

2020-2021 Year End Evaluation Feedback Report

Given the impact the COVID pandemic has had on our community and chapter operations, OFSA has elected to alter Accreditation for 2020-2021. For the 2020-2021 academic year, chapters will be assessed through a modified Year End Evaluation Report process.

Chapter:

Gamma Phi Beta

Assistant Director:

Andrew Dorriere

Rating Scale

For the 2020-2021 academic year, chapters will not be assessed based on Accredited with Excellence, Accredited, Unaccredited or Unacceptable. Instead, each area will be assessed by a panel of students, faculty, staff and advisors. The combined average will produce a numerical average value signifying Exceptional, Above Average, and Average. This evaluation is not only based on performance, but also on effort made to prioritize these essential areas during a pandemic in lieu of more traditional fraternity and sorority efforts and operations.

Exceptional [3] - extraordinary demonstration of chapter operations and membership engagement in the area of evaluation

*remarkable commitment to chapter and community purpose, mission and values

Above Average [2] - commendable demonstration of chapter operations and membership engagement in the area of evaluation

*outstanding commitment to chapter and community purpose, mission and values

Average [1] - standard demonstration of chapter operations and membership engagement in the area of evaluation

*acceptable commitment to chapter and community purpose, mission and values

2020-2021 Year End Evaluation Report Areas

1. Prioritization of membership engagement & accountability
2. Dedication to educational initiatives & chapter priorities
3. Commitment to diversity, inclusion & equity
4. Ability to adapt and implement creative and innovative methods
5. Emphasis on new member education and the onboarding of Spring 2020, Fall 2020 and Spring 2021 new members

Chapters are encouraged to upload any supplemental materials to their Year End Evaluation Report folders. Doing so will allow the interview panel and Assistant Directors the ability to provide meaningful feedback as they prepare to interview and evaluate chapters.

Examples include, but are not limited to, marketing materials, program flyers, chapter meeting minutes, Summit of Headquarters chapter presentations, recruitment materials (videos, presentations), overview of community service hours/member, overview of philanthropy events and dollars raised and donated to charities/foundations.

List any chapter provided supplemental materials.

Risk Management Presentation
Various Social Media Posts
Academic Department Awards

Demonstrated effort toward prioritization of membership engagement & accountability.

Examples could include but are not limited to

- *Hosted virtual brotherhood/sisterhood events to keep members engaged outside of chapter meetings.*
- *Evaluated and restructured our standards board to achieve better accountability in the chapter.*
- *Focused on engagement of members in all classes.*
- *Chapter responded to OFSA related emails within the required deadlines.*

Chapter's demonstrated description and justification.

Various virtual sisterhood events were hosted by the sisterhood chairwoman to keep members engaged outside of chapter meetings. These events are planned and coordinated to foster a sense of belonging and inclusion for chapter members to ultimately promote member retention. During the first semester we created a recurring zoom link for Bachelor watch parties every Monday. Watching the Bachelor every Monday at the chapter house has been a Gamma Phi Beta tradition and we aimed to keep this tradition alive in a different way. Our chapter recognized the stress of applying for internships and jobs during the first semester. In hopes of relieving some members' stress in regards to employment concerns (particularly during the pandemic), we invited a resume specialist to review members' resumes, give advice on what to include in your resume, and allow for questions from members. On March 9th, a "Get to Know the Sisters" virtual sisterhood event was held to present a Kahoot consisting of various fun facts and stories about sisters across various grades. These facts and stories provided all members with a memorable opportunity to get to know the whole chapter on a more personal level. On March 10th, another virtual sisterhood event was hosted to give members the opportunity to write letters of inspiration for Girls on the Run. We recommended giving words or encouragement and advice we wished we were given at the age of 8. These were then mailed to the local "Girls on the Run" in Bethlehem. We also thought it would be a good idea to write inspirational letters to each other to show our appreciation for our fellow sisters. A virtual joint baking event with Pi Beta Phi was held on March 17th, where sisters presented their St. Patty's day themed baked goods in efforts to win the friendly competition. Each group could bake or buy a Saint Patricks day sweet treat and then present it in breakout rooms. Not only did this allow us to see a more fun and competitive side of our sisters, it opened us up to the sisterhood shared among other chapters as well. On March 25th, a sisterhood Zumba event was organized to give members of the chapter a fun experience through virtual exercise. A sisterhood meditation event is planned for April 14th to give members relief and relaxation during the stressful times of midterms.

Loyalty Circle activities were coordinated to engage members in all classes and facilitate relationships between members. As a whole, Loyalty Circles were created to encourage relationships beyond existing friend groups, new member classes and Big/Little Sister relationships. Our chapter noticed that the more interrelations between grades lead to a higher retention rate among members. On March 2nd, members were encouraged to wear a Gamma Phi Beta article of clothing to their possible in-person classes or everyday activities. On March 23rd, a virtual dinner was hosted over zoom to give members an opportunity to build relationships and create a sense of sisterhood. During this dinner members of all ages were able to converse and share advice over a meal. Other examples of planned Loyalty Circle events include virtual movie night, study group sessions during exam week over zoom, and a "May the 4th be with you" virtual hangout theme. These future events will continue the fostering of relationships amongst all member classes.

