



**University of Arizona**  
**Standards of Excellence**

2018

## **Introduction**

The fraternity and sorority community at the University of Arizona has had a long and rich history, dating back to 1915. Since that time, fraternities and sororities have had a continual and active presence on campus.

The University has been supportive of the goals and ideals of the fraternity and sorority community. These ideals are expressed in the four pillars of Greek Life at Arizona and include: academic achievement, leadership, service, and citizenship. When the pillars are partnered with the University of Arizona's mission statement of "To improve the prospects and enrich the lives of the people of Arizona and the world through education, research, creative expression, and community and business partnerships" they are a powerful force that should drive community activities".

## **University Commitment**

For over one hundred years, the University of Arizona has served as a supportive environment for fraternal life. The legacy began in 1915 when the first national Greek-letter organizations were founded. With the development of these standards, comes an additional level of commitment from the Fraternity & Sorority Programs Staff and The University of Arizona. The standards will not only serve as a benchmark of accomplishments for the chapter, but will also assist in the redevelopment of any organization that has not achieved the following standards.

## **Greek Life Task Force**

The Greek Life Task Force was called together in 2003 to develop a strategic plan for the University of Arizona Greek Community. The Task Force recommendations are intended to advance the development of Greek letter fraternities and sororities and their respective individual members. The Task Force developed specific recommendations for minimum standards for Greek letter organizations at the university and those proposals were utilized to develop this document.

The objectives for the Greek Life Task force were as follows:

1. Develop and execute assessment initiatives that accurately capture the current state of the Greek Community.
2. Collect data from other Greek communities that includes programmatic ideas; minimum chapter standards for University recognition; and best-practices to address hazing, improve risk management guidelines, and increase junior/senior member retention rates, etc.
3. Generate mission and vision statements for the Greek Community.
4. Review the current University of Arizona Relationship Statement with Greek Life and recommend changes as appropriate.
5. Develop recommendations for changes regarding current policies, practices, and programs as well as a timeline for such initiatives.

## University of Arizona Relationship Statement

### **I. STATEMENT OF RELATIONSHIP BETWEEN THE UNIVERSITY OF ARIZONA AND THE GREEK-LETTER COMMUNITY:**

The University of Arizona recognizes the Greek-Letter Community as an integral part of the institution's educational mission. Fraternities and sororities share responsibility with the University of Arizona for facilitating the learning process for students and for cultivating an environment, which enriches their educational experiences.

### **II. MISSION OF GREEK-LETTER ORGANIZATION:**

The University of Arizona Greek Letter Community fosters an environment in which members develop into more beneficial citizens both personally and professionally through commitment to scholarship, service, citizenship and leadership.

### **III. VISION OF GREEK-LETTER ORGANIZATIONS:**

The University of Arizona Greek Letter Community aspires to be a nationally recognized and respected community for excellence and achievement.

### **IV. THE GREEK LETTER COMMUNITY DEFINED:**

The Greek Letter Community at the University of Arizona is defined as private, national or international Greek Letter, voluntary associations, which meet all the following criteria:

1. The sponsoring bodies are legal corporations;
2. They have organizational goals which are social/service/fraternal rather than honorary, professional, religious or political. The emphasis of these groups is the personal development of members. Membership in more than one such fraternal organization at once is not permitted;
3. Any organizations that are recognized by IFC, USFC, or Panhellenic;
4. They may select members according to subjective criteria consistent with the nondiscriminatory policies of the University. They may be entitled to single sex membership if they meet the provision of Section 86.14 of the regulations promulgated under title IX of the U.S. Education Act Amendment of 1972.

### **V. RECOGNITION PROCEDURES FOR GREEK LETTER ORGANIZATIONS:**

The recognition procedures for Greek Letter Organizations are outlined in the Student Organizations Handbook.

### **VI. SUPPORT FOR GREEK LIFE:**

As the Greek Letter Community is an integral part of the co-curricular experience at the University of Arizona, it is thereby afforded certain privileges. These privileges are given to those recognized Greek Letter Organizations in good standing with the University, the Panhellenic Council, Interfraternity Council, or United Sorority & Fraternity Council and include opportunity to:

1. Participate as a group in various campus activities and programs.
2. Use University facilities, equipment and services according to prescribed policies and procedures.
3. Be included in certain University/student publications according to University policies and procedures.
4. Sponsor fund-raising events and solicit funds according to University policies and procedures.
5. Use the University name and logos according to University policy.
6. Be eligible for awards and honors presented to student organizations and its members according to university and Greek Letter Organization policies and procedures.
7. Have access to grade information for members and prospective members according to the University policies and procedures.
8. Secure as student organization mailbox in the Center for Student Involvement & Leadership and utilize services provided by the office.

