

2020-2021 Year End Evaluation Feedback Report Template

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:

Lambda Theta Alpha Latin Sorority, Incorporated

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.

Promotional flyers and videos for various events

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.

Based on Lambda Theta Alpha's principles of unity, love, and respect, Delta Upsilon Chapter promotes these principles in everything we do. In our sisterhood, we focus on showcasing our unity, love, and respect through bonding activities with all of our undergraduate members. Throughout this past year we hosted virtual events with members and alumni, a few examples would be chapter retreats, Founder's Day Cake Cutting, Chapterversary Dinner and Game Nights. During these events, sisters/siblings are able to take the time to catch up with one another outside of chapter responsibilities. Last year with the beginning of quarantine and the COVID-19 pandemic, we all began to feel very isolated and identified this as an area of focus for our 2020-2021 school year. As a chapter, we really wanted to fortify our connection with one another so being able to hold these bonding events really helped us to get much closer with one another in ways that will transcend our time at Lehigh. In the Fall semester, undergraduate members engaged with alumni through a series of Professional Development and Personal Development workshops. Alumni continue to showcase themselves as mentors to undergraduate members throughout their college experience whether it is personal, school, or LTA related. We stay in constant communication with them through having a group chat with the entire chapter (undergraduate and alumni) and also utilizing the Alumni Relations Chair and Alumni Advisor as our liaison with the alumni.

Currently every undergraduate sister holds at least one leadership position and some sisters hold even two or three. We hold elections during the last couple of weeks in the Spring semester and every sister/sibling in the organization runs for the position that they are most passionate about. After elections and voting, we have a transition period where the newly elected positions are trained by the members who held their position in the past. This is to ensure that our members are properly informed, aware, and prepared for their position so that they can carry out their positions efficiently and effectively. Additionally, in order for sisters/siblings to perform well in their position of leadership, throughout the semester we have different workshops to gain the many skills of being a great leader. Since we are a small chapter, we recognize that we often face burnout since we always want to do so much more for the campus community and strive to go above and beyond. With the COVID-19 pandemic all of these feelings of burnout and exhaustion were exacerbated. Therefore, having added a mental health chair to our executive board was a really great idea. We were able to utilize this person as a resource for our mental health, they were able to mediate any chapter conflicts and they quite often serve as a listening ear for each member of the chapter.

Outside of these events undergraduate members are consistently contacting one another to hold ourselves accountable and to stay on task. We have weekly chapter meetings where we debrief on past events/efforts, come up with new ideas and plan out future events. This is a time where all members come together to reflect, ask questions, plan and have their voices heard. We also have an undergraduate group chat where we update each other on tasks and can ask each other for help. Additionally we share a google calendar that is quite useful in terms of planning. It lists all events from bonding to chapter meetings to our educational programming and more. In this way, we are able to stay connected as a support system throughout the year to uphold our responsibilities as leaders, especially as we have transitioned into a year of virtual events.

Additionally, we have taken the COVID-19 pandemic very seriously. As an organization we have moved to do all programming, recruitment, orientation and chapter business virtual in order to minimize the spread. We have also read altogether the social contract that we signed for Lehigh University and reiterate our national and regional standing on in person events at every chapter meeting. The violations and consequences have also been read so members are aware of the potential risks any contrary behavior would entail. Since we are a small chapter, it is much easier to hold each member accountable in this regard and remind everyone of the principles and values that we uphold.

Delta Upsilon prides itself on showcasing leadership on Lehigh's campus. To ensure our responsibility and efficiency we always respond to emails, forms, and paperwork sent out by the Office of Fraternity and Sorority Affairs in a timely manner. Since we know how much of a resource the Office of Fraternity and Sorority Affairs is to us, we engage with the coordinator, assistant directors and the director as much as possible. We highly value the good communication that we have established with them and have seen a genuine connection forming with each and every one of them. We seek them out whenever we have questions, need advice or guidance on anything in regards to our chapter or our council. Even more so than that, we really try to make ourselves a resource for the Office of Fraternity and Sorority Affairs to use should they ever need us instead.