In hopes of increasing engagement between all member classes we implemented Crescent Congratulations. Prior to chapter meetings members are encouraged to fill out a Google Form with any exciting information about themselves or their friends. Example of submissions include: when a friend has done well on an exam, when a member received an internship, or when a member was accepted into graduate school. Some of these submissions are then read to the whole chapter. Crescent Congratulations allows for members to get recognized for their achievements by members in different classes.

This semester our chapter worked extremely hard to achieve greater accountability. Our executive board, risk manager, and social chair met with our nationals Risk and Policy specialist to discuss social expectations, the importance of risk assessments, social media use, and how to better hold chapter members accountable. Our risk manager and social chair then presented a COVID-19 powerpoint presentation outlining social event expectations, in-person event procedures and expectation forms, risk management for events, social media expectations, and the completion of a Risk activity. The result of this presentation led to greater accountability of members and awareness of their actions.

Our chapter also analyzed our standards process and adjusted it to strengthen internal accountability. We elected a Standards Chairwomen, Abby Lennon, who listens to the case presented to the standards committee and creates a fair "ruling". As a chapter we are confident in the judgments and decisions of our Standards Chairwomen. Lennon, along with help from the executive council, have compiled a list of potential consequences for members who have completed the standards process. Taking into account our chapters standing and the COVID-19 restrictions in place for the rest of the semester and the proceeding semester we understand outcomes such as social probation or not being able to attend date parties are not viable for the time. Instead we came up with outcomes that include:

- *Working with the sisterhood or loyalty circle chair to coordinate future events.*
- *Working with the PACE chair to coordinate a chapter PACE event.*
- *Completing online education programs depending on the situation: i.e. COVID-19 or Alcohol education programs.*
- *If the member in question has put the Bethlehem community in harm's way they will be required to a certain number of volunteer/community service hours within the community to gain a greater understanding and appreciation for the community at large.*

We then communicated these future changes and presented various documents related to the standards process including: incident report template, formal executive council hearing, record of hearing, outcome of hearing, acknowledgment of receipt of hearing outcome letter by member, outcome of review request, and acknowledgement of receipt of request for review outcome letter by member. By educating all chapter

members we explicitly state our expectations for them and explain the importance of the standards process. By explaining the process and presenting the incident report we will be able to demonstrate that it is each member's responsibility to hold one another accountable.

We as a chapter have made it a priority to ensure we are meeting every deadline and responding to all OFSA related emails. When deadlines are communicated to us our executive board immediately puts them into our shared calendar. We have set the standard to answer emails and begin any tasks sent out by OFSA between 24-48 hours after we receive it. This allows us to ensure every task is completed and all of our questions are answered. Our chapter had many productive conversations about COVID safety regulations and expectations. At the start of first semester Holly Taylor came in to discuss the social expectations for the semester to come. Our members were able to ask her questions and understand the importance of keeping the Lehigh and the Bethlehem community safe. In early March, new President Francesca Orsini and Holly Taylor met for an introductory meeting. In this meeting Taylor expressed the importance of internal accountability during this semester and Orsini was able to ask questions and express concerns for the semester. The messages of this meeting were then communicated to the whole chapter. Once we began to notice COVID restrictions were changing and easing up while the weather was getting warmer, we again had Holly Taylor attend our chapter to discuss the new social expectations. Orsini is in constant contact with OFSA advisor Andrew Dorriere to stay updated on sorority regulations and updates on Lehigh's policies. Our executive board believed that having Taylor express these new expectations would be beneficial and taken seriously by each member. Overall, we have found having continuous discussions about expectations has strengthened internal accountability.

Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

Gamma Phi Beta did a fantastic job when it came to membership engagement and accountability. They worked hard to provide a meaningful experience for members while in a completely virtual environment. The chapter was also proactive in educating members surrounding COVID-19 regulations from the university and headquarters and then created ways to hold them accountable. The chapter had a strong focus on providing ways for members to get to know each other especially including new members and creating ways for them to meet the older members. The chapter even held an event with another Panhellenic sorority which is great to show members the value of partnerships with other chapters. I am especially impressed how the chapter worked to create restorative practices through the standards process rather than focus on punitive ones. One panelist wrote, "It seems they really did a ton of stuff... They really achieved an exceptional title here." The chapter should continue to focus on how to hold members accountable even as the university returns to in person operations for the Fall 2021 semester. The chapter rated themselves as Exceptional in this area and based on the panelist feedback, the chapter has been assigned the rating of Exceptional.

Chapter Development Questions:

1. What might engagement and accountability look like moving forward to in person operations again?
2. What did the chapter learn that might be useful for the future?

