

# W&M INTERFRATERNITY COUNCIL

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## DIVERSITY, EQUITY, AND INCLUSION PLAN 2023-24

**INTERFRATERNITY COUNCIL**  
**DIVERSITY, EQUITY, AND**  
**INCLUSION PLAN**

## **MISSION STATEMENT**

The College of William & Mary is the historic birthplace of Greek letter organizations, with the founding of Phi Beta Kappa in 1776. Phi Beta Kappa at William & Mary set the stage for the modern-day social fraternity and sorority. It now serves as an academic honor society. Phi Beta Kappa paved the way for the modern-day social fraternity and social sorority to exist.

As the Interfraternity Council at William & Mary, we accept and understand the history behind historically white Greek organizations. We realize that Greek life is inherently exclusionary and has historically promoted discrimination based on race, sexual orientation, gender expression, religion, disability, and more. The Interfraternity Council and the 15-member chapters at William & Mary are committed to reckoning with the past and learning how we can grow from Greek life's discriminatory history within the context of our campus, our chapters, and Greek life as a whole. We are committed to working together to ensure our community is as diverse, equitable, and inclusive as possible by implementing the Interfraternity Council's Diversity, Equity, and Inclusion Plan.

With this plan, we aim to be proactive and not reactive to DEI-related challenges within our community. We commit to holding each other accountable when the occasion arises. We aim to normalize DEI conversations and ensure they take place regularly.

**Written and Published by**  
**2023 Interfraternity Council**  
**Vice President of Diversity, Equity, and Inclusion**  
**Oscar Lazo**

## **GOALS OF PLAN**

### **HISTORY**

Chapters are encouraged to understand and disrupt systems of discrimination that have existed within their organization's history as well as Greek life's history as a whole.

### **EDUCATION**

Chapters are encouraged to actively seek educational opportunities that help expand perspective and understanding of other identities.

### **RECRUIT**

Chapters are encouraged to evaluate recruitment practices to ensure that they are as accessible and inclusive as possible.

### **LEAD**

All executives and chair positions should consider DEI approaches when making decisions that affect their entire chapter.

# INTERFRATERNITY COUNCIL DEI PLAN

## ACTION ITEMS

### 1. INTERFRATERNITY COUNCIL AND PRESIDENT'S COUNCIL TRAINING

- a. The VP of Diversity, Equity, and Inclusion is committed to seeking and/or providing training opportunities to IFC leadership councils on a regular basis.

### 2. CHAPTER-SPECIFIC DIVERSITY INITIATIVES

- a. Chapters will receive training from an external organization on an annual basis as selected by the chapter's DEI chair.
- b. Chapters are encouraged to create a DEI statement to establish a way to move forward with chapter-specific DEI initiatives and plans.
- c. Chapters are encouraged to establish DEI guidelines for their Judicial, Conduct, and Standards boards to ensure preventive measures are in place prior to bias incidents.
- d. The Vice President of DEI will serve as a resource for chapters looking to form a structure for their DEI position and initiatives.

### 3. DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

- a. The IFC DEI Committee consists of one member from every IFC chapter, chaired by the Vice President of DEI.
- b. The Committee is committed to meeting at least once monthly to discuss community issues and work towards seeking solutions.

### 4. INTERFRATERNITY COUNCIL ROUNDTABLE

- a. The Interfraternity Council is committed to hosting a roundtable for all fraternity members to discuss progress and ideas regarding diversity initiatives related to general fraternity life.
- b. One representative per chapter should be present at roundtable discussions.

# INTERFRATERNITY COUNCIL DEI PLAN

# **ACTION ITEMS**

## **CONTINUED**

### **5. FINANCIAL ACCESSIBILITY**

- Chapters are encouraged to seek or create scholarship opportunities for members who may have limited income.
- Chapters are encouraged to advertise national scholarship opportunities to their members when they become available.
- If scholarship opportunities are not available, chapters are highly encouraged to communicate all new and active member expenses to potential new members before they accept a bid.

### **6. INTERVENTION POLICIES**

- a. The Vice Presidents of Conduct and DEI are committed to regularly reviewing the IFC Conduct Form and taking action where necessary.
- b. The Vice President of DEI is committed to serving as a resource for chapters seeking guidance following bias incidents.

### **7. ANNUAL CONSTITUTION REVIEW**

- a. The Interfraternity Council is committed to reviewing the IFC constitution and bylaws to ensure all council processes are equitable and accessible.
- b. Individual chapters are encouraged to review their constitutions and bylaws to ensure all chapter processes are equitable and accessible.