9. Display flyers, posters and banners in approved areas around campus in accordance with the University policies and procedures.
10. Choose members in accordance with state and federal regulations and respective National/International fraternity and sorority policy.
11. Be governed in accordance with established University policy, state and federal regulations and National/International fraternity policy.
12. Sponsor events as a recognized student group.
13. Utilize Fraternity & Sorority Programs staff advisory support and assistance.

## **VII. INDEMNIFICATION:**

Each year chapter presidents are asked to electronically sign an indemnification form acknowledging that their chapter understands the policy and clause. The policy on indemnification can be found in the Student Organization Handbook.

## Standards

The following standards and expectations are the process that all chapters at the University of Arizona will be evaluated with in order to remain organizations in good standing and be eligible for university awards, services, and goods.

Appropriate documentation can include: flyers, publicity materials from events, and letters of support from participating organizations, chapter minutes, and other documentation as approved by the Fraternity and Sorority Programs staff turned in online through D2L.

The standards will put forth minimum expectations for Greek letter organizations to abide by and exceed in the following key areas:

1. Academics
2. Leadership & Involvement
3. Chapter Management
4. Membership Education & Development
5. Recruitment/Outreach
6. Health & Wellness
7. Global Citizenship & Human Dignity

## Points

The points given for the standards reflect a comprehensive picture of a fraternity or sorority chapter. The Fraternity and Sorority Programs staff will utilize a predetermined points system that will be distributed to chapter presidents and advisors at the annual President's Retreat held in January.

Any chapter that does not have a University recognized chapter facility is exempt from those standards that specifically deal with the management of a fraternity or sorority house; and will have a different cumulative total of points than housed organizations.

Points will NOT be awarded for any standards that were met due only to requirements from a sanction (i.e. Community service hours, TIPS training, etc.).

## Recognition of Achievements

The standards reflect a tremendous amount of work on the part of chapter members, leaders, advisors and inter/national staff and volunteers. These partnerships have resulted in a more effective set of standards that will inevitably ensure success. The University is committed to assisting chapters in any way possible to accomplish the standards outlined in this document.

Chapters that meet these standards will be recognized at the Awards Banquet and will be assisted in publicizing their success and accomplishments. The following points breakdown signifies the corresponding award that will be rewarded:

### *Overall Achievement*

- 90% of total points: Chapter of Excellence
- 80% of total points: Chapter of Achievement
- 70% of total points: Chapter of Promise
- 60% of total points: Probationary Chapter
- Less than 60%: Loss of Campus Profligates (Not in good standing)

### *Functional Area Achievement* (i.e. Scholarship, Chapter Management, etc.)

- 90% of points in any given area: Certificate of Excellence

### **Resources used in the formation of the Standards of Excellence:**

- UA Greek Life Task Force Recommendations 2004
- The University of New Mexico Standards Program
- The NIC Standards

## Areas of Improvement

Recognizing that dramatic change cannot occur overnight, these standards will demonstrate to chapters their current standings within the fraternity and sorority community. This information will be used as a starting point from which improvements can be made.

Chapters will not be able to maintain status quo. Continued improvement, where needed, will be expected.

The following are the post-awards expectations of chapters based on their achievement during the standards assessment:

Recognition Levels	Recognition Action	Additional Expectations/Ramifications
<b>All Levels</b>	<b>Letter regarding chapter standing is sent to headquarters, chapter standing is provided on FSP website and in the recruitment mailer</b>	
Chapter of Excellence (90% of Total Points or Better)	Recognition at the Annual Awards Banquet, Letter of Excellence from Dean of Students sent to Headquarters, Certificates of Excellence	No additional requirements from the University
Chapter of Achievement (80% - 89.9%) of Total Points)	Recognized at Annual Awards Banquet, Letter of Excellence from Dean of Students sent to Headquarters, Certificate of Achievement	Discuss areas of improvement during monthly meetings with FSP staff
Chapter of Promise (70% - 79.9%) of Total Points		<ul style="list-style-type: none"> <li>• 1 Event with alcohol for academic year</li> <li>• Meet with FSP staff liaison twice a month to discuss</li> <li>• Develop a chapter improvement plan</li> </ul>
Probationary Chapter (60% - 69.9%) of Total Points)		<ul style="list-style-type: none"> <li>• No events with alcohol for academic year</li> <li>• 1 year probationary status</li> <li>• Must attain Chapter of Promise status or higher in the next cycle or lose recognition</li> <li>• Meet with FSP staff liaison bi-weekly</li> <li>• Establish a Redevelopment Plan</li> </ul>
Loss of Campus Privileges (59.9 % below)		<ul style="list-style-type: none"> <li>• Loss of Campus Privileges</li> <li>• Develop a complete redevelopment plan</li> <li>• Meet with FSP staff liaison on a weekly basis</li> <li>• Must improve to at least a probationary chapter within 1 semester or a letter recommending withdrawal for campus recognition will be sent to the Dean of Students Office.</li> </ul>