Demonstrated effort toward dedication to educational initiatives & chapter priorities

Examples could include but are not limited to

- *Hosted a virtual visit from Educational Leadership Consultant (or equivalent).*

- *Took specific steps to ensure the chapter was fiscally responsible, offering flexible opportunities for membership dues or payment plans due to financial issues or concerns related to the pandemic.*
- *Chapters should be attending all necessary National/regional/area organizational meetings as required.*

Chapter's demonstrated description and justification.

Over the past two years, Gamma Phi Beta's Fidelity programs provide essential tools for navigating college life and aims to appropriately educate new members about the choices they make and the risks they will face. Weekly lessons for new members and other required topics were introduced by Education Vice President, Lia Wilmoth as a chapter guest speaker. The purpose of Fidelity training is to provide new members a framework for healthy decision making. Fidelity also reinforces the exceeding importance of relationships within the chapter and among the community, through interactive opportunities and guided reflection. The various required topics presented to the chapter members included: Alcohol Awareness, REAL Relationships, Hazing and Harassment, Officer Transition (incoming and outgoing officers only), Chapter Assessment, Personal PR and Social Media, Building Strong Girls and Diversity and Inclusion. Participation of all chapter members in Fidelity programming was completed once a month as described above. Each Fidelity program, unless otherwise noted, includes both an online lesson with guided in-chapter virtual reflections followed by small group discussions. These programs make an effort to educate members on what it means to be a Gamma Phi Beta and how to apply these teachings beyond sorority life. Training also aims to engage members in critical thinking and healthy decision-making to encourage personal growth. Additionally, a joint event with Alpha Gamma Delta was organized where guest speaker, Shubham Goel, led an interactive discussion about how social media affects mental health. This program was beneficial because it provided comfort to members and helpful tools to navigate the overwhelming social media environment.

The Financial Vice President keeps records of all financial transactions, member dues, member reimbursements and vendor payments that our chapter incurs. During the past two semesters, the Financial Vice President and the chapter as a whole has prioritized accommodating members who have struggled financially during the pandemic. In Spring 2020, the Financial VP was able to reduce the chapter fees from \$740 to \$414 for initiated members and house corporation fees, like the facility fee, was reduced from \$225 to \$155. Normally each member would have to pay the original amounts. However, our chapter wanted to help families struggling with financial hardships by working with international headquarters to prorate dues in an attempt to display our chapter's understanding. Also, we have provided members with payment plans for dues. These payments are more frequent, but less expensive to weaken the financial burden. Unfortunately, some members of Gamma Phi Beta have struggled with more serious events due to COVID-19. Two members in particular, dealt with sudden changes in financial flexibility and our Chapter excused their dues for this semester

We have also recently started a scholarship fund, named The Delta Kappa Scholarship, that will allow future women in our chapter to apply for opportunities to be awarded money that the chapter has accumulated over the years. The scholarship allows our chapter to give back to active and deserving members.

Our chapter finds attending necessary organizational meetings, both on a national, regional and area level, to be both enriching and educational for our members. The BEDI SUMMIT was a virtual meeting, specifically tailored to the collegiate chapter executive council, that aimed to help move Gamma Phi Beta forward and become a more just, equitable and inclusive organization. All incoming executive council officers, BEDI chairwomen, new member educators and chapter advisors participated in morning and afternoon sessions with other members from across the country that held the same officer positions. During this event, we

shared takeaways from Belonging, Equity, Diversity and Inclusion to further collaborate with other officers to create more inclusive chapter practices and eventually create a BEDI action plan. Not only did the BEDI summit provide chapter officers with innovative techniques it also allowed us to build our Gamma Phi Beta pride among other national members. Although the summit was virtual it was still a very exciting and fulfilling experience for council members. On a regional level, Sonya Striggles, our Collegiate Chapter Advisor, met with the executive council, Risk Chairwoman, Social Chairwoman, New Member Educator and Standards Chairwoman. In this meeting Striggles outlined both executive council and chapter expectations. Additionally, each council member met with Sonya individually for an officer transition meeting. These meetings were constructive for those who recently entered leadership positions as expectations were more clearly defined. President Fransecsca Orsini and Administrative Vice President Christina DiBrigida also attended a meeting with Chapter Advisor Rachel Belli on cumulative chapter goals for the upcoming year. Through their meeting with Belli, both Orsini and Dibrigida found a clearer sense of their impact on the chapter and how they can positively affect members' experiences.

The Risk Mangement Chairwoman is responsible for mitigating risk and ensuring that our chapter's actions align with the Lehigh protocols and Gamma Phi Beta's expectations. In order to ensure that the whole chapter is educated on rules regarding COVID-19 as well as our basic chapter priorities, the Social Chairwoman and Risk Mangement Chairwoman gave a presentation regarding these subjects during a chapter meeting at the beginning of the semester.

The presentation summarized our expectations for social gatherings this semester and reiterated the on-campus and off-campus rules that Lehigh put in effect for all Lehigh students. The presentation also went over the possibility of campus opening up and how in-person gatherings would be conducted. In order to reduce risky situations at these potential in-person events, we stipulated certain rules and expectations for our chapter to follow if certain events were to occur. The presentation also expanded on our social-media protocol, and appropriate social-media content. At the conclusion of the presentation, a risk-scenario activity was conducted for the chapter. In this scenario chapter members were asked to access risky situations and provide possible solutions. The goal of this presentation was to ensure that our whole chapter was on the same page about Gamma Phi Beta's expectations this semester and to clarify how exactly to follow the COVID-19 guidelines that Lehigh had placed.

Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

Gamma Phi Beta has clearly thought through chapter priorities and put them into action. The chapter was able to find educational initiatives through their headquarters such as Fidelity, the BEDI Summit, and utilizing their advisors. The chapter also made financial access a top priority through reducing dues, creating the Delta Kappa Scholarship, and working with individuals going through financial hardship. This is true testament to their sisterhood and something they should be very proud of. One panelist wrote, "I really liked the scholarship that they started and some of the COVID policies they presented." While the scholarship is a great start, the chapter should consider how they can keep being financially accessible moving forward. Looking at budgetary priorities is a great place to start. Gamma Phi Beta also worked very hard to educate their members on the expectations surrounding social gatherings and COVID-19. Based on the panelist feedback the chapter has been assigned a rating of Exceptional which matches their own self rating in this category.

Chapter Development Questions:

1. How can the chapter continue to educate members on social policy and expectations even after COVID-19?
2. Are there ways the chapter can continue to be financially accessible even after the pandemic? How might alumnae be useful in funding the scholarship?

Demonstrated effort toward commitment to diversity, inclusion & equity

Examples could include but are not limited to

- *75%-100% completion of the EverFi Course on DEI.*
- *Hosted various offices on campus during chapter virtually for education on Black Lives Matter, the Election, the LGBTQ community, and supporting a diverse membership.*
- *Evaluated by-laws and recruitment practices for potential or unintentional bias.*
- *Held conversations with chapter members and/or the executive board using guiding questions from OFSA.*
- *Programming was conducted with at least 1-3 organizations that are non-greek affiliated or culturally based.*

Chapter's demonstrated description and justification.

The BEDI chairwoman is a new position that was introduced to our Gamma Phi Beta chapter this spring. As a result of conversations involving our BEDI advisor, we have quickly become familiar and are progressing towards strengthening an environment that emphasizes the BEDI values of belonging, equity, diversity and inclusion. An action plan has been developed which aids our chapter in achieving these standards through COVID-19 safe events, while also ensuring a fully immersed learning experience. Some of the events included within this plan include a book club and movie nights which would engage with both fiction and nonfiction works concerning concepts pertaining to the BEDI mission. Over the summer the book club read "White Fragility: Why It's so Hard For White People to Talk About Racism" by Robin DiAngelo. The book club met twice over the summer to discuss the book with our faculty advisor Professor Gupta. This allowed members to have discussions about racism in the United States and to learn more about the importance of having these discussions. OFSA made it clear that these were important conversations to have. The book club gave our BEDI chairwoman the tools to facilitate these discussions. Even though the pandemic has prevented the opportunity for large in person gatherings, Zoom has provided us with a great platform to introduce our whole chapter to guest speakers. Lehigh University provides many knowledgeable sources, such as the office of Diversity, Inclusion and Equity, and would generate an understanding and open environment within our Lehigh community.

This spring semester our chapter members participated in a BEDI Summit on February 20th which consisted of a morning and afternoon session dedicated to producing a more just, equitable and inclusive Gamma Phi Beta. During this Zoom event we were presented with two guest speakers that spoke on the importance of inclusivity in Greek Life. Members also engaged in breakout rooms for further discussion with other Gamma Phi Beta members across the nation. At the conclusion of the summit participants were given access to exclusive resources that explain how to better promote inclusivity in greek life and make all feel welcomed.

During this past summer our chapter also engaged in a BLM fundraiser for the George Floyd protests. This fundraiser was organized by one of our seniors, Sophie Smith who is from a suburb of Minneapolis. Smith was disheartened by the events of Floyd's death and the reaction of protestors to these events. Smith saw a

need to fundraise for those affected by damage inflicted by protestors. Smith also wanted donors to be aware of the unjust events that led to Floyd's death and the need for racial justice in our country. As a whole, Smith was witnessing the tragedy of the situation first hand and wanted to do everything she could to help. She immediately reached out to her fellow chapter members to donate and build awareness for the BLM movement. Smith also provided resources on identifying racial bias which aided members with their future diversity, equity and inclusion training. Smith turned to her fellow Gamma Phi Beta members for support and received an entire group from chapter members far and wide. Through this fundraiser, the chapter gained education and awareness following such an unfortunate time. Gamma Phi Beta ended up raising \$4500 through the fundraiser.

