



DIVERSITY, EQUITY, AND INCLUSION

POWER & PRIVILEGE:

OUR CHALLENGES ARE SYSTEMIC

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SHARED LANGUAGE

Inclusion: Creating an environment of open participation from all individuals with different ideas and perspectives where everyone feels they have a voice, are valued, and feel validated.

Power: Ability to decide who will have access to resources; the capacity to direct or influence the behavior of others, oneself, and/or the course of events.

Privilege: Unearned access to resources or power only readily available to some people as a result of their group membership. Privilege exists on multiple levels - societal/cultural, institutional, interpersonal, and individual.

System: A set of things working together as parts of a mechanism or an interconnecting network.

Systemic: Relating to a system, especially as opposed to a particular part.

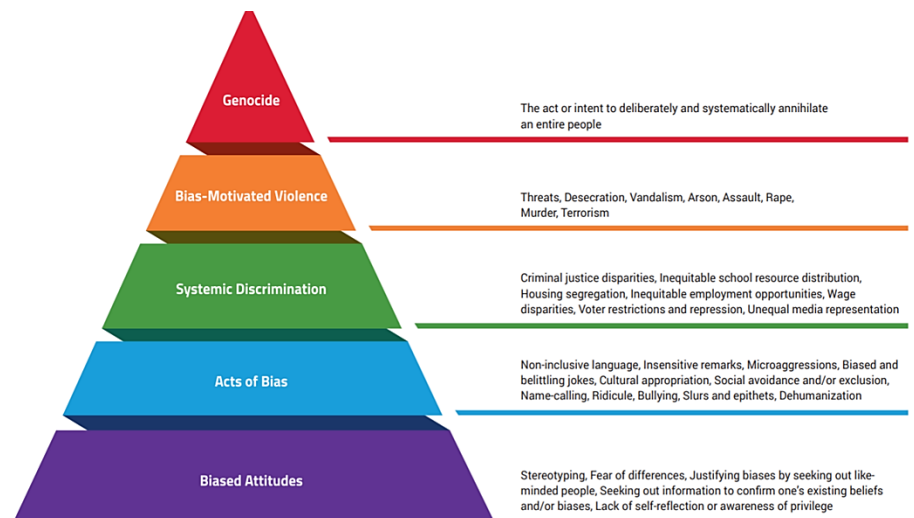
ORIGINS OF POWER & PRIVILEGE

Notes:

UNITED STATES	HIGHER EDUCATION	PANHELLENIC ORGS
Our Founding	For Them, By Them	Born Out of & Built on Exclusion
Historical Experiences	The Elitist	
Laws & Policies	Maintaining Power, Money, Control	Racism, Religious Intolerance, Homophobia, Transphobia, Classism
Systems	Generational, Gendered, & Racial	

The Anti-Defamation League's PYRAMID OF HATE

Notes:



REFLECTION ON THE HARM WE'VE DONE & BEEN PRESENT FOR

CULTIVATING EQUITABLE PRACTICES

- Avoiding the “perfect” PNM myth
- Abandoning the frills in recruitment
- Encouraging recruitment of juniors, seniors, international and nontraditional students
- Discussing finances transparently
- Rejecting appearances that are not inclusive
- Engaging in authentic, PNM centered conversations

HOW WE GET IT WRONG

- We Mistake The Conversation As Political
- Our Individual Experiences vs the Bigger Picture
- We Perpetuate That It's Their Fault Or Ignore It
- Recruitment

FINAL THOUGHTS – REFLECT ON HOW WE CAN DO BETTER

Individually, I think I can do better by...

As a chapter, I think we can do better by...