

FALL 2023

WILLIAM & MARY

Panhellenic Council

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DIVERSITY, EQUITY, AND  
INCLUSION PLAN

## 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 life. It now serves as an academic honor society.

As the Panhellenic Council at William & Mary, we acknowledge and understand the history behind historically white Greek letter organizations. We understand that American Social Fraternities and Sororities' have been inherently exclusionary and have historically promoted discrimination based on race, sexual orientation, gender expression, religion, disability, and more. The Panhellenic Council and the

10 Panhellenic Chapters at William & Mary are committed to reckoning with the past and learning how we can grow from our exclusionary history within the context of our campus and our chapters. We are committed to working together to ensure our community is as diverse, equitable, and inclusive as possible by implementing the Panhellenic Council's Diversity, Equity, and Inclusion Plan.

With this plan, we aim to be proactive and not reactive to potential DEI-related issues within our community. We hope that DEI conversations become ongoing, not only when problems arise.

### GOALS OF PLAN

#### HISTORY

Chapters are encouraged to understand and disrupt systems of discrimination and systemic barriers within their organization's history.

#### EDUCATE

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

#### RECRUIT

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

#### LEAD

Members of sororities, whether holding executive or cabinet positions, should consider all members when making decisions that affect an organization.

# PANHELLENIC COUNCIL DEI PLAN

# ACTION ITEMS

## 1. PANHELLENIC COUNCIL TRAINING

- a. The Panhellenic Council is committed to attending DEI training annually, conducted by the Center for Student Diversity or the VP of DEI.

## 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 interacting with their national organization's history and establishing a chapter-specific DEI plan.
- c. The Vice President of DEI is committed to serving as a resource for chapters requiring guidance.

## 3. DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

- a. The DEI Committee, chaired by the Vice President of DEI, is committed to meeting at least once monthly to discuss community-relevant issues and allow time for the DEI chairs to work together.
- b. One member per chapter must be present at each meeting to ensure adequate chapter representation.
- c. The Vice President of DEI will serve as a resource for chapters looking to form a structure for their respective DEI position.

## 4. PANHELLENIC COUNCIL ROUNDTABLE

- a. The Panhellenic Council is committed to hosting a roundtable for all sorority members to discuss progress and ideas regarding diversity initiatives related to recruitment and general sorority life. \* Roundtables will be tentatively hosted towards the end of each semester \*
- b. At least one representative per chapter should be present at the Roundtable.

# PANHELLENIC COUNCIL DEI PLAN

# ACTION ITEMS

## CONTINUED

### 5. INTERVENTION POLICY

- a. The Vice President of Conduct and DEI are committed to regularly reviewing the Panhellenic Conduct Form and addressing concerns when necessary and appropriate. \*The conduct form will be released at the beginning of each semester and available within the Panhellenic's link tree and website\*
- b. The Vice President of DEI is committed to serving as a resource for chapters seeking guidance.

### 6. ANNUAL BYLAW REVIEW

- a. The Panhellenic Council is committed to reviewing the bylaws and recruitment rules to ensure all council processes are equitable and accessible.
- b. Individual chapters are encouraged to review their bylaws to ensure all chapter processes are equitable and accessible.
- c. Chapters are encouraged to meet with the Panhellenic VP of DEI for guidance on revising bylaws.

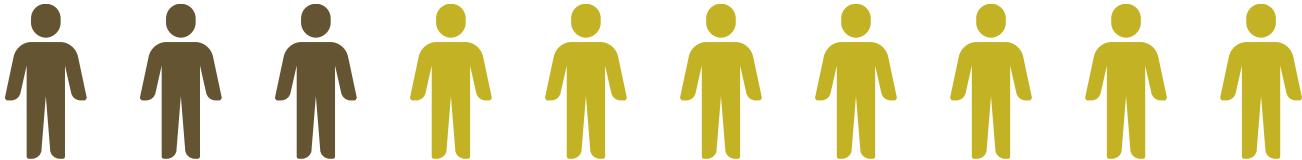
### 7. CONDUCT ANNUAL CLIMATE SURVEY

- a. The Vice President of DEI is committed to conducting an annual mandatory climate survey to measure DEI progress at a Panhellenic-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 discussed with chapter DEI representatives and or Chapter Presidents.

### 8. CREATION OF CROSS-COUNCIL DEI BOARD

- a. In conjunction with the Interfraternity Council, Panhellenic is committed to the creation of a cross-council DEI board through an application process to include motivated and educated Panhellenic and Interfraternity leaders in conversations and to provide the VPs an opportunity to delegate tasks out to the FSL community.

**SPRING 2023**  
**PANHELLENIC COUNCIL**  
**DEI CLIMATE REPORT\***



Roughly **3 in 10** sorority members at William & Mary identify as a member of the **LGBTQIA+** community.



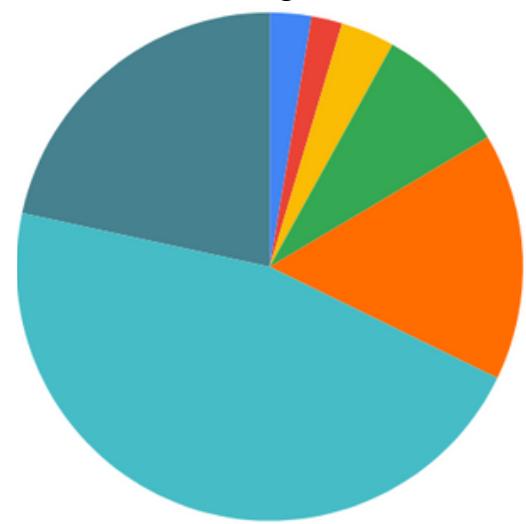
**80%** reported identifying as white.

**20%** reported identifying as a person of color.



**2% identify as Black**  
**7% identify as Latino**  
**11% identify as AAPI**  
**7% identify as biracial**  
**2% identify as other**

- Less than \$40,000
- \$40,000-\$60,000
- \$60,000-\$80,000
- \$80,000-\$100,000
- \$100,000-\$120,000
- \$120,000 +
- Prefer not to say



About **30%** of sorority members reported having reservations on going through recruitment based on finances.

**90%** of sorority members reported scholarship resources being made available by their chapter.



**55%** of sorority members at W&M did not originally intend on joining a sorority.

**16%** of sorority members at W&M receive accommodations from Student Accessibility Services.

**47%** of sorority members reported their yearly household income being **at least 120k**.  
**3%** reported a household income of **less than 60k**.

**5%** of sorority members reported being **first generation** students.



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

\*Survey conducted prior to the implementation of the DEI plan

\*Based on 763 responses

# GENERAL RESOURCES

## 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 IX 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.

*Have questions, initiative ideas, or need more specific resources for Panhellenic?*

Contact the Vice President of Diversity, Equity, and Inclusion  
Riley Gasson, [regasson@wm.edu](mailto:regasson@wm.edu)