

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:

Kappa Delta

Assistant Director:

Olivia Miller

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.

N/A

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.

This past year, Kappa Delta has consistently emphasized the importance of membership engagement by encouraging and mandating events that bolster a sense of community within our chapter. Despite the ongoing Covid-19 pandemic, we have successfully dedicated time and effort to maintaining strong relations within our chapter so as to unify our members and provide a more enjoyable and fruitful greek experience. This involves the annual installation of a member, specifically sophomore Polly Litts, as Sisterhood Chair - an appointed officer position devoted to encouraging active involvement through scheduled events with themes that align with Kappa Delta values. This chair is responsible for organizing a variety of opportunities for members to involve themselves with each other as well as with Kappa Delta in general. These opportunities, referred to as sisterhood events, have included a "Guess Who" game show night for each member class, where members participated in various voting polls to determine which sister fits best into a particular category, with the purpose of group bonding among member classes. We also organized an optional chapter-wide March Madness Bracket competition that was extremely popular particularly among freshmen and seniors, with the winner receiving the highly-contested prize of bragging rights. Other sisterhood events that have taken place with the intent of providing engaging opportunities to reconnect despite current circumstances are our weekly ZOOMba classes led by a member of MC '18, Hillary Winoker, as well as the instance of a yoga class for MC '20 led by sophomore Sophie Collins. These classes have provided a casual platform for members to spend time together with the added benefit of promoting a healthy lifestyle. Kappa Delta has also placed a distinct emphasis on engagement of our senior member class, so as to validate their continued relevance and importance in our chapter and maintain their involvement. This is accomplished mainly through our Senior Experience program, which provides meaningful activities for seniors during their last year as college students, reminding them that their membership to the Kappa Delta and the overall Lehigh community does not end after graduation. The program is comprised of senior circles, monthly programs for seniors to learn about a variety of topics relevant to their lives; senior retreat, where senior members come together to spend time getting to know one another on a deeper level, reflect on their time as collegiate members and build lasting relationships; and finally, a celebration of those who are graduation at the year's last chapter meeting. Additionally, our Senior Spotlight provides an opportunity for the women in our chapter to show ongoing appreciation for our graduation member class. Each week, our VP-Public Relations, Aliya Haddon, provides a template for members to write thoughtful messages and recount memories concerning one or two of the seniors to be read aloud at each weekly chapter meeting.

While these aforementioned sisterhood events focus on engagement through lighthearted, fun activities, we have also placed evident emphasis on the importance of engagement through serious, open communication and unity. Various occasions of bonding, specifically among members of the same member class as well as between two member classes, occurred through the upholding of a Kappa Delta tradition known as a Candle Pass. Multiple Candle Passes were scheduled and carried out this past year wherein MC '20 met, MC '21 met, both MC '20 and '21, and both MC '19 and MC '20 met together over Zoom in an open forum-style meeting to discuss ongoing conflicts and generally update each other on the wellbeing of our sisters. These Candle Passes provide a platform to address interpersonal conflicts so as to maintain openness and comfort between our members and therefore within our chapter.

Accountability has been another primary focus of Kappa Delta this past year, though we have been careful to adapt such proceedings to consider the complicated implications of Covid-19 on topics that would otherwise be strictly enforced, such as the sole enforcement of National dues as opposed to the typical additional inclusion of Chapter dues. In relation to general behavior and responsibilities to our chapter, members are held accountable for their actions by our well-structured standards board. This committee is headed by our VP-Standards, Sophie Kellner, and is composed of representatives from each member class. Additionally, for all of our scheduled events with required attendance, members must notify our VP-Standards via email with a reasonable excuse in the event of a time conflict. A primary example of an event with mandatory attendance for all member classes that promotes active engagement is our weekly chapter meetings, where excuses to not be present are required at least 24 hours before the meeting time. Having attendance for these meetings be strictly enforced plays a vital role in the engagement of our members for various reasons. In regards to bonding among members, a list of shoutouts referred to as "snaps" are collected before each chapter meeting and read aloud to share appreciation of members, celebrate accomplishments, and reflect on memories of the preceding week. Additionally, being that all important updates and announcements are reviewed at each chapter, holding members accountable for attending the meetings has contributed to bolstering engagement through discussion and increasing awareness of Kappa Delta relevant information.