Another step towards promoting diversity, equity and inclusion in our chapter included 75%-100% completion of the EverFi course pertaining to this topic. While the chapter did not receive this level of completion we have supplemented this failed effort by inviting Lehigh staff members to speak on the topic of diversity, equity and inclusion during our PACE events. While the completion of this online course by chapter members would have proved enriching, we are proud of the live interaction we received from guest speakers and the engagement of our chapter members with such speakers. On November 16th we participated in a Zoom with Chad Williams, the director of Multicultural Affairs, who talked to us about diversity and inclusion within greek life at Lehigh. Williams was very engaging and made these difficult conversations easier to understand. Williams outlined the racial bias that is embedded in the greek life system and how we, as greek life members, need to be actively aware of these biases in order to correct them. After the event members were able to develop a deeper understanding about how to encourage inclusivity so people of different races and ethnicities feel more comfortable joining the greek life community.

On February 25th we met with Scott Burden who presented to us about the Pride Center and individual groups who identify with it. We were educated on various statistics surrounding the LGBTQ community and were then able to compare these to the Greek life community. Burden also educated us on how we as a chapter can support and be open to LGBTQ identifying members. This was a very important PACE because our chapter was able to understand how we can create a more inclusive environment where people feel comfortable being themselves.

On October 28th we conversed through a PACE event with Taylor Alexy. Alexy talked about her profession in finance and how her career evolved into starting a cartoon story with her husband. Alexy offered career advice and answered a copious amount of questions with informative answers, ultimately relieving stress that many of our members associated with life after college. Overall she was a very relatable source for many of our chapter members due to her sorority connection and status as a young female.

On November 18th our chapter met with a specialist in resume building and learned about how to market ourselves effectively. On January 26th our chapter met with Maria Zullo, Lehigh's Assistant Dean of Disability Support Services, and focused on how to best accommodate virtual recruitment for PNMS with disabilities. She educated our whole chapter on how to make future events inclusive and aware of providing equal participation opportunities for those with disabilities.

On March 23rd a member of the Center of Gender Equity scheduled with us to talk about healthy relationships. They talked about possible red flags in relationships and how to approach helping others who may be involved in an unsafe affair. This event was very important for our members because it allowed for an open space where members could ask questions about relationships. Not only did we leave the meeting

with important insight, but we gained a stronger sense of community and how to properly look out for ourselves and each other.

In terms of recruitment strategies to limit potential or unintentional biases, Gamma Phi Beta has always strived to be as inclusive and comprehensive as possible when recruiting women for our chapter. Our chapter is determined on integrating women with cohesion and equality, as well as broadening the way in which different women are represented. Our chapter strived to do this by meeting with Disability Support Services during our most recent fall recruitment. During this meeting members of the Disability Support Services Staff described necessary procedures for recruiting women who may have disabilities. The staff explained what certain impairments may look like. These impairments included hearing, visual and learning ailments. They also explained the importance of adding subtitles to any and all recruitment videos, which our chapter was able to integrate smoothly in an online platform setting. Additionally, multiple women within our chapter work for the DSS Office at Lehigh's campus. Our various chapter members' involvement with this office helps promote equal access to opportunities for all Lehigh students. Members' active involvement with the DSS office puts the Delta Kappa chapter on a different pedestal that aims to specifically welcome individuals with disabilities and is committed to ensuring equal access to all women.

Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

Gamma Phi Beta has made a fantastic start in this area. The chapter made this one of their top priorities for the year and started with their new BEDI (Belonging, Equity, Diversity, Inclusion) chair within the chapter attending the BEDI Summit through their headquarters. The chapter created opportunities for members to learn and engage and utilized Dr. Gupta, their faculty advisor, to help them reflect on the materials they read and watched. While the chapter did not meet the 75% completion for the EverFi course, they took it upon themselves to continue that learning by inviting different offices across campus to come and speak to their chapter which only highlights their continued dedication to this area. The chapter also raised over \$4500 for Black Lives Matter protesters in Minneapolis this past summer. One panelist was very impressed by their work and wrote, "I think they undersold themselves by giving an above average here. Honestly I think this was one of their best sections and something they really emphasized in their presentation a ton. They really seemed enthusiastic about this and ready to contribute." These are not always easy conversations to have but the chapter should reflect and think about how this work can be a permanent part of their ongoing education from new members to graduation. While the chapter rated themselves as Above Average in this area, based on the panelist feedback and the work that the chapter did this past year they have been assigned a rating of Exceptional. They have earned it.

Chapter Development Questions:

1. What might DEI initiatives look like in the future for the chapter?
2. Are there tangible action items the chapter could take outside of education?

Demonstrated effort toward ability to adapt and implement creative and innovative methods

Examples could include but are not limited to

- Hosted a virtual philanthropy event through xyz platform and raised x amount of dollars.
- Created new communication and incentive programs.
- Hosted virtual recruitment/mock recruitment events to help prepare the chapter for recruitment/intake.

Chapter's demonstrated description and justification.

