



Understanding the Legacy - Alumnae Club

Fraternity Value: Honor and Respect

Time: Approximately 30 minutes

Suggested Facilitator: Alumnae Club President/Coordinator or other member

Goals: To enhance the appreciation and value of Pi Beta Phi legacies by demonstrating the importance of Fraternity legacy polices through real life stories.

To gain a greater understanding of the impact Fraternity legacies have on Pi Beta Phi.

Room set-up/materials needed:

- Make sure you have enough room for participants to sit comfortably as a large group as well as space for small discussion groups.
- This seminar uses audio clips as a tool to generate conversation and share experience. A system to play .mp3 files will be needed. Check the volume prior to the workshop to ensure all participants will be able to hear the audio recording.
- You will need a flip chart or poster board and markers.
- Prior to the seminar, record the following five questions on the flip chart or poster board:
 - Do you think legacies impact Pi Beta Phi as an organization? If so, how? If not, why not?
 - What does Pi Beta Phi owe the legacies, if anything, going through recruitment?
 - Should collegiate chapters be “forced” to offer bids to legacies? Is this even feasible considering the number of legacies going through recruitment is growing exponentially for Pi Phi and other member groups?
 - Are Pi Phi’s current expectations concerning legacies for collegiate chapters fair?
 - Is the value of pledging a legacy more, less or the same as pledging other potential new members (PNMs)? Support your answer.

Getting Started

Talking points are indicated with a callout bullet (☛). Please use these as speaking guidelines, but be sure to jazz up the presentation with your own personality. Facilitation instructions are indicated with an arrow (➔) and serve as hints you might find helpful when administering the material. Audio clips are utilized at points in the facilitations notes where you see a speaker symbol (🔊). Most importantly, have fun!

You may find and download all audio clips on the Honor and Respect section of the *Leading with Values*® website (www.pibetaphi.org/leadingwithvalues) or by clicking on the titles below. Please listen to each recording ahead of time and in consideration of length, determine which three are most appropriate for your audience. It is recommended that you pick one clip from the “A” group and two clips from the “B” group.

- ❖ Clip A-1 Modeling the Way
- ❖ Clip A-2 Finding Pi Phi, on my own

- ❖ Clip B-1 Pi Phi Missed out
- ❖ Clip B-2 Pi Phi Told My Daughter “You’re not Good Enough”
- ❖ Clip B-3 I Always Knew I was Going to be a Pi Phi

Instructions

➤ Introduce the activity.

- 🗣️ Pi Beta Phi Constitution and Statutes define a legacy as “a daughter, sister or granddaughter of an initiated member of Pi Beta Phi” and calls collegiate chapters to give “special consideration ... to legacies whose qualifications are comparable to those of other potential new members,” but what does that mean? What impact does a legacy and her story have on the Fraternity? Why is there such an expectation that we provide “special consideration?”
- 🗣️ In this seminar we are going to address these questions. We are going to take time to better understand not just the legacy herself, but the story behind her. We’ll think about her experience and the experience of Pi Phis in her family. This seminar is a bit different from the other *Leading with Values* seminars as it employs audio clips of real-life stories recorded by Pi Phis from all over the country.
- 🗣️ It is important to note from the beginning this seminar is not intended to say “all Pi Phi legacies must be pledged” or imply there is greater value in a legacy who is a lesser qualified potential new member verses a more qualified non-legacy. This seminar simply hopes to allow us to think about the legacy experience and the impact decisions regarding legacies during the recruitment process have on the legacy, her family, a collegiate chapter and the greater Fraternity. We will all gain the most from this seminar by being respectful to the opinions of others in the room and by thinking not only from our current point of view, but from our previous/future points of view and from others’ point of view.

Setting the Baseline

- 🗣️ Let’s start by finding out what you already know.

➤ Ask that members get into the small discussion groups which were predetermined.

- 🗣️ On the flip chart, I have recorded five questions. As a group, I want you to take a few minutes to discuss each of these questions. Really think about how you feel — provide your group with your honest opinion.

Do you think legacies impact Pi Beta Phi as an organization? If so, how? If not, why not?

What does Pi Beta Phi owe the legacies, if anything, going through recruitment?

Should collegiate chapters be “forced” to offer bids to legacies? Is this even feasible considering the number of legacies going through recruitment is growing exponentially for Pi Phi and other member groups?

Are Pi Phi’s current expectations concerning legacies for collegiate chapters fair?