### ACADEMIC STANDARDS

The educational mission of The University of Arizona is of central importance to a strong Fraternity and Sorority Community. To this end, it is expected that one of the primary goals of fraternities and sororities is to promote academic achievement. The University supports each chapter's efforts to maintain a high-grade point average. Chapters should provide an environment that is conducive to studying and achieving academic success.

#### Academic Standards:

- 1) Fraternity and Sorority active members achieved a 2.75 grade point average.
- 2) Fraternity and Sorority new members achieved a 2.75 grade point average.
- 3) Fraternity and Sorority chapters achieved a chapter a 2.75 chapter grade point average.
- 4) Each chapter must create and complete an academic plan each semester which includes:
  - a. Chapter GPA goal and NM GPA goal
  - b. An academic calendar including Academic event(s) & academic presentations
  - c. Description of the role of academic officer and academic advisor
  - d. Academic incentives
- 5) Each chapter must attend 2 council academic roundtables per semester in addition to attending the FSP academic resources 101 meeting.
- 6) Members must fill at minimum the number of Greek Academy scholarship spots offered to the chapter each semester.
- 7) Each chapter must host at minimum 2 academic presentations per semester. One of these must be presented by a campus resource such as ThinkTank, a professor, or staff member. A non-exhaustive list of topics include:
 

a. Study Skills	d. Writing techniques
b. Study drugs	e. Talking with professors
c. Textbook reading	f. Learning styles
- 8) All members with less than a 2.0 GPA are referred to PASS, Wildcat Track, or Online Rebound (depending on their college)
- 9) A percentage of the chapter's budget is dedicated to academic programming. There is no requirement as to the amount.
- 10) Chapter must have a GPA requirement to hold office.
- 11) Chapter must have a GPA requirement to attend social events

(BONUS) The chapter has a faculty advisor or faculty fellow. This is a university faculty/professor that provides academic guidance for the chapter.

(BONUS) The chapter has members who hold membership in one or more of the academic honoraries on campus. The honorary should be recognized by the university and be an honorary that has an academic focus.

(BONUS) Chapter cumulative GPA is above a 3.0.

(BONUS) Chapter has a .2 higher than their respective All Undergrad GPA – (Men's/Women's)



## LEADERSHIP & INVOLVEMENT

Greek-letter organizations are structured as small communities within the larger campus community. Common traditions such as Homecoming or Spring Fling can bind the community together and contribute to a genuine collegial feeling on campus.

Involvement in campus life outside of Greek life is highly encouraged for all members of the Greek community. UA has a rich history of fraternity and sorority members holding leadership positions in all walks of campus life. To assist chapters in fulfilling their mission and providing members an opportunity to learn from other experiences, the following standards were developed.