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

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

Kappa Delta has "been intentional in their opportunities for engagement over the last year". The chapter put on a plethora of programming over the past year focusing on areas such as mental health, wellness, the senior experience, bonding, and just-for-fun activities. Kappa Delta's sisterhood chair prioritized activities that aligned with KD values. The chapter held a 'Guess Who' event to facilitate group bonding amongst different member classes, a March Madness Bracket, ZOOMba classes, and yoga classes. Kappa Delta also focused on engagement opportunities that focused on the importance of open communication and unity - the chapter hosted multiple 'candle passes' with different groupings of member classes. Candle passes are open forum-style meetings to discuss ongoing conflict and update each other on general member well-being - it provides a platform to address interpersonal conflict to maintain openness and comfort within its members and chapter. The panel "particularly appreciated the senior experience program, as senior engagement tends to be a challenge across Panhellenic and IFC groups". Kappa Delta has developed a senior experience program as a way to emphasize the importance and relevance of seniors in the chapter; this experience uses programs like senior circles, monthly programs focused on topics for transitioning out of college, reminders that KD is a lifelong membership, senior retreat, and a senior celebration. This senior experience program is considered a best practice in Lehigh's Greek community. Kappa Delta made time during chapter meetings for shoutouts and highlighting sisters to keep morale high. The chapter took accountability seriously this past year and prioritized the health and safety of its members and the Lehigh community. Kappa Delta holds members accountable through a standards board which is composed of members from all member classes - the chapter ensures members are held accountable to more than just conduct issues but engagement, participation, and values as well. Kappa Delta consistently met with OFSA, responded to communications, and came forward as a clear leader in the Panhellenic community. The panel summarized Kappa Delta's success in the metric well, "When some members are not on campus it could

have been easy to forget about them but it seemed that KD really prioritized finding ways to keep all members active”.

The panel believes Kappa Delta is **exceptional** in ‘demonstrated effort toward prioritization of membership engagement & accountability’, aligning with the chapter’s self-evaluation.

Chapter Development Questions:

- Is there a way in the senior experience program for seniors to reflect on their experience and/or transfer institutional memory/history of the chapter to the younger members?
- How can Kappa Delta highlight the way in which it conducts accountability conversations?
- What takeaways from virtual operations can you continue to integrate in the member experience?

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.

Kappa Delta has always prioritized educational initiatives and, aside from the shift to virtual platforms, the current Covid-19 pandemic has done little to impede these efforts. Not only have we encouraged active participation and involvement of our members, but the leaders of Kappa Delta, namely our executive council, have taken distinct action to make maintaining involvement in the greek community at Lehigh a priority of the chapter. This is evident through the fact that our council is regularly represented at each Panhellenic meeting every Thursday, at the very least by our Panhellenic Delegate, Sophie Collins. These meetings hold the purpose of promoting greek unity and providing the opportunity to work at an overarching level to ensure the continuous development of a greek community with positive attributes, and being present at them sets a precedent for all members to engage in inter-greek conversations.

In addition to attending meetings with the Panhellenic community, we also work to collaborate directly with the Lehigh community regarding greek life by meeting with the Office of Fraternity and Sorority Affairs. These meetings initially occurred every week, then later on in the Spring 2021 semester were reduced to once every other week. Our efforts to prioritize engagement in communities outside our immediate circle is additionally supplemented by our sustained relationship with the Kappa Delta National Headquarters. Our president, Rebecca Landau, meets with a National’s representative once a month to discuss ways to improve our chapter. She also attends monthly meetings with all other Kappa Delta chapter presidents, where ideas are discussed in a collaborative manner so that they can be applied to our own chapter. Additionally, while our executive council is already in regular contact with our Chapter Advisory Board (CAB), this year we set a goal to advance our resources of CABs by achieving a complete roster of counterparts for our current council positions. We were able to accomplish this goal with the introduction of an MC ‘17 alumni as our VP-Community Service CAB, therefore maximizing our access to alumnae resources.