The Delta Kappa Chapter believes in giving back to the community through philanthropic efforts. Although we cannot host an in-person fundraiser we decided to co-host a virtual 5K for Girls on the Run with Delta Chi Fraternity on Thursday, April 8th. We set up our fundraiser through Gamma Phi Beta CrowdChange and shared the link to our fundraising page through Instagram, Facebook, and text/email. Each member reached out to their friends and family through one of the platforms to sponsor their run. We raised a total of \$2,247 so far. To make the fundraising event as safe as possible and to ensure our members could be socially distanced, the fundraising event did not have a start/end time, but instead, was an all-day event. This way, members could choose to complete their 5K at any point throughout the day, either on their own or with a friend. This is a competitive and socially distanced event that allows members to stay engaged in our philanthropy and raise money for an extremely important organization. To advertise our fundraiser, our members posted Instagram stories with the details of the event, where the proceeds were going, and how to donate. We included the link to our CrowdChange the Gamma Phi Beta Instagram account, @lehighgphib, biography section so that people could easily access our fundraiser and make donations.

While we were disappointed that we were unable to volunteer in-person with Girls on the Run this past year, we stayed connected to the local girls by writing them letters of encouragement. Members of Gamma Phi Beta shared pieces of advice they would have liked to give to their younger selves. In our letters we also shared guidance on how to stay active and motivated in our new socially distanced reality. Writing these letters was a small, yet meaningful experience for us, as it is very important that we maintain our relationship with our local Girls on the Run council.

One philanthropy event was conducted over the summer by Sophie Smith, a current senior in Gamma Phi Beta, who organized a donation drive to help those in need in downtown Minneapolis during the protests over George Floyd's death. We partnered with Pi Beta Phi and successfully raised \$4500, which Sophie then used to purchase materials for donation. To raise money quickly and efficiently, we decided to make an Instagram "Bingo board" that Gamma Phi Beta and Pi Beta Phi members could post to their Instagram story. These bingo boards had different amounts of money in each box and as individuals donated, these boxes would be checked off with the donors name. We thought that this was a fun and creative way to raise money that inspired some competition. Our friends were also excited to donate to help us complete our bingo boards. After raising the funds, Sophie Smith bought any necessary materials that would benefit the ones who were negatively impacted by the action in Minneapolis. While this philanthropy event occurred while the chapter was apart, it allowed for members to remain connected in an effort to build awareness for the BLM movement and fight against racial injustices.

Gamma Phi Beta participated in Relay for Life to benefit the American Cancer Society. Each member posted the link to Facebook or Instagram, or reached out to their friends and family for donations. We raised a total of \$5,485 so far. Many Gamma Phi Beta members have been impacted by Cancer, so we were eager to participate in Relay for Life and worked passionately to raise money and awareness for this important cause. We continued to be in Lehigh's top competing teams for Relay for Life, and were within the top three teams this year.

An ongoing community service event includes the Women's Shelter Drive conducted by sophomore member Julia Palumbo. The chapter is excited to participate in this community service event as it is our first year offering the drive. The drive consists of greek and non-greek Lehigh students donating clothes, baby needs,

cleaning supplies and various household items. The chapter communicated with presidents of other panhellenic chapters and with panhellenic delegates to spread awareness of our event. This communication entailed sending information through GroupMe and establishing pick-up locations. We see this drive as an opportunity to not only give back to the Bethlehem community but also a way of engaging with other chapters and Lehigh students.

Our members' inability to live in the Gamma Phi Beta chapter house altogether this year was very disappointing to our chapter. In normal circumstances, we are constantly surrounded by our sisters who lift us up when we are having a bad day and make us laugh. In an effort to ensure we are still able to lift each other up and stay connected as sisters, we created a "meme" group chat through Instagram. We use this chat as a place to share memes that made us laugh and that we think our sisters would enjoy as well. This chat has helped us to stay connected virtually and cheer each other up during these difficult times. Aside from the "meme" chat Gamma Phi Beta members are constantly keeping in touch through all forms of social media, allowing them to maintain the strong friendships that were created pre-pandemic. Although the pandemic prevents us from being altogether physically, through virtual settings, we are able to keep our sisterhood strong. Additionally, our chapter members have utilized the convenience of zoom to maintain communication with each other. Frequently members will hop on a zoom together to study, watch shows, eat meals or just talk. Zoom, and its many features, has allowed members to stay connected and enjoy eachothers company virtually.

The transition into virtual recruitment was initially very difficult, however, we were able to adapt as a chapter. In order to prepare we had the entire chapter participate in Panhel Previews to get a sense of what recruitment would look like in the new format. In the weeks leading up to formal recruitment we hosted several zoom training sessions to practice switching between breakout rooms, and casually starting and ending conversations with a PNM. During formal recruitment we created several new positions to make sure every detail was being covered. We assigned individual members of the recruitment team to be in charge of attendance, breakout rooms, videos and ensuring each member voted for the PNM they spoke with. We consider these events to be successful because we had a seamless formal recruitment with no technology mishaps.

Prior to formal recruitment our chapter invited Maria Zullo, Lehigh's Assistant Dean of Disability Support Services. She discussed how to best accommodate virtual recruitment for PNMS with disabilities. Topics of discussion included: the use of captions in videos, awareness of PNMs with needed accommodations and using inclusive language with all PNMs. This meeting was required for all members to attend and helped prepare all members for the recruitment process.

Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

Gamma Phi Beta worked incredibly hard to meet the challenges of a virtual environment due to COVID-19. The chapter utilized social media in completely new ways in order to provide connection for members and even host several philanthropy events. They were able to raise thousands of dollars for various causes which shows the chapter's dedication to their values and even provide mentorship through Girls on the Run. The chapter even co-hosted some of these philanthropy events which is great for relationship building within the fraternity and sorority community. One panelist wrote, "Some of the fundraising amounts that they got to were kind of crazy. Getting multiple thousand dollars of money for house run events is amazing and

something they should be commended for during such a hard time. The ways that they tried to stay close during the pandemic were also cool like the meme group chat.” The chapter also worked to create an equitable environment during recruitment by ensuring it was accessible. Inviting Disability Services to come and speak with the chapter shows that they are thinking outside the box and working to ensure a positive experience for potential new members and current members. The chapter should continue to think about what an equitable environment looks like as the university moves back to in person operations. The chapter rated themselves as Exceptional in this area and that is the rating they have received based on panelist feedback. Great job, GPhi!

Chapter Development Questions:

1. Are there aspects of virtual operations that the chapter might utilize moving forward?
2. How can social media continue to be an outlet for telling the Gamma Phi Beta story?

Demonstrated effort toward emphasis on new member education and the onboarding of Spring 2020, Fall 2020 and Spring 2021 new members

Examples could include but are not limited to

- *Collaborated with Headquarters to initiate new members virtually.*
- *Maintained frequent contact with new members through various means such as text, GroupMe, Zoom, etc.*
- *Provided opportunities for new members to engage with active members, chapter leaders and alumni.*
- *Chapters need to adhere to the timelines and schedules given to the office as well as the names of Potential new members in a timely manner.*

Chapter’s demonstrated description and justification.

Throughout the six-week period of new member education, our New Member Educator, Elizabeth Coury, was able to make individual connections with each of the new members. Because of COVID-19, it has been difficult for the new members to develop relationships, so a big part of new member education was to help create opportunities for new members to bond with their new sisters and already initiated members. This is where Coury collaborated with headquarters to effectively initiate members virtually. Member class 2020 experienced initiation virtually, therefore the executive council was aware of the logistics surrounding virtual initiation. Coury ensured that all new members purchased the badge required for initiation. While the members were unable to receive their badges due to the pandemic, they will receive these mementos once in-person activities resume. The new members were initiated virtually on Sunday, March 7th 2021. Following their initiation they had a post initiation workshop as official members. Overall, the initiation ceremony proved sentimental for new members and will be a lasting memory that can be carried with them.

This year we placed a great emphasis on open communication with new members. An aspect of new member education that we continued to implement this year is the use of Carnation Crews during the new member meetings. Although these meetings had to be held over Zoom, it was still an opportunity for the new members to get to know each other in small groups and also connect on a deeper level with older Gamma Phi Beta members. Carnation Crews are small groups of new members, usually led by a junior or senior in Gamma Phi Beta that meet weekly during the new member education period. This not only gave new members an opportunity to bond with the older members, but it was also a way for the older members to stay connected with the new member class. By using Carnation Crews, we were able to keep on the path of following the international Gamma Phi Beta New Member Program and we saw a lot of improvement with communication within the chapter. Another way we encourage open communication with new members is by

including all new members in a GroupMe with the executive board. This GroupMe allowed for any announcements or events to be shared with the new members.

When making the New Member Education Plan it was important that we focused on the values of love, labor, learning, and loyalty - the Gamma Phi Beta values. We wanted to incorporate each value in their own way throughout the entire new member process. We wanted to make the new member process as fun as possible. Unfortunately, with COVID-19, it was hard to schedule events but we still found ways to bond and get to know each other as well as the older members of the chapter. One key event was our virtual bid day, which was disco themed. On virtual bid day new members were able to talk and bond with older members as well as share in celebration the continued sisterhood of Gamma Phi Beta. A key event that we held included a Zoom Kahoot game which gave fun facts and stories about girls in various member classes to allow the new members to get to know the sisters more. Big/Little Reveal was also a fun opportunity for the new members to really feel a part of the sorority. Finally, online lessons that were completed by new members each week. Each week a new chapter leader would join the Zoom to present their job and the responsibilities it entails. These lessons allowed for new members to engage with the current chapter leaders and provided the opportunity for them to ask any questions they had. Ritual-oriented lessons this year were more focused on incorporating rituals and building more structure within the sorority despite being virtual.

In terms of hazing and reporting hazing on campus, Lehigh has cultivated a very simple and clear process for reports to be made. This process includes an anonymous reporting form set up with a link readily available to anyone who searches for it online, which is a source we have provided to our members as our chapter holds a zero hazing policy. While this is important for new members of any chapter to know about, we also held initiated members within the sorority accountable for reporting anything that sounds or looks like hazing on or off-campus within other Lehigh chapters in order to keep the community as a whole safe. As a new member educator, Coury made it clear that our chapter does not condone or tolerate this type of behavior and if you hear or see anything, to speak up. While the anonymous reporting form is a great resource if one is not comfortable talking about something in person, it was a goal of the new member education program to make sure that the new members felt comfortable sharing information and distress with other initiated members. New members were also required to attend the hazing presentation put on by IFC on March 1st.