### Leadership & Involvement Standards:

- 1) Seventy-five percent (75%) of chapter membership must be affiliated with at least one club, organization, agency, and/or workplace outside of their Greek organization. Chapter intermural teams do not fulfill this requirement.
- 2) Chapters actively participate in at least one campus-wide event (i.e. Homecoming, Spring Fling, TBTN, speaker etc.) each semester with at least 25% or 25-chapter members present, whichever is smaller.
- 3) Each chapter places a focus on outside involvement and demonstrates this to its members by one or more of the following: the chapter has a written description of a position whose responsibilities and expectations relates to campus involvement, the chapter rewards members who are involved in one or more activities outside of the chapter, or the chapter promotes involvement by posting involvement opportunities or sending them via the chapter listserv.
- 4) Each chapter must elect/appoint a Community Service/Philanthropy chair who will coordinate all service projects. Such a position has a written job description, including specific responsibilities and duties.
- 5) Complete a minimum of eight (8) community service hours per chapter member per semester, for a total of (16) community service hours per chapter member per academic year. Chapter participation in walks does not count for service hours unless the chapter helped plan the walk or volunteered at the walk. Giving blood may only count for one hour of service. Chapters must utilize the FSP community service tracking template.
- 6) Develop one semester long project, either working with the local community or national cause. This project can be in conjunction with your inter/national service/philanthropic activities. (Semester long can be 2-3 contacts throughout the semester with the same agency)
- 7) Participate in one cooperative project. This means participating or helping with another organizations philanthropic or service event.
- 8) Participate in one IFC/Panhellenic/UFSC sponsored community service project each year according to the requirements set forth by the governing councils.
- 9) Raise and donate money in any amount for the chapter's own philanthropy, local or national. The chapter will need utilize crowdchange in order to provide proof.
- 10) At least one member of the chapter is involved in an FSP program, class or leadership position (i.e. Course for credit, Wild Cat Way, Great Greek Weekend, FSP Internship, council officer, GSB, cabinet officer, etc.)
- 11) Sponsor a non-alcohol event with another Greek organization.

12) Plan and hold a brotherhood or sisterhood event focused on the organizational values. This should not be an impromptu event, but rather one that was specifically planned to promote brotherhood/sisterhood.

13) Host a non-alcohol event that is open to the UA community. This can include a philanthropy, percentage night, educational or cultural event.

(BONUS) Participate in Order of Omega sponsored “Greek or Treat.”

(BONUS) An undergraduate member of the organization is represented on a national or regional fraternity/sorority board.

(BONUS) Chapter members exceeded 8 hours of service per member.

(BONUS) Chapter members exceeded 12 hours of service per member.

## CHAPTER MANAGEMENT

In order to maintain a solid base of operation, each chapter needs to conduct its internal affairs in a responsible manner. The University values the autonomy of the undergraduate officers in making decisions that affect the chapter now and in the future. However, as organizations affiliated with an Inter/National entity and as a guest at the University, there are obligations that must be met by the chapter.

### Chapter Management Standards:

- 1) Each chapter has a chapter advisor who has the support of the Inter/National organization.
  - 2) Each chapter has an active relationship with their chapter advisor (i.e. attends chapter or executive board meeting, advisor meetings or advisor retreat)
  - 3) Each chapter is an active member/participant of a governing council (IFC, Panhellenic, or United Sorority & Fraternity Council).
  - 4) Each chapter organizes a minimum of one program each year that involves alumni. This can be an active or passive program.
  - 5) Each chapter organizes a minimum of one program each year that involves parents, family, or support system. This can be an active or passive program.
  - 6) Each chapter documents the existence of an internal judicial system to enforce their own policies and procedures.
  - 7) All paperwork to IFC, United Sorority & Fraternity Council, or Panhellenic Council, as well as to the Fraternity & Sorority Programs Office is turned in, in a timely manner or the announced deadline. This includes monthly reports, membership rosters, dues, change of officer forms, etc.
  - 8) Each chapter attends programs hosted by the Fraternity and Sorority Programs and their governing council (i.e. President & Advisor Training, Go Greek Info Fair, New Member Symposium etc.).
  - 9) The chapter has developed a budget and adequate bookkeeping system for finances.
  - 10) Each chapter has a yearly executive board training/transition workshop for new officers.
  - 11) Each chapter president meets, at minimum, once per month with Fraternity & Sorority Programs staff and discusses semester/year goals for the chapter.
  - 12) Each chapter shall be in good financial standing with their Inter/National organization, Fraternity & Sorority Programs, governing council, and The University of Arizona.
  - 13) Attendance by at least one member per (calendar) year to regional/national conferences/meetings (i.e. AFLV, Inter/National Headquarters regional seminars, National Convention, Area Conference, Leadershape, NCGLC, National Collegiate Leadership Conference, leadership workshops, etc.) *pending financial availability.*
- (BONUS) The chapter has applied to be recognized on the campus level at Order of Omega Greek Awards.

## **Housed Organizations Only**

The overall points required will be reduced for those organizations that do not have facilities.