Specific educational initiatives have also been implemented throughout this past year in the form of various online workshops and presentations in light of Covid-19 restrictions. The workshops are meant to increase the versatility of our members, and to encourage the endeavor to become well-rounded in topics that we as a chapter would generally deem important. One of these workshops, led by senior Lexy Tracy, discussed the on-campus organization of Eco-Reps, relayed some environmentally-friendly living habits such as recycling tips, and concluded by having us calculate our own carbon footprints so as to understand the concrete impact we make on the earth. Workshops that encourage self-care were also presented by Kappa Delta members for the benefit of our sisters. Kate Turkletaub, who holds the appointed officer position of Wellness Chair, led a Mental Health workshop for the freshmen member class, in which she addressed the challenges

of joining a new community of people and how to best deal with subsequent potential obstacles while concurrently supporting one's own mental wellness. Similarly, the entire chapter attended a healthy relationships workshop, in order to educate ourselves on how to recognize where the line is drawn in regards to relationships of your own as well as of the people close to you.

In a more academic sense of educational initiatives, our Academic Excellence Chair, Jackie Thompson, is in the process of organizing a career workshop that offers the opportunity for current members to interact with Lehigh Kappa Delta alumnae in order to discuss potential career paths. Our council also heavily advertised several academic scholarships offered by Kappa Delta Nationals, which supports members in their aspiration towards academic excellence. On a more local level, our members partake in a program called "Pear Pals," wherein each new member is paired with an upperclassman member of the same or similar major. This pair then acts as a resource and role model for the new member, providing aid through assistance in selecting which classes to take, the registration process, coursework, information about professors, and internship opportunities. Outstanding academic achievements are recognized every other chapter meeting through the announcement of the winner of the "You Guac!" Award, given to a sister who has either excelled on an exam or project, became involved in research on campus, got a job or internship, or any other accomplishment related to intellectual development that another sister has nominated the recipient for.

Kappa Delta's emphasis on academics as a priority has resulted in impressive data regarding our chapter's collegiate performance. In the Fall 2020 semester, our sorority achieved the third highest number of students on the Dean's List, as well as an overall chapter GPA of 3.70. These values are only further supplemented by the education experiences that our members partake in outside of the classroom, where they learn how to respect themselves, those they are close to, and the world around them.

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

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

Kappa Delta clearly values academic excellence - their GPA surpassed the All Panhellenic, All Sorority, All Greek, All Lehigh Women, and All Lehigh Students GPA. Their robust academic program includes the Pearl Pals mentoring program where older members are paired with and mentor younger members in a similar major to serve as an academic advisor to help with what classes to take, what professors to take, and for study help. Additionally, the chapter's academic excellence chair provides guidance along with studying and tutoring support in a private setting for any member whose GPA falls below a 2.6, and highlights members who excel on projects and exams with the 'you guac!' award. Kappa Delta understands that education expands far beyond the academic realm and provides comprehensive education in various areas. The academic excellence chair also facilitated a career development workshop with Lehigh alumni to discuss potential career paths. More recently, the chapter increased its alumni engagement and built an advisory board with one alumni advisor equivalent to each executive board position and maintains consistent contact with them, which is impressive given the short history of the chapter. Kappa Delta also has a strong relationship with its HQ and holds monthly meetings that serve as a check-point for conversations on how to improve the chapter, including in participating in HQ leadership conferences and trainings. Kappa Delta was successfully able to eliminate all local chapter dues so only national dues remained - drastically decreasing the expenses for members each semester - the chapter is encouraged as they build a budget in the future how they can keep the membership experience affordable. The panel was also impressed by "the range of programming the chapter has offered" and considers it "best practice for consideration across the community". Kappa Delta collaborated with many Lehigh offices to offer programming to its members through the Eco-Reps program, mental health awareness workshops, self-care workshops, healthy relationships workshops, Diversity Peer Educators, and career development workshops. The plethora of member development opportunities is reflective of Kappa Delta's commitment to the membership experience.