We are constantly encouraging our sisters to believe in themselves, educate themselves, and never let their passions or dreams die. By doing this, it allows us to be able to run for leadership positions, speak up in different spaces, apply to those opportunities, and share our many ideas to be able to be the best leaders that we possibly can for our community. Despite the pandemic we have not let our passion fade away, in fact, we have been more motivated to stay connected, innovate, and continue our work as leaders.

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

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

Lambda Theta Alpha Latin Sorority, Incorporated (LTA) truly lives out their values and it is evident in the events they host and the way they care for one another in the chapter. This shows in their incredibly strong alumni engagement who continue to give back to the chapter after graduation. This provides the chapter with an incredibly strong support system and mentorship. One panelist wrote, "Chapter exhibits exceptional status for this criteria. Chapter has implemented an incentives program to increase accountability, engage, and reward members with the "Superlatives" program; could be a great best practice as something that is published bi/annually. Their mantra of "Four Years, For Life" is lived out through their practices." The chapter's strong focus on leadership and professional development, sisterhood, COVID-19 safety, and overall support for one another has earned the chapter a rating of Exceptional. The chapter rated themselves Exceptional in this area and the panelists firmly agree with that rating.

Chapter Development Questions:

1. How can the chapter's strong outside involvement help with visibility on campus?

2. What has the chapter learned the past year that could be useful moving forward?

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.

Being an academic sorority, the Delta Upsilon chapter prides itself on scholarly excellence and promoting social and cultural awareness to our campus community as well as providing charitable and educational initiatives. The Delta Upsilon Chapter of Lambda Theta Alpha Latin Sorority, Incorporated is able to be as productive as it is because of its organizational operations and utilization of goal setting, resources, and accountability practices. The first step that we take in our Academic Action Plan is figuring out what type of learners our sisters are. People generally can be visual learners, auditory learners, or Tactile learners. Next, we take steps in providing tips on how to plan ahead and efficiently complete our school assignment on time while lessening our procrastination. Not only will this help aid our student responsibilities, but it will also provide an effective time management program for ourselves to continue using. Aside from time management, we take self-care and investing in our mental health seriously. Because we are an academic sorority, it can become overwhelming managing many responsibilities and maintaining academic success. This is why our further steps are to ensure that all sisters are taking the time to invest in their mental health. We, as a chapter, help one another realize the best ways that we can personally find ways to destress and learn to cope with anxiety and depression especially during unprecedented times of the COVID 19 Pandemic. Whether it's taking up a new hobby, going to the gym, or even having a spa night, we encourage each other to always remember to take care of our physical and mental health as we can see that managing mental health is a rising problem for college students. That is why we always remind one another that it's okay to relax and destress and take care of ourselves after prioritizing our school work and various other commitments and responsibilities.

We always hold one another accountable by sharing our google calendars and class syllabuses and make sure that we are staying on track with our commitments and academic priorities. Our academic methods have proven successful as our chapter has outstanding academic standing. Based on our Fall 2020 Grade Report, the Delta Upsilon Chapter achieved the Highest GPA average (3.73) as a chapter in our council as well as above the All Greek (3.59) and All Lehigh Students Average (3.43). With three of the seven undergraduate sisters receiving a placement on the Dean's List at Lehigh University for the Fall 2020 semester, it is apparent that all the sisters pride themselves on aiding one another to fulfill our goals because our sisterhood was built on the ideal of supporting and motivating one another to achieve academic success.

Knowing well that the pandemic has taken a toll on the mental health and overall stimulation of achieving academic success, we have continued to work in providing an Academic Incentive Program to further motivate sisters to continue striving towards academic integrity. This program entails having end of the year superlatives along with prizes such as gifts cards in order to reward sisters for maintaining strong work ethics, academic achievements, and overall improvements towards their grade point average. Although we expect our chapter to excel in our academics, this year, we wanted to focus on acknowledging our sisters for not only achieving academic success but doing so while balancing other executive positions in other organizations at Lehigh, jobs, and of course chapter responsibilities.

