other Initiates and Members. Communicating expectations should start even before Initiates are pinned, during Recruitment, and should continue throughout the process. Having an Initiate Handbook that outlines expectations in writing is a good way to ensure that every Initiate knows exactly what they need to do to become a Member.

Evaluate Progress Consistently

The Initiation Program should be an equitable process for everyone. It's important to make sure that the process of evaluating Initiates and the criteria on which they are being judged are consistent. Utilizing the Characteristics of an Excellent Member will ensure a standard for all Initiates and limit the potential for bias to unintentionally interfere with the evaluation process.

Provide Timely Feedback

Providing Initiates with timely constructive feedback regarding their progress throughout the Initiation Program is key. All Initiates must receive feedback at least once, which would ideally happen about halfway through the Initiation Program. Feedback should be provided any time an issue arises that may impact Initiate success or the decision to induct them into the Chapter. Make sure to share positive feedback, too.

Allow Time for Improvement

It's imperative that an Initiate who receives constructive feedback have adequate time to make improvements. The Initiation Program is a time of learning and development for Initiates, and there may be times when an Initiate struggles. Providing an opportunity for an Initiate to improve will allow them to demonstrate their ability to overcome challenges, as well as their commitment to becoming a Member. If an Initiate has not received feedback regarding a particular issue, that issue should not be considered when determining if an Initiate will be inducted.

eq·ui·ta·ble
adjective

fair and impartial

SYNONYMS:

just, unbiased, unprejudiced, neutral, objective, balanced, nondiscriminatory

Chapter Benefits of Equitable Initiate Evaluation

- Preserves the Chapter's reputation
- Safeguards Chapter integrity
- Promotes Initiate retention