The panel believes Kappa Delta is **exceptional** in 'demonstrated effort toward dedication to educational initiatives & chapter priorities', aligning with the chapter's self-evaluation.

Chapter Development Questions:

- How can the chapter collect input and feedback from members to cater their program intentionally moving forward?
- What areas does Kappa Delta identify as the most important educational opportunity?

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.

Kappa Delta has always acted as a strong advocate for diversity, inclusion, and equity. Over the past year, we have strengthened our efforts to promote equality and denounce instances of discrimination through concrete changes and advancements in the way our chapter operates. Following the occurrences of June 2020 that brought much-deserved attention to our nation's systemic oppression and mistreatment of the black community, Kappa Delta took immediate action to assist in the awareness and support of peaceful protests that had been taking place across the country. Using our Instagram page, we quickly organized a fundraiser to raise money for the Bail-Out Fund, in order to provide legal funds for those who had been implicated by law enforcement during many of the demonstrations seeking change for our country. Through our efforts, \$2633 was donated through our chapter of Kappa Delta in order to assist in the fair treatment of these protestors. We also spread word about various local demonstrations that were taking place, relaying information about timing and location for those who felt comfortable enough to safely attend in-person, masked peaceful protests.

In order to maintain our progress towards becoming a more diverse and inclusive community, our chapter implemented the installation of a new appointed officer position referred to as our DEI Chair, currently held by sophomore Haley Gill. This chair was then supplemented by the creation of a DEI Committee, composed of sisters from each member class. The duties of our DEI chair and committee are to provide resources and opportunities for our members to actively engage in the ongoing conversation regarding racism and discrimination against minorities. Haley and her subgroup have extended passionate efforts to encourage the members of Kappa Delta to work to understand how to become advocates for anti-racism no matter how uncomfortable the related conversations can become. In the Fall 2020 semester, our members were mandated to attend a minimum of three out of the five Diversity Peer Educators (DPE) workshops held throughout the semester. We were able to achieve 100% participation for those required meetings, where sisters were educated about various topics regarding diversity, equity, and inclusion, led by Chloe Sider, founder of the organization and member of Kappa Delta. In addition to these meetings made mandatory by our chapter, we also were engaged in the online Everfi DEI course that all members of greek life were instructed to complete by the Office of Fraternity and Sorority Affairs. Our chapter managed to reach 94% of members having completed the training.

Our DEI Chair, Haley, has worked tirelessly with support of the DEI Committee to create opportunities for our members to educate themselves on pertinent topics that tend to take a backseat among the busy schedules of college students. One of the issues that she chose to bring to particular light was the 2020 presidential election. Haley recognized the gravity of this year's past election and worked to educate our members on the

implications of voting in the United States. Given that this election was the majority of our members' first time voting in a presidential election, our DEI team worked to ensure that we involved ourselves in the most responsible manner, by providing educational opportunities to attempt to better understand how the political system of the United States operates. This took place via a virtual event organized by Haley that is referred to as a Netflix "Watch Party," a program that allows large groups of people to engage in the same movie or show at the same time. During this meeting, our chapter watched an episode of the series "Explained," titled "Whose Vote Counts," wherein we learned about how to make our vote count as securely as possible, along with the many injustices that are intertwined in our system that act as vehicles of vote suppression. Undoubtedly thanks to the effort of Haley and her subgroup, our chapter was the second sorority to reach a voter registration count of 100% during the Panhel campaign to "Galvanize the Greeks," led by Kappa Delta member, Bridget Walicki.

Another example of how our chapter has displayed commitment to diversity, equity, and inclusion is our efforts to encourage complete support of the LGBTQ+ community. One of our juniors devoted to this cause, Ally McGrath, benefited us with the coordination of an LGBTQ+ Alliance workshop in the Fall 2020 semester. During the workshop, members were educated on how to correctly respect the LGBTQ+ community through open toleration and understanding many of the common mistakes people make when engaging with a member of such community. This meeting contributed to Kappa Delta's priority of a well-rounded and educated outlook on subjects of diversity, equity, and inclusion.