### **8. CONDUCT ANNUAL CLIMATE SURVEY**

- a. The Vice President of DEI is committed to conducting an annual climate survey to measure DEI progress at an IFC-wide level.
- b. The Vice President of DEI is committed to publishing a report based on the climate survey results.
- c. Individualized chapter reports will be sent to chapter presidents and DEI chairs.

## CENTER FOR STUDENT DIVERSITY

The Center for Student Diversity (CSD) strives to enhance students' success both in and out of the classroom and create a climate on campus that is inclusive and welcoming to all students.

(757) 221-2300 | [studentdiversity@wm.edu](mailto:studentdiversity@wm.edu) | Sadler Center, Suite 268 - PP

## COUNSELING CENTER

The William & Mary Counseling Center is the sole mental health unit on campus with the primary responsibility of providing a range of mental health services to students, and related support to the campus community.

(757) 221-3620 | Located on the Second floor of the McLeod Tyler Wellness Center

## THE HAVEN

Provides confidential support for students with concerns of sexual assault or other gender-based discrimination/misconduct

(757) 221-2449 | [thehaven@wm.edu](mailto:thehaven@wm.edu) | Sadler Center, Suite 146P

## OFFICE OF COMPLIANCE & EQUITY

Incidents of discrimination, harassment, or retaliation affecting university employees or students or by university employees or student should be reported to OC&E.

(757) 221-2743 | [reportconcern@wm.edu](mailto:reportconcern@wm.edu)

## DEAN OF STUDENTS OFFICE

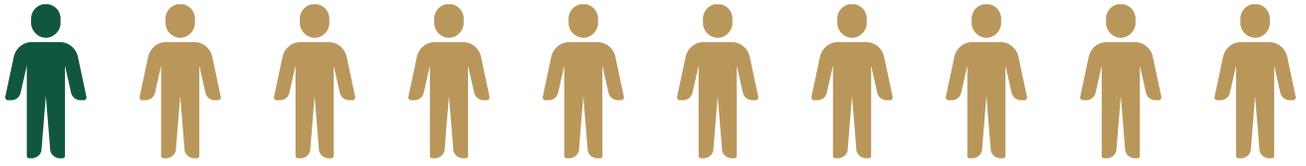
For non-Title XI types of discrimination and harassment involving students, please contact the Dean of Students Office.

(757) 221-2510 | [deanofstudents@wm.edu](mailto:deanofstudents@wm.edu) | Sadler Center, Room 368

## WILLIAM & MARY POLICE

Hate crimes, acts of violence or other criminal conduct should be *reported to the police*. In any emergency, dial 911. For on campus, non-emergency incidents, contact William & Mary Police at 757-221-4596.

# SPRING 2023 INTERFRATERNITY COUNCIL DEI CLIMATE REPORT\*



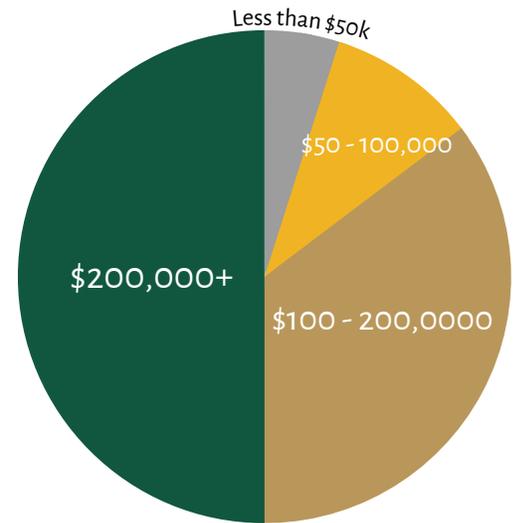
Roughly 1 in 10 fraternity members at William & Mary identify as a member of the LGBTQIA+ community.



78% reported identifying as white.  
22% reported identifying as a person of color.



2% identify as Black  
5% identify as Latino  
8% identify as AAPI  
5% identify as biracial  
2% identify as other



50% of fraternity members reported their yearly household income being at least 200k.  
4.9% reported a household income of less than 50k.

About 20% of fraternity members reported having reservations on rushing based on finances.



60% of fraternity members reported scholarship resources being made available by their chapter.

56% of fraternity members at W&M did not originally intend on rushing a fraternity.



37% of fraternity members at W&M receive accommodations from Student Accessibility Services.

10 fraternity members reported being first generation students.

The entire IFC community averaged 2 DEI presentations a semester per chapter, either presented by their own DEI chair or an external organization.

\*Survey conducted by Oscar Lazo, 2023 VP of Diversity, Equity, and Inclusion in Spring 2023 prior to the implementation of the DEI plan

\*Based on 425 responses