- H1) Each housed fraternity and sorority has a House Corporation with at least one board member residing in Tucson. That contact information must be on file and up to date at all times with Fraternity & Sorority Programs.
- H2) Each housed fraternity and sorority has lease agreements with the residents outlining the expectations and policies for the year.
- H3) Each housed chapter maintains its property in a neat, orderly, safe, and healthy fashion and respects the environment of its neighbors (including, but not limited to, upkeep of chapter house property, proper clean up and acceptable noise levels).
- H4) Each housed chapter shall have and pass a yearly fire inspection.
- H5) Each housed chapter has an up to date Housing Assessment packet on file with Fraternity & Sorority Programs.
- H6) Each housed chapter must complete the Spring Break, Summer Break, and Winter Break closure forms.
- H7) Each housed chapter must complete an access assessment with the Disability Resource Center and create a plan to address concerns.

### MEMBERSHIP EDUCATION/DEVELOPMENT

One of the primary goals of the Fraternity and Sorority community is to further the development of our members within the community. One means to that end is the fostering of leadership potential within members throughout all stages of their University of Arizona experience. Highly educated and responsible leaders will set an example through their efforts. The development of individual members is a pre-eminent goal of Greek letter organizations. Providing incentives for members to attain their goals, experience new opportunities, and realize their potential are important initiatives for chapters.

#### Membership/Education Standards:

- 1) Each chapter has a written New Member Education program, which has been approved by the inter/national organization.
- 2) New members for each organization must attend the New Member Symposium each respective fall and spring semester.
- 3) New members for each organization shall complete online education modules Alcohol EDU and Haven each semester.
- 4) The chapter's New Member Educator attends the New Member Symposium (NMS) Orientation each semester before NMS.
- 5) There is a New Member Educator with a written description of the position responsibilities and expectations.
- 6) Each chapter's New Member Education programs covers the following: Academics, Sexual Assault Prevention, Risk Management, Alcohol Education, Campus Involvement/Leadership and Hazing.
- 7) Each chapter has a written Big/Little Program, which includes requirements for becoming a big sister or brother. (i.e. Current financially with the chapter, minimum GPA.)
- 8) Each chapter has a presentation from their UAPD Liaison once a year.
- 9) Each chapter has a minimum of two educational programs or workshops each semester with 75% of chapter attendance. An non-exhaustive list of topics include:
 

<ol style="list-style-type: none"> <li>a. Values</li> <li>b. Alcohol and Drug Education</li> <li>c. Academic Success</li> <li>d. Leadership Development</li> <li>e. Diversity</li> <li>f. Gender Relations</li> </ol>	<ol style="list-style-type: none"> <li>g. Personal Responsibility</li> <li>h. Career Services</li> <li>i. Wellness</li> <li>j. Stress Management</li> <li>k. Self-defense</li> </ol>
---	--

## **RECRUITMENT/OUTREACH**

Recruitment is an important and vital part of the success and growth of the Fraternity and Sorority Community at The University of Arizona. The first experience an undergraduate may have with the Greek community is the recruitment and outreach program. Therefore it is imperative that our fraternities, sororities, and entire community do our best to project the positive values and aspects of the Greek experience throughout the entire year.

### **Recruitment/Outreach Standards:**

- 1) Each chapter has a written recruitment/intake plan for each semester. It should include:
  - a. Academic and other requirements necessary for receiving an offer for membership
  - b. Chapter goals for recruitment (i.e. Recruit 10 new members)
  - c. A written process that describes the plan to achieve goals or the prescribed process from Headquarters for Rush/Recruitment/Intake
- 2) Each chapter submits Interest/New Member Affiliation forms each semester.
- 3) Each chapter has a workshop once a semester to discuss the chapter's plan for growth and/or recruitment.
- 4) If eligible, the chapter recruits members each semester. This could include the formation of an interest group.
- 5) Each chapter initiates at least 80% of the individuals who accepted offers of membership each semester.
- 6) Each chapter attends all Recruitment/Outreach meetings sponsored by Interfraternity Council, Panhellenic, or United Sorority & Fraternity Council.

(BONUS) The chapter actively incorporates social media, including Facebook, Instagram, and Twitter to positively promote the organizations image.

## WELLNESS

The University of Arizona and the Fraternity and Sorority community strive to provide a healthy environment for our members and commit to participating in programs and events that promote healthy behavior, and informed decision making. Proactive risk management policies and education are essential in promoting positive behaviors and the following standards have been adopted to address these issues.