Kappa Delta has also engaged in conversations regarding DEI topics on a national level. Our president, Becca Landau assisted in contributing to the updated bylaws maintained by Kappa Delta Nationals, as they were reviewed to better represent and support the needs of various minority communities. In addition, Becca also attended several of our National's DEI workshops meant specifically to further the education of Kappa Delta presidents across the country. We are confident that our efforts to promote equality, tolerance, and awareness that have been prioritized on levels ranging from Nationals to individual members will continue so long as these issues remain prevalent.

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

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

Kappa Delta has demonstrated an unwavering commitment to diversity, inclusion, and equity. OFSA required a 75% chapter completion of the EverFi DEI course for all fraternities and sororities - KD exceeded this expectation and 94% of members completed the course, the second highest of all Panhellenic sororities. Kappa Delta HQ also implemented diversity programming that was given to the chapter throughout the past academic year. The chapter extended their DEI education beyond what was required of them from OFSA and HQ through collaboration with Lehigh offices and chapter initiatives. Kappa Delta hosted the Lehigh Diversity Peer Educators for a 5 series program and required members to attend at least three, impressively they had 100% attendance at all programs. The chapter also collaborated with the Lehigh PRIDE center to host an Alliance workshop for members. Civic engagement was also a prominent topic for Kappa Delta this year - they raised over \$2,633 for the National Bail-Out Fund, achieved 100% voter registration for the 2020 Presidential Election, and held a watch party for the documentary 'Explained - Whose Vote Counts' and facilitated a discussion after. The chapter also added a new DEI chair to their executive board and has formed a committee to continue progress and programs for the chapter and its membership. The panel appreciates the thoughtfulness of Kappa Delta's DEI work and "it was made clear the chapter has engaged in education about DEI work and their role as individuals". The chapter also communicated that this work in ongoing and continued education is essential.

The panel believes Kappa Delta is **exceptional** in 'demonstrated effort toward commitment to diversity, inclusion & equity', aligning with the chapter's self-evaluation.

Chapter Development Questions:

- What is the role Kappa Delta as an organization plays in calling for structural change?

- How is DEI work operationalized for their individual members, meaning now that you have the understanding of how allyship looks/works, how do members engage in that work?
- What level of support or encouragement does the chapter play in its members engaging in challenging and likely uncomfortable conversations?

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.

In light of the Covid-19 pandemic, Kappa Delta has successfully shifted our regular proceedings to account for the safety and well being of our members. Covid has undoubtedly changed the way our chapter operates, as it has with every other aspect of our collegiate experience, but even so, we have been able to adapt to construct a sorority experience as similar to the typical experience as possible. One area where this is most prevalent, given that it occurs most frequently, is our weekly chapter meetings. Beginning at the end of the Spring 2020 semester, these meetings were conducted via the online video conferencing program, Zoom, which has been consistently used to this point in time. These meetings remain similar to our previous in-person meetings in regards to structure, however we had implemented creative methods of relaying the various topics involved in chapter. One example of these adaptations are our now-virtual "Snap Cup." This previously physical cup of handwritten notes made by members of our sorority to express appreciation or accomplishments has been transformed into a google form link that is sent out before each chapter meeting. Therefore, members are still able to give and receive these meaningful shoutouts despite being online. Following our online chapter meetings, members receive an email update from our Secretary, Karis Jang, ensuring members are up to date on weekly events so as to keep members informed and engaged despite the complications of virtual circumstances.

In addition to chapter, various other formerly in-person events have been successfully transitioned to virtual platforms. As previously mentioned, prior to Covid, one of our seniors, Hillary Winoker, used to lead weekly Zumba classes each Thursday in the chapter house. Now, not only does she still direct these classes over Zoom, hence the shift to the name ZOOMba, but she also works with our members to create a weekly, flexible schedule that maximizes the amount of participants at each meeting. Aside from Zoom, another platform that our chapter has taken advantage of over the past year is Instagram, where we have significantly increased applications of its functions to promote awareness of chapter ongoings, celebrate members, and fundraise for our various philanthropy events. Our VP-Public Relations, Aliya Haddon, has the vital responsibility of running our Instagram page, and has worked to incorporate all these functions on a weekly basis. For example, each Monday, one of our new members has been and will continue to be featured on a "New Member Monday" post, involving a short caption that highlights basic details about them and why they chose Kappa Delta. We have also utilized groupme as a platform to communicate for various topics, with separate chats for our entire chapter, each member class, and several subgroups such as our DEI committee.