Although the Delta Upsilon chapter continues to provide support academically and mentally, we do also understand that finances can interfere with the overall well being of a student in college. That is why during

the Fall 2020 and Spring 2021 semester the Delta Upsilon chapter provided financial relief for our annual and semester dues. To do this, we did this not only as a chapter, but as an organization as a whole. This past year, we've had alumni and sisters from across the country help aid and sponsor current undergraduate sisters through a new initiative of "Dues Relief." Along with seeking financial relief, the chapter has also sought out aid through Lehigh's Student Opportunity Fund to help ease the financial burden during the pandemic. Because of the student opportunity fund, we were able to help aid our chapter for dues, new member education fees, as well as providing us with funding to host events to raise money for our national philanthropy. Given that dues are no more than \$150 per semester, we were able to allocate the funds we needed through our alumni and through Lehigh to support our chapter.

This year, the Delta Upsilon chapter focused on promoting social cultural activism on campus as we learn to adapt to new alternatives to do virtually during COVID-19 Pandemic. This past year as well as this semester, the Delta Upsilon Chapter has been focusing on providing support and advocacy for many social and cultural communities that have been enduring several injustices across the country. Because of this, we have been raising awareness towards the LGBTQ+, Black, Asian American and Pacific Islander communities. Although we are a Latin-based sorority, we always pride ourselves in being "Latin By Tradition, NOT By Definition." That is why the Delta Upsilon Chapter continues to not only spread awareness to our campus community, but we also continue to learn and educate ourselves to better support other communities that will uplift the voices of these communities and support them in the ways they need it.

Adding to our chapter priorities, we have been focusing on providing tips and support to safety precautions and protocols during the COVID-19 Pandemic. As a chapter we continue to practice getting regularly tested at Lehigh in order to ensure not only the safety of those around us, but our own. Risk management processes have always been a priority in regard to our chapter, campus safety, and even our local community. Doing so, we have set up a social media campaign about quick facts and aid regarding the COVID-19 Vaccines. Not only that, but our current sister Frances Colon, recently volunteered at the Hispanic Center at Lehigh Valley to help local residents set up appointments to receive COVID-19 vaccinations. The sisters of Lambda Theta Alpha's Delta Upsilon Chapter will always be focused on promoting community activism as well as the safety and integrity of the Lehigh Community standards and practices on all aspects with the help of our undergraduate sisters and our advisors.

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

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

LTA's commitment to their academics is shown in their 3.73 chapter GPA from the Fall 2020 semester. They utilize Lehigh, chapter, and national resources to support one another in their academic endeavors. They are able to do this while balancing many other responsibilities of the organization and being well aware of burnout and mental health. Taking into account the financial strain of membership and the pandemic, LTA utilized their alumni networks to help alleviate costs. This shows a strong commitment to their sisterhood for undergraduates and graduates of the chapter. One panelist wrote, "The chapter has been responsive to the financial impact of COVID with their dues relief program and use of the Student Opportunity Fund. They have demonstrated commitment to their academic success (they repeatedly mentioned the top CGC GPA, but it appears to me they had the highest overall Greek GPA). They have continued educational programming that aligns with their values and have engaged in effective activism." They also provided programming and education surrounding cultural and social awareness and issues affecting various communities. The chapter should continue to think about burnout and mental health for the future coming out of the pandemic. Lambda Theta Alpha rated themselves as Exceptional and based on the panelist feedback they have once again earned an Exceptional rating for this area as well.

Chapter Development Questions:

1. How might academic support look different moving back to in person operations?

2. Are the ways the chapter can partner with other fraternities and sororities more in their social awareness campaigns?
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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 Delta Upsilon chapter of Lambda Theta Alpha Latin Sorority, Inc. is fully committed to diversity, inclusion, and equity. Despite the pandemic, we have utilized media to the best of our capabilities in order to still engage with peers and students of Lehigh University and educate them on the necessity of diversity, inclusion, and equity. Our chapter had a 100% completion of the EverFi Course on DEI and implemented the knowledge gained from this course to our everyday lives. As a part of the Cultural Greek Council, the Delta Upsilon chapter has participated in numerous social media campaigns to speak on the various political issues in regard to DEI. Our chapter participated in the Black Lives Matter campaign and contributed to the daily statistics posted to raise awareness. We also participated in the creation of the Juneteenth social media campaign to teach the meaning of this history and educate the Lehigh community on how it is celebrated and how it can be celebrated. In addition to this, we also participated in the Civic Engagement event hosted by CGC where two of our members joined an Instagram Live to teach fellow peers how to apply for absentee or mail-in ballots as well as other logistics about the election where voters of color turned out in numbers regardless of voter suppression. Furthermore, all of our members participated in and created an educational video explaining the importance of acknowledging racial injustices and encouraged the Lehigh community to stand up and use their voices to encourage diversity, inclusion, and equity. The last social media campaign revolving around DEI that we participated in conjunction with the Cultural Greek Council is the Black History Week that educated students of Lehigh University on different art forms influenced by the Black community. In addition to being a part of the Cultural Greek Council, our chapter is also a part of C2O, which is the council for cultural organizations here on Lehigh's campus. Within C2O, there are consistent monthly meetings held where all of the culturally based organizations on campus come together to support one another, as well as keep each organization updated on the work being done by your own organization. This council has allowed for cultural organizations on campus to become more cohesive and join our efforts together to ultimately create a more impactful change for students of color and our community.

Beyond collaborations, the Delta Upsilon chapter of Lambda Theta Alpha Latin Sorority, Inc. showcases diversity, inclusion, and equity at the deepest core of our organization. Our organization was inherently founded in response to racial segregation and was created as a support system for students of color as there was an increase in enrollment of students of underrepresented backgrounds into institutions of higher education. Our sorority has a purpose of creating a space where individuals of color feel heard and acknowledged, which is especially crucial in the current social and political climate we find ourselves in. Lambda Theta Alpha Latin Sorority, Incorporated is a Latin-based sorority; however, we are by no means exclusive. "Latin by tradition, not by definition" is one of our mottos that we preach at all times. Individuals can be of any race, ethnicity, creed, sexual orientation, religion, etc. In fact, our chapter encompasses women of 19 different ethnicities, with varying sexual orientations, religions, upbringings, etc. As a chapter

and as an organization, we always hold ourselves accountable in using our voices and platform to speak up on prevalent issues and make a change. In fact, during this summer, the Delta Upsilon chapter, along with other PAA1 area chapters, hosted a “Say Their Names” fundraiser where we raised \$2,054 for the Breonna Taylor Memorial Fund and the Black Trans Fund. Beyond raising money, our sisters were actively committed to diversity, inclusion, and equity as we took to the streets to protest the murders of Black folk by the hands of police. While being active in protests and raising money for these immensely important funds, the Delta Upsilon chapter continuously posted plentiful resources on our social media in regard to raising awareness and educating on anti-blackness in the Latinx community and how it can be combated in both English and Spanish.

In general, our events cater to students of color and we try to work with other cultural organizations for the purpose of reaching a larger body of students of color. An event we hosted was Culture Shock with Phi Sigma Chi Multicultural Fraternity, Incorporated where we discussed what culture shock was and our very own experiences to generate a safe space for students of color to express themselves. We also hosted a virtual cooking show in honor of Latinx Heritage Month to showcase the authentic Latinx culture. In terms of elections, we created multiple posts in reference to voting where we posted resources/guides to aid students in the voting process. Beyond hosting events, the commitment to diversity, inclusion, and equity transcends into the lives of our members. Many of our members have taken educational courses offered by Lehigh University within the Africana studies and Latinx studies departments. With this, our President, Mericel Mirabal, is also an ambassador for the Office of Multicultural Affairs. Beyond hosting events and collaborating to educate our community, our members find it crucial that we also take the time to find ways to educate ourselves, whether that be through courses offered by our university or taking on positions beyond the scope of our sorority, and we believe that this truly depicts how we embody these factors. All in all, the Delta Upsilon chapter of Lambda Theta Alpha Latin Sorority, Inc. is devoted to uplifting and emphasizing diversity, inclusion, and equity in all aspects.

