

To the Indiana State Community:

When considering the events of the past year and a half, this statement has been long overdue. From the Covid-19 pandemic to the Black Lives Matter movement, certain things need to be addressed in the Interfraternity Council (IFC) community. As a governing body of any campus organization, it is important to be proactive rather than reactive. This statement by itself is nothing, it is the actions of the community members that is needed to move forward. So although the issues that have plagued other chapters and organizations throughout the United States may not have impacted our campus as heavily, we as a community of fraternity members must strive to ensure they never do. With the action steps at the end of this document, we as a council hope that existing injustices will be addressed. As we become better educated toward the role we can play in social justice, our goals and objectives will change as well.

As a community of fraternity members, IFC plays a large role in all aspects of campus, whether it is recognized or not. Our member's involvement on campus sets an example for students. Although the role of setting an example may not be one that we asked for, it is present no matter what. It is clear that as members of Greek-lettered organizations, our actions are highly observed and our faults are highly scrutinized. To ensure that we continue to thrive as a community at Indiana State, we must educate ourselves on the issues that our society is facing.

We acknowledge that in the past, our council has not made statements on social justice issues that plague not only the United States but our campus. We must address issues such as the underrepresentation of minoritized identities in our fraternities. What are we doing as a council to deter students from joining our organizations, or what are we not doing to encourage them to join? Being a member of a fraternity comes with a connotation. This connotation has been built through history by the injustices committed by past communities; especially in reference to race and ethnicity. There is not a set pathway to figuring the root of these issues, but it all starts with the want to become better and more educated.

Our council will not only address issues of inclusion centered around race and ethnicity but also gender identity, sexual orientation, ability, veteran status, socioeconomic status, religion, and other social identities. Being ignorant on these issues is not okay, but deciding to not educate ourselves on these issues is intolerable. We must be introspective of our own cultures and try to create an environment for everyone to be themselves.

If the past year and a half have taught us anything, it is that there is more difference in society than there is the similarity. We have the resources to educate our members on people's identities and their experiences

The North American Interfraternity Conference has this statement on its website. Under the Diversity, Equity, and Inclusion heading states:

“The members of the North American Interfraternity Conference are committed to leveraging our collective brotherhood to improve society. In addition to previous positions and resources, our conference has committed to working with all umbrella associations to better coordinate efforts and find more opportunities to build a stronger future.”

This statement is the key to moving forward for our council. Here at Indiana State, we have access to organizations, offices, partners, and staff who can help us understand and explore the topics at hand.

We are committed to taking actions needed to make our community better and safer, including implementing the following policies by the end of the Spring of 2022 semester:

- Mandating implicit and unconscious bias training for chapter presidents and recruitment chairs. This training is not limited to the chapter presidents and recruitment chairs but we believe that these positions will be able to then take what they have learned back into their chapter body.
- Fraternity-wide mandated educational sessions delivered by Indiana State University experts (ex. African American Cultural Center, Multicultural Services and Programs) and coordinated by the IFC Executive Board on topics including but not limited to: tokenism, the history of racism, and sexism in fraternities, etc.
- Reaffirm the Diversity, Equity, and Inclusion section of the Fraternity & Sorority Life Standards of Excellence with the expectation of consistent education and accountability measures throughout the IFC community regarding diversity, equity, and inclusion (ex. Bias incident reporting). This will be done with the help of campus and community partners including service and service learning opportunities.
- As well as introducing this statement to the next executive board, the Interfraternity Council will look forward to making each position more focused on diversity, equity, and inclusion work. Along with this will come changes to our bylaws and changes within member organizations.

We also acknowledge this list is not fully exhaustive and this will be an ongoing process. It will be the goal of the entire Interfraternity Council to make sure the following executive board and future fraternity members are knowledgeable about this document and its responsibilities.

Sincerely,

The 2021 Interfraternity Council Executive Board and member organizations

2021 IFC EXECUTIVE BOARD

President _____

Vice President of Health & Safety _____

Vice President of Recruitment & New Member Education _____

Vice President of Marketing & Public Relations _____

Vice President of Administration & Finance _____

Vice President of Programming & Community Engagement _____

2021 IFC MEMBER ORGANIZATIONS

_____ Alpha Sigma Phi

_____ Alpha Tau Omega

_____ Delta Sigma Phi

_____ Kappa Alpha Order

_____ Lambda Chi Alpha

_____ Phi Kappa Psi

_____ Pi Kappa Alpha

_____ Pi Kappa Phi

_____ Sigma Alpha Epsilon

_____ Sigma Phi Epsilon

_____ Tau Kappa Epsilon

_____ Theta Chi