More concrete events have also been adapted to suit our current situation. Preceding formal recruitment, incoming and outgoing VP-Membership, Sara Jewel and Ally McGrath, respectively, worked to organize a complete "spirit week" full of virtual meetings and online activities to prepare for recruitment. This week involved KaHoots concerning our Kappa Delta history as well as important tips and guidelines on how to maximize the fairness and efficiency of recruitment. We also welcomed several Lehigh Kappa Delta alumnae via Zoom to share their own experiences, having gone through the processes so many times. The adaptation to a more virtual agenda allowed us to adequately prepare to welcome our new members despite the ongoing pandemic.

A vital aspect of all greek life is philanthropy, and throughout the pandemic, Kappa Delta has been

able to maintain that as a priority through novel, innovative methods. While we were unable to organize in-person events with one of our philanthropies, Girl Scouts, our VP-Community Service managed to lead two separate zoom meetings involving MC '21 and a group of scouts as well as MC '20 and the same group. During these zoom meetings, members played ice breakers that emphasized female empowerment in breakout rooms that mimicked exactly what would be occurring had these meetings been in person. In addition to Girl Scouts, we were still able to benefit our other philanthropy, Prevent Child Abuse America. We again used our Instagram platform to spread word about our initial fundraising for our chapter's Shamrock event, "So You Think You Kan Dance" (SYTYKD), by encouraging members to post a bingo-style template where each square represents an amount of money viewers can donate to the cause. We additionally sold t-shirts for the event, from which all proceeds contributed to our fundraising. So far, before having actually hosted the event, Kappa Delta has managed to raise over \$2300 all through virtual fundraising. Our plan for the actual SYTYKD, involves an innovative hybrid style, where each registered team for this dance competition will meet in groups of 15 people or less at a time, record their choreographed performances, which will then be posted to our website. In regards to the fundraising aspect of this event, viewers will have the option to offer a donation in order to have the opportunity to vote on the overall winner of the competition. SYTYKD has become a favorite Lehigh tradition for members of Kappa Delta along with the rest of the campus community, and being able to persist in its occurrence will not only bring joy to these people, but will also contribute to a meaningful cause.

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

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

Kappa Delta was able to make a seamless, effective transition to providing a virtual membership experience. The panel believes the chapter's "adaptation in and of itself should be commended as other chapters have certainly not made such a seemingly painless transition and execution in the virtual world". Kappa Delta transitioned all of their chapter meetings to Zoom in addition to some of their other programming. The weekly Zumba held in the chapter house transitioned to ZOOMba, their weekly snap cup passed around at chapter as a way to highlight member excellence was turned into a GoogleForm, and the chapter actively engaged on social media with 'New Member Monday' and 'Senior Spotlights'. Further than just adapting existing programming, Kappa Delta was able to develop creative and innovative solutions to further enhance the experience. During the stressful recruitment period, the chapter enacted a spirit week which involved recruitment training, Kahoot!s about chapter history, games, stress-relieving programs and even brought in alumni to talk about their recruitment experiences. Kappa Delta was also able to adapt their philanthropy and service initiatives. The Girl Scouts are a partner of the chapter and KD was able to interact and connect with them on a greater level than usual and hosted them on a Zoom with ice-breakers to promote female empowerment and breakout rooms to form a deeper connection. Kappa Delta integrated their annual So You Think You Kan Dance fundraiser into a completely virtual platform. This event included all IFC fraternities and Panhellenic organizations in addition to other campus organizations like the dance team. The chapter has organizations submit videos and money was collected through people paying for votes on a website developed by KD- the event raised over \$7,000, on par with their last in-person event. The panel believes "the methods the chapter use seem to be working well, and the concrete results are impressive".