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

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

Lambda Theta Alpha Latin Sorority, Incorporated went above and beyond in this area. They have mastered putting their words into action by participating in several campaigns, starting their own, and encouraging others to get involved as well in social justice and diversity, equity, and inclusion. They understand the necessity of educating others and work with and partner with other organizations on campus as well as a part of the Cultural Greek Council and the Council for Cultural Organizations (C2O). One panelist wrote, “100% of members completed the EverFi course on DEI. They participated in the BLM campaign and have used their social media outlets to raise awareness for various campaigns. They programmed with other organizations and have consistently demonstrated their commitment to social justice and equity through their programming.” Another panelist was also impressed by their use of inclusive language in both their report and presentation. The chapter should be encouraged to think about how they can continue this work in the future while ensuring they are taking care of themselves and preventing burnout. The chapter rated themselves as Exceptional in this area. Based on the feedback they have received a rating of Exceptional has been assigned to them in this area.

Chapter Development Questions:

1. DEI work can be hard and tiresome at times, how is the chapter prioritizing self care?
2. How can the chapter continue to lead the community in these efforts?

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 overarching council that Lambda Theta Alpha Latin Sorority, Inc. falls under is the Cultural Greek Council (CGC). Half of our chapter is part of the executive board for the cultural greek council as we pride ourselves in being leaders in other areas of campus and wanted to have a voice in making cultural greek life what it is today at Lehigh. Our current chapter treasurer is the current Cultural Greek Council President. Our chapter president is the Cultural Greek Council Campus Relations Chair. Lastly, the current Chapter Recruitment and Retention Chair is the standing Social Media Chair for the Cultural Greek Council. This semester, our members participated in CGC's Unity Week. This includes: Community Service Snack Bag administration since we all hold community service high on our values, pie a CGC member at the University Center offering a fun in person activity for students while fundraising, an interactive spicy noodle challenge on social media, virtual CGC Jeopardy and Meet the Greeks on zoom to introduce the student body to the current Cultural Greek Council members while they learn more about our traditions. Last semester we were even able to hold a virtual yard show, which is typically one of the Cultural Greek Council's most popular events, where we showcased some of our sorority's traditions such as saluting and strolling.

Outside of our council, LTA collaborated with many other organizations including organizing Taste of Asia in which we are partnering with the Office of Multicultural Affairs to educate the campus through taste and helping to familiarize students with popular Asian Cuisines for Asian American and Pacific Islander Heritage Month; We also held a resume building and LinkedIn tutorial with Kappa Alpha Psi in order to assist graduating seniors and any other students in need of help with academic or professional development to prepare them for their future endeavors. We also hosted Astrology 101 to increase understanding the basics of astrology and interpreting our birth charts and Culture Shock, as previously mentioned, with Phi Sigma Chi. We wanted to unite people to discuss the matter since we felt that this was a topic that much of the campus would find interesting and want to engage with virtually.

Our Chapter Philanthropy is Sexual Assault/Gender Violence Awareness. Some events we hosted for our chapter philanthropy are: Denim Day with the Center for Gender Equity, a campaign to stand in solidarity while protesting violence and emphasizing there is no excuse or invitation for sexual assault by wearing jeans or denim to acknowledge the Italian supreme court case in which a rape conviction was overturned due to the victim wearing tight jeans. Along with Day of Action during which we wore teal and posted on social media to raise awareness and show support for survivors. We plan on holding a condom drive before the end of the semester with the help of the Pride Center and the Office of Health Advancement supplying students with the materials necessary to practice safe sex. We were also selected to be part of the Gender Violence Pilot Study in which we are planning to have 100% member attendance. The study includes a 60 minute long program providing information about Lehigh specific statistics, survivor experiences, ways to support survivors of gender-based violence, and bystander intervention. We also participated in a related research study, completing a survey prior to participating in the training and after the training was complete. We also hosted Behind the Mask: Domestic Violence Discussion with the Turning Point of Lehigh Valley in order to raise awareness on the exacerbated tendencies of abuse that resulted from months of stay at home orders which left victims helpless for a long period of time without the ability to escape their abuser. We expand more on the ways to help reduce the impact COVID-19 