### Wellness Standards:

- 1) Each chapter has a Risk Management Chair with a written description of the position responsibilities and expectations.
- 2) Each chapter complies with all Greek community board, governing council, FSP/University, Inter/National Organization policies and federal, state, and local laws.
- 3) Each chapter attends the Risk Management/Social Chair/Events with Alcohol meetings.
- 4) Each chapter submits to Fraternity and Sorority Programs a copy of the Inter/National risk management policies and manual yearly.
- 5) Each chapter documents the education to the entire membership of the UA and Inter/national policies in regards to Risk Management and Hazing. *(Chapters who submit a signed Hazing Compliance Form will receive credit for this standard)*
- 6) Each chapter educates the entire chapter yearly on the use and misuse of alcohol and drugs.
- 7) Each chapter submits a signed copy of the Events with Alcohol Education Form each semester.
- 8) Each chapter will have on file their Certificate of Insurance identifying the University as an additional insured.
- 9) Each chapter will participate in the Hunter White Greek Health Advocates Program.
- 10) Each chapter will participate in the Sexual Assault prevention programming.

(BONUS) Chapter participated in National Hazing Prevention Week

(BONUS) Chapter participated in Alcohol Awareness Week

(BONUS) Chapter participated in Drug Awareness Week

(BONUS) Chapter participated in Safe Spring Break Events (sponsored by ASUA or FSP)

(BONUS) Chapter participated in the Love Your Body Week

(BONUS) Chapter participated in Take Back the Night

## GLOBAL CITIZENSHIP AND HUMAN DIGNITY

As a community, we hope to create an environment based on equity and solidarity and actively promote human rights and dignity. A goal for fraternities and sororities is to promote education and acceptance. As students who are a part of a global community, it is important that both members and chapters recognize the importance of diversity. Focusing on those personal attributes and identities, including but not limited to, race/ethnicity, sex/gender, socioeconomic status, disability, nationality, religion/spirituality, and sexual orientation, which make us distinct from one another, as well as go toward making up who we are as individuals. To assist members and their chapters in providing opportunities to learn from others' experiences, the following standards were developed.

### Global Citizenship & Human Dignity:

- 1) Chapters must have a non-discrimination policy as a part of their Constitution, Bylaws, and/or Guiding Principles.
- 2) Chapters provide scholarship opportunities for those brothers/sisters who are unable to pay for their dues and/or programs related to their personal, academic, and/or leadership development if they are unable to cover these costs personally. This could be in the form of a reasonable payment plan that allows members flexibility in how they pay for their membership, a scholarship fund, or a financial amnesty plan.
- 3) Every chapter sponsors, co-sponsors, and/or attends at least one programs related to the issues of diversity and inclusion with the goal of increasing education of a population with which they are less familiar. Program attendance must be at least 65%. Examples of these issues include, but are not limited to:
  - a. Sexual orientation
  - b. Race/ethnicity
  - c. Disability
  - b. Socioeconomic status
  - c. Sex/gender
  - d. Religion/spirituality
- 4) Chapters have created an Action Plan detailing how they can be more inclusive and welcoming to non-majority students throughout the year, including reasonable goals and ways to achieve these goals (i.e., having a housing audit to see what can be done to make a chapter facility more inclusive for those with physical disabilities or looking into recruitment strategies and practices to encourage inclusion and promote a welcoming environment to all students).
- 5) Chapters have an active officer who focuses on/has responsibilities related to how the chapter can become more environmentally sustainable (i.e., working with Residential Life's recycling initiatives, working with the Office of Sustainability, recycle programs, composting efforts, if applicable).
- 6) Chapters have undertaken methods to promote environmental sustainability through their membership and/or chapter facility (if applicable).
- 7) Chapters have an active officer who promotes the overall knowledge and understanding of the chapter related to issues of diversity and inclusion, as well as programming and involvement opportunities related to these issues on campus and/or in the local Tucson community.

(BONUS) Chapters are involved in an ongoing project to bring about positive social change in relation to issues of diversity and inclusion (i.e., working with the Tucson Community Food Bank throughout the year to confront hunger and work to improve conditions for those of low socioeconomic status, working at a women's shelter to improve the lives of survivors of domestic and sexual violence, working with Humane Borders, an organization committed to humanitarian issues).

(BONUS) Chapters have members who attend and participate in trainings, workshops, and/or retreats related to minority student identities (i.e., Equiss, Collegetown, NCLC, Cultural/Affinity group heritage month programming) or have members who have been certified through workshops related to minority student identities (race/ethnicity, sex/gender, socioeconomic status, disability, religion/spirituality, and sexual orientation) (i.e., SafeZone certification).



(BONUS) Chapters have members who are involved in coursework, internships or clubs that directly relates to cultural/ethnic studies and/or relates to other underrepresented affinity groups (i.e., Gender and Women's Studies).