The panel believes Kappa Delta is **exceptional** in 'demonstrated effort toward ability to adapt and implement creative and innovative methods', aligning with the chapter's self-evaluation.

Chapter Development Questions:

- How can the chapter include a hybrid aspect in their landmark philanthropy event moving forward to reach more people?
- What measures implemented this year can be used in the future?

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.

Kappa Delta fully recognizes the importance of each new member class as the future of our organization. We therefore take great pride in the process of emphasizing new member education so as to prepare our new members for the future responsibility of upholding the values of our chapter. As with many other aspects of greek life and college as a whole, the new member education period for members of MC '20, who were recruited in the Spring of 2020 experienced a dramatic change in the way it was to be organized. However, after a brief pause with respect to planning and adapting to online platforms, our former VP-New Member Education, Zoe Madsen, was able to continue the vital education of new members via Zoom and prerecorded events. Zoe collaborated with our Kappa Delta National Headquarters to virtually initiate the members of MC '20 by condensing several rituals into a single event that officially welcomed these women as active members of our chapter. Despite being newly introduced to the protocols that would ensue during the Covid-19 pandemic, chapter members were also able to conduct Big/Little Reveal for MC '20 under the supervision of our VP-NME. This reveal involved the creative transition of in-person hints that would have been left in new member's dorm rooms to several anonymous texts sent to each new member by their prospective Big Sister using iPhone applications that mimic the actions of burner cell phones, allowing for the traditional socratic aspect of the event to be maintained. The climax of virtual Big/Little Week involved a scheduled reveal using FaceTime, which still allowed for the suspense and surprise that Big/Little Reveal is meant to involve.

Following the initiation of MC '20, our chapter swiftly began planning for the welcoming of our next group of new members. Given that our house reached full capacity, we had no need to participate in Fall 2020 recruitment, and therefore only took part in formal recruitment of Spring 2021 new members. We participated in fully virtual recruitment leading up to our virtual Bid Day celebration, wherein potential new members that were offered a bid by Kappa Delta were able to converse with active members in an exciting and welcoming atmosphere. Both new and active members were then split into breakout rooms on Zoom, where they introduced themselves and participated in collaborative ice breakers. Later, upon accepting their bids, our current VP-NME, Saige Anapolle, began the new member education period, outlined in the Kappa Delta S21 New Member Education Plan. Saige devoted her time to various virtual meetings with these new members, which involved a variety of educational workshops, required Kappa Delta National rituals, and enjoyable sisterhood bonding activities.

One of the most prominent events that took place during the new member period has been MC '21 Big/Little Week. We were able to build off the creative ideas of MC '20's reveal by incorporating a hybrid model to celebrate the bond of sisterhood between a pair of girls with similar interests and values. First, we were able to organize hybrid "sister dates" to allow members of MC '20 and '21, where, depending on each sister's comfort with in-person contact, members met for lunch, walks, and via Zoom or FaceTime to spend time getting to know each other. Members of MC '20 and '21 also engaged in Big/Little Presentations, which involved a Zoom meeting wherein members presented Google Slides containing fun facts and characteristics about themselves. Finally, after these initial stages of bonding, Saige worked with Lehigh administration to supplement the same method of anonymous text hints with in-person Big/Little baskets, where members of MC '20 compiled favorite treats and decorations of their prospective Littles in baskets. These baskets were then left at the Kappa Delta Chapter House to be retrieved by members of MC '21. These transactions were successfully completed in a manner that respected Covid guidelines, being that drop-off and pick-ups of baskets were completed outside, in groups of 15 people or less, with masks worn at all times. The final

reveals were once again completed via FaceTime, wherein each member of MC '21 met their respective Big to turn to for advice and friendship.

Our chapter was able to successfully carry out a new member due to consistent collaboration with OFSA as well as the Campus Event Advisory Group (CEAG). Saige maintained frequent contact with these organizations to ensure proper operation for Lehigh affiliated events. Our chapter was the only greek organization to be permitted to meet with MC '21 inside the chapter house, consistent with Covid-19 guidelines. This unique opportunity allowed for our members to indulge in the new member education period more fully, so as to ensure that the proper knowledge and expected behavior of a member of Kappa Delta is related to them, resulting in confident expectations of responsible active members.