The Delta Kappa chapter strived to strictly adhere to deadlines and schedules that were crucial for new member education and initiation. With the transition of our chapter to the OmegaFi platform, we ensured that all new, and existing, members were added to the platform and labeled correctly in the system. The member class of 2021 was categorized as "new member" in the OmegaFi software until they were initiated. At which time they then became categorized as "members" in OmegaFi. As previously stated, all initiated members purchased their initiation badge before the ceremony, which is required for all members. Additionally, each initiated member attended the Presidents Interview with New Members and the Post Initiation Workshop. Overall, all new members were accounted for during the education and initiation processes which allowed for a smooth transition into official membership.

In Conclusion, the purpose of any good new member education program is to educate new members on how to be a contributing and participating member of your chapter. The New Member Education Program was designed to teach the fundamentals of being an effective member of the sorority, so that the chapter can enjoy the future leadership of the new members. Coury maintained frequent contact with new members and provided them ample opportunities to engage with active members, chapter leaders and alumni.

Rating assigned to this evaluation area? [Exceptional, Above Average, and Average]

Above Average

OFSA & panelist feedback to chapter for this evaluation area.

Gamma Phi Beta, despite facing an incredibly tough year, was able to work diligently to ensure a proper onboarding for new members. The chapter made it a priority to ensure that new members and current members were meeting each other through their Carnation Crews. The chapter also created fun ways for new members and current members to learn about each other through kahoots and group chats such as their meme group which one panelist thought was a great idea. The chapter also placed a strong emphasis on hazing education and reporting which will help ensure a safe environment for new members. By knowing where to go to report that allows for new members to speak when they feel something isn't right. Gamma Phi Beta also worked to meet all applicable deadlines through OFSA and their headquarters. The chapter should think of ways to build sisterhood amongst all members in Fall 2021 knowing that some of them have not been able to build connections with all sisters due to the pandemic. The chapter rated themselves as Above Average in this area and based on panelist feedback that is the rating they have been assigned.

Chapter Development Questions:

1. Are there virtual aspects of NME that could be utilized moving forward?
2. How might DEI fit into NME to showcase the importance in the beginning?

Chapter SWOT Analysis

In order for the interview panel and OFSA to have a clear understanding of the current celebrations and challenges your chapter faces, OFSA is expecting chapters to evaluate their current state by conducting a SWOT analysis. This does not have to be lengthy, but should include a snapshot so that we are able to offer specific and clear feedback and action items moving into the 2021-2022 academic year.

This section will not directly impact the overall evaluation rating.

Chapter's provided response in text boxes below:

<p>Strengths:</p> <ul style="list-style-type: none">● Member Retention (97% retention rate)● Member relationships among all member classes● High chapter average GPA● New Community service Event (Women's Food Drive)● Business awards and academic excellence given to senior members.	<p>Weaknesses:</p> <ul style="list-style-type: none">● Low EverFi completion rate● Low participation of older members in certain events
<p>Opportunities:</p> <ul style="list-style-type: none">● Delta Kappa Scholarship● Leadership Positions● Living in the house next year strengthening relationships between member classes	<p>Threats:</p> <ul style="list-style-type: none">● COVID-19● Reluctance of members to pay dues

OFSA & panelist feedback to chapter for the SWOT Analysis.

Gamma Phi Beta put clear thought into their SWOT Analysis. They have a lot of good strengths and opportunities within the chapter. The scholarship could be an opportunity for the chapter to engage alumni which could help ensure the financial sustainability of the scholarships and the chapter creating more access for current and potential new members. The chapter could continue to think about membership engagement and accountability as opportunities especially as it relates to senior engagement. One panelist believes this analysis could have been more specific so the chapter should take more time to reflect going into the next year. Overall, good job to Gamma Phi Beta.

Concluding Summary

Overall evaluation rating. [Exceptional, Above Average, and Average]

Exceptional

OFSA concluding summary.

Gamma Phi Beta had a great year despite the many challenges that it brought. The chapter rose up to each of the challenges and celebrated their success and recognized areas where they could improve. The chapter was very diligent in ensuring there was meaningful connection for members and new members while providing educational opportunities that supported their growth. The chapters focus on living out their values and having events and opportunities that align with those shows they are thinking and acting as a values based organization. One panelist wrote, "The Chapter seems to be at a pivotal moment in their formation as a chapter. I encourage them to keep going and use the momentum for positive change. Continue finding ways to engage collaboratively with other Panhellenic chapters and reach out to CGC chapters, to discover how G Phi can be allies. Consider a cooperative exchange with a department, club, or office that focuses on DEI & AR." Gamma Phi Beta has a lot of strengths as a chapter that can help set them apart from the rest of the community while working to create new relationships on campus. The chapter has received an overall rating of Exceptional to recognize all of their achievements in the past year.