

Delta Phi Epsilon International Sorority's Philosophy on Diversity, Equity and Inclusion

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Prepared by the Diversity, Equity, and Inclusion Committee

Diversity, Equity, Inclusion, and Belonging encompasses the symbolic relationship and culture of acknowledging, embracing, and supporting people of different lived experiences. Our organization recognizes the need for meaningful action and will maintain a high level of commitment to aligning our words with our actions. Our philosophy is rooted in our beliefs that allow us to work towards dismantling both systems and commonly-held beliefs that are not in alignment with the organization we desire to maintain. We have **seven** beliefs that will guide the work we do in this area:

- The sorority recognizes the dynamics of power and privilege within the realm of our organization, and will remain holistically committed to increasing the representation of members who have been systemically and historically excluded. We believe that prioritizing various dimensions of identity and accounting for intersectionality is of the utmost importance when making decisions that affect our membership and invested parties.
- We believe people from all identity groups should engage in diversity, equity, and inclusion work. All people occupy both power-dominant and non-dominant identities and we are committed to addressing the complexities around power, privilege, and identity in our organization.
- We are committed to investing time, talent, and financial resources to uplifting and advancing this work in our organization and the communities in which we operate. Delta Phi Epsilon will prioritize strategic partnerships with businesses and vendors that align with the philosophy outlined in this document.
- Our organization's leadership believes we are uniquely positioned to address root issues of inequity and oppression within sororities, and as such, we will continue to advocate for the advancement of inclusive policies that enhance the sorority experience and provide equal opportunity for all within our organization and the National Panhellenic Conference.
- Delta Phi Epsilon believes that everyone should be held accountable for creating and sustaining an environment that is inclusive, equitable, accessible, and representative. We expect each member, collegiate and alumnae alike, to uphold their expectations of membership in a way that fosters inclusion and acceptance for all people.
- The leadership of our organizations believes that intent does not equal impact, and we are committed to being clear and honest about our intentions and will also take responsibility to repair any harm that is unintentionally caused.
- Our organization values the art of collaboration, and will work with our host institutions and local community organizations to uplift and advance this work.

Our inter/national volunteers, staff members, and vendors will be held to the highest standard when working with collegiate members, and are expected to uphold this philosophy when engaging in their volunteer role. Subsequently, the sorority will hold chapters, alumnae associations, individual chapter members, and headquarters staff accountable for the choices they make that are not in alignment with this philosophy.

Organizational Policies & Resources that informed this philosophy:

- [Trans Woman and Non-Binary Gender Policy](#)
- [Anti-Racist Resolution](#)
- [Human Dignity Policy](#)
- [Discrimination and/or Harassment Online Report Form](#)

- [Strategic Updates](#)

Name of Preparers:

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