Is the value of pledging a legacy more, less or the same as pledging other PNMs? Support your answer.

- Give everyone time to answer and discuss each question. Listen in on some group conversations to learn what the general feeling is.
 - These aren’t easy questions are they! We’re each a part of a very special organization — an organization we want to respect and protect as well as share. Sometimes it just depends on the situation or the role you play as to what your responses are to these questions. Were there any major disagreements within your groups?
- Take time to learn about what challenges are found within each group, but don’t allow each group to share their response to each question. Each group should be not expected to respond — you are looking for conflicting opinions as to the answers of the three above questions.

Real Life Stories

- The next portion will utilize the audio clips of stories shared by collegians and alumnae. Here is where you pick which three clips (one clip from the “A” section and two clips from the “B” section) you think are most appropriate for your audience. Be sure to read the corresponding introductions and follow-up questions for the clips you choose. Call the group back together and be sure they can hear the clips.
 - Let’s now take a few minutes to hear about the experiences from a different point of view. We’re going to listen to a few audio clips. All of these stories were shared by collegians or alumnae — all are real life stories.

Clip A-1

- In this first story, a member of a family that includes 12 Pi Phis shares about the legacy experiences she’s witnessed. As you listen, think about what it must be like to be a young member of this family, heading off to college and taking part in recruitment.
- ▶ Play the audio clip “Modeling the Way.”

Clip A-2

- This clip is about the experience one legacy had of finding out Pi Phi is where she belonged.
- ▶ Play the audio clip “Finding Pi Phi, on my own.”
- So, what do you think? Do you think legacies are under extra pressure during the recruitment process? What do you think our role is in making legacies feel welcome during recruitment? Are there any legacies who have particular insight?

→ After talking briefly about the stress legacies often experience knowing their family members are hoping they too join Pi Phi, discuss ways Pi Phi can most appropriately and fairly welcome legacies for consideration during recruitment. Then, move into the following more difficult experiences.

- 🗣️ I now want to share some stories which are more difficult to hear. These are often the stories we don't get to hear, but are important to consider.

Clip B-1

- 🗣️ This first clip was shared by a sister, a legacy herself, who hoped her younger sister would too be a Pi Phi.

👉 Play the audio clip "Pi Phi Missed out."

- 🗣️ What are your reactions? What insight would you offer to this older sister? What loss did the Fraternity suffer by not pleading this legacy? Was the loss worth it?

Clip B-2

- 🗣️ This next clip comes from an upset mother, who had set her daughter up for recruitment success. The mother sites statistics to question if Pi Phi is appropriately honoring the value of a legacy.

👉 Play the audio clip "Pi Phi Told my Daughter 'You're not Good Enough.'"

- 🗣️ Do you think this mother's frustration is warranted? If you have not personally had this type of experience, have you ever thought about being on this mother's side of the recruitment process? What would you feel if your daughter had a similar experience?

Clip B-3

- 🗣️ The final clip is one of the most professional and sincere the Fraternity's membership team has received. The legacy sharing her story notes she simply wants collegians to understand what her experience was like. As you listen, put yourself in the role of these mature young women.

👉 Play the audio clip "I Always Knew I was going to be a Pi Phi."

- 🗣️ What are your reactions to this clip? Do you think collegiate chapters always think, as this legacy asks them do, about "how important and special a legacy is" and "how unique and meaningful the bond is" when they are making recruitment decisions?

Circling Back

- 🗣️ Let's return to the questions we started the seminar with. I asked you to consider these five questions (reference the questions on the flip chart or poster board) in a small group. Looking at these five questions, do you have any different reactions or answers after hearing the clips and responses of these clips from those in the room?

Do you think legacies impact Pi Beta Phi as an organization? If so, how? If not, why not?

What does Pi Beta Phi owe the legacies, if anything, going through recruitment?

Should collegiate chapters be “forced” to offer bids to legacies? Is this even feasible considering the number of legacies going through recruitment is growing exponentially for Pi Phi and other member groups?

Are Pi Phi’s current expectations concerning legacies for collegiate chapters fair?

Is the value of pledging a legacy more, less or the same as pledging other PNMs? Support your answer.

→ Give the group time to consider these questions again and discuss any changes in their reactions.

Final Wrap-Up

→ Closing statements

- I want to thank you for your participation in this seminar. I hope you found value in considering how we honor and respect our Fraternity through valuing the experience of legacies and their families.

→ Thank everyone for contributing and participating.