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

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

Kappa Delta put an extraordinary amount of effort into ensuring new members had a worthwhile membership and onboarding experience. The chapter was able to create a virtual new member education program that was equal in quality to their in-person program. They also worked with their HQ organization to hold rituals virtually and also initiate their new members from both Spring 2020 and 2021. As a way to get their Spring 2020 members engaged, Kappa Delta had one of the highest number of participants in OFSA's Greek Emerging Leaders program. The chapter created opportunities over Zoom where new and current members could present about themselves on Google Slides to get to know each other better. Kappa Delta also worked tirelessly in collaboration with OFSA, the Campus Events Advisory Board and Housing Services to provide a hybrid experience for new members that followed Lehigh's health and safety protocols in place. The chapter was successfully able to plan and execute some in-person components for big/little week, hybrid sister dates, lunch walks, zoom and facetime sessions to allow new members to meet the chapter. A panelist said, "I appreciate the intentionality behind the chapter's NME plan and their commitment to the hybrid structure, as much as anyone could with the constantly changing guidelines. The chapter seems to have created an organic space for new members to fold into the chapter membership and develop meaningful relationships".

The panel believes Kappa Delta is **exceptional** in 'demonstrated effort toward emphasis on new member education and the onboarding of Spring 2020, Fall 2020 and Spring 2021 new members', aligning with the chapter's self-evaluation.

Chapter Development Question:

- What can Kappa Delta do in future new member education programs to ensure the same level of opportunity to meet all member classes exists for new members?
- Is there an opportunity to collaborate with other fraternities or sororities to help promote Greek unity during the membership education process?

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"> • Adapting to a virtual environment while also collaborating with the Lehigh Administration to organize Covid-safe hybrid events • Active member engagement despite current circumstances • Mitigating risk within our chapter • Organized, effective new member process • Membership retainment (no requirement for COBs) 	<p>Weaknesses:</p> <ul style="list-style-type: none"> • Alumnae relations (due to the fact that ours is a relatively new chapter, and therefore there is not a large alumnae base to reach out to) • Senior engagement
<p>Opportunities:</p> <ul style="list-style-type: none"> • Alumnae involvement • Sisterhood bonding - currently virtual, there is room for improvement through implementation of new, creative ideas • CAB use, due to our newly completely roster of CAB counterparts for our executive council positions 	<p>Threats:</p> <ul style="list-style-type: none"> • Covid times as related to finances, ability to compensate

OFSA & panelist feedback to chapter for the SWOT Analysis.

A panelist stated "I appreciated that the chapter's SWOT analysis is essentially asset-based given the articulated strengths and opportunities". Kappa Delta should continue to use their strengths to their advantage and leverage them as they make a plan for the upcoming year. The panel believes the chapter made great strides in their alumni involvement in the past year and agrees there are additional opportunities to integrate them into day to day chapter operations. One of the chapter's strengths appears to be their senior engagement - with the chapter listing it as a weakness they are encouraged to collect feedback from their seniors and see how this program could be seen as more successful. Kappa Delta should also consider when in-person activities resume in the fall that a vast majority of the membership does not have experience being leaders in the chapter and should focus on education and re-engagement efforts.

Concluding Summary

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

Exceptional

OFSA concluding summary.

Overall, Kappa Delta had a phenomenal academic year - it is clear that operationally they performed at an equal, or even higher, level than previous years. The chapter was intentional with educational programming focusing on essential issues such as social justice, civic engagement, leadership development, and career development - all of which are pillars in the Greek experience. It is clear that Kappa Delta achieved the rating of **exceptional** for the 2020-2021 academic year. I encourage the chapter to take their success and standing in the Panhellenic community to help drive the community towards sustainable positive change that is greatly needed at Lehigh; as a panelist said, "The chapter should feel solid enough in their standing on-campus to begin challenging some of the existing norms that don't align with the DEI work they've been doing". I look forward to working with the chapter to explore their continued success on campus.