



Guide to Inclusion

Purpose Statement

Stockton University's Fraternity and Sorority Life is committed to creating an environment that is actively and intentionally inclusive to ALL people. This will be accomplished by setting expectations within the community, creating resources and tools, such as this guide to inclusive programming, that will allow for members of the fraternity and sorority community to evaluate themselves on their inclusivity, and to create better practices and behaviors that will allow our community to celebrate and welcome members of all communities. This guide to inclusion is used to assist in the incorporation of inclusive behaviors and languages to ensure for a more diverse community.

Inclusive Language

Personal Pronouns

If you are unsure of a person's pronoun, you may ask them in a polite and respectful way and most of the time people will be more than happy to share their pronouns with you. If you are uncomfortable asking a person their pronoun, you can listen and see what other people use in reference to that person's pronouns. Respecting a person's chosen personal pronoun once it is shared with you is the most important thing you can do. Take note not to single out a specific person on their personal pronouns particularly in group settings, instead you could inquire about everyone's pronouns or wait until a more appropriate time presents itself.

Gender Inclusive Language and Titles:

While fraternities and sororities are often single-gender organizations, it is important to still be inclusive of those who might not identify in the binary. You can accomplish this by using gender-inclusive language unless talking about gender specific. There are several ways to avoid using a gender-specific pronouns (he or she).

1. Omit pronouns
i.e. Chair vs. chairman
2. Make subject plural
i.e. students, members vs. she/he

Racial and Ethnic

Avoid using words, images, or situations that reinforce racial or ethnic stereotypes.

1. When speaking about one's ethnicity, use it as an adjective
i.e. a Latino/a person vs a Latino/a
2. Avoid the term non-white, or other terms that treat whiteness as a default
3. Don't make assumptions about how people identify themselves always ask in a respectful and polite manner with the best intentions!

Abilities and Disabilities

When referring to a person with a disability always refer to them as a person first

i.e. a person with disabilities not a disabled person

Age

Avoid referring to someone's age, unless it's relevant to what you are speaking about.

Inclusive Behaviors and Practices

1. *Pronoun Awareness*
 - a. Wearing pronouns on Name tags at recruitment, informationals, any event will make it a more inviting environment to ALL people.
 - b. Council who order name tags should incorporate personal pronouns under name on name tags.
2. *Age*
 - a. Do not openly discriminate against potential new members due to their age, the fraternity and sorority community has something to offer and gain from each individual regardless of their age.
 - b. Promote recruitment, informationals and rush events in ways which people of all ages feel welcome to come out to these events.
3. *Advocacy and Accountability*
 - a. Advocate for members of all communities
 - i. Simple things as putting a rainbow flag outside of your fraternity house to demonstrate that you are LGBTQ+ friendly
 - ii. When tabling having a flag or sticker also demonstrates a more inviting environment for all people and demonstrates advocacy.
 - b. Accountability
 - i. If you hear things within your own organizations that are prejudice to any community it is your responsibility to hold these members accountable
 1. This does not need to happen within your organization for you to speak up. We are ONE community and each individuals' actions reflect on the whole.
4. *Diversity Trainings*

- a. Stockton offers a lot of opportunities, services and diversity trainings to make your members more inclusive and educated. Some of these trainings include safe zone training, green dot training as well as resources like the WGSC, etc.
- b. SPACES/Deeper SPACES
 - i. SPACES is an initiative to create opportunities to build understanding across differences and creates conditions to ensure the equitable educational and social benefits of diversity. There is a reception that takes place in the fall and spring semester as well as a Deeper SPACES retreat. All events are at no cost to your members, please encourage members to attend.
- c. Inclusive Leadership Conference
 - i. Student development sends student leaders to Inclusive Leadership Conference each year for free, encourage executive board members to attend and take practices and education back to your chapters and councils.

5. *Educational Plans*

- a. What are you doing to educate your members on inclusive languages, behaviors and practices? This can be done at membership development programs such as brother/sisterhood events or in educational programs that are put on by members.
- b. Academic Chairs should utilize the Learning Access Program as a resource and meet with them once a year to make sure they are aware of available resources to their members.

6. *Accommodations*

- a. For questions about accessibility or to request an accommodation, please contact the Office of Event Services and Campus Center Operations at 609.652.4878 or event.services@stockton.edu at least 5 business days in advance of your participation or visit.
- b. Hearing Accessibility
 - i. Microphones at events
 - 1. Always have microphones at events if possible, just because you can hear doesn't mean everyone can.
 - ii. When speaking you should speak loudly, at a moderate pace and announce so all participants can hear you.
 - iii. When presenting, you should keep presentation materials concise, clear and organized and avoid acronyms, jargon and idioms.
- c. Dietary Restrictions - We all have fundraisers involving food. Think about if you are being inclusive to all members.
 - i. Vegetarian, vegan, celiac disease, lactose intolerant
- d. Visual Accessibility
 - i. If anyone attending your events may be visually impaired, reach out to IT or the LAP for accommodations.

- ii. When showing videos at events you should magnify the screen by setting the screen to 400x. If using videos without closed captions (i.e. recruitment videos) you can set up a private YouTube and create a script and YouTube will create the closed captions for your video.
 - 1. This is imperative for larger events such as formal recruitment and yard show.
- iii. If you are using a PowerPoint presentation, use **dark-colored font** on a **light-colored background**, avoid using **highly stylized typefaces** and make sure text is **18pt or larger**. Ensure that graphics and text are large enough to be read from back of the room.
- iv. If you are providing handouts, use **dark-colored font** on a **light-colored background**, avoid using **highly stylized typefaces**, and include several copies with text that is **18pt or larger**.
- v. When presenting, always face the audience and avoid using gestures and visual points of reference. If interacting with participants, always repeat questions asked by participants before responding.
- e. Accessibility at events
 - i. Social events (Mixers, Formals)
 - 1. Ensuring that members with all abilities are able to attend social events is imperative. You can do this by making sure venues being booked are physically accessible.
 - ii. Off campus events
 - 1. When planning off campus events, thinking about your audience is important to do. Off campus events such as a Polar Plunge at the beach is not accessible to ALL people. What can you do to make this event more accessible? These are things we must consider when planning events and looking into venues.

7. *Physical Inclusion*

- a. Accessibility at events specifically off campus. When planning your event, you should take physical access to the venue into consideration for instance is there accessible seating to those who may need it?
- b. Recruitment headshots
 - i. Panhellenic formal recruitment requires pictures to be submitted for the potential new members. Should we regulate head shots verse full body pictures? There can be preconceived bias whether actually speaking on if someone is “pretty” or not just by looking at pictures.
- c. Reference Letters
 - i. Many organizations require reference letters or a reference of some kind. When evaluating the benefits of reference letters, we should also look at if this is an inclusive behavior to all potential members. Is this inclusive to first generation students who may have no idea what a fraternity or sorority is? Or who are reserved and quiet? This enables the people who are social and already involved to put themselves out there and tends not

inclusive to the people who are quieter and not involved or who may have social anxiety, etc.

8. *Programming and Collaboration*

- a. See Accommodations. Make sure your events and programs are inclusive to members of all communities.
- b. Program with student alliances like PRIDE, UBSS, ASA, ASO, PASA, etc.
- c. Programming to promote awareness all year long is a great way to demonstrate inclusivity and allyship by educational awareness.

9. *Financial Inclusion*

- a. Fraternities and sororities cost money but what are you doing to lower the cost and provide assistance to your organization's members.
 - i. Chapter Support
 - 1. \$1 Chapter Meetings
 - a. If you had one chapter meeting a semester that cost every member a dollar, you can use that money to help an individual who may be struggling financially.
 - 2. Sponsors/Alumni Support
 - a. You could reach out to your chapter alumni for monetary support and if a member is struggling financially you could pair them with an alumnus to help them out.
 - ii. Big/Little Process
 - 1. Revisit the big/little process, particularly for NPC organizations. Is it necessary to require members to spend hundreds of dollars to receive a little? This is not inclusive to all of your members who may be self-supporting and can barely afford dues.
 - iii. Consistently revisit your budget and show your members where their money is going. If you are not using certain aspects of your budget don't continue to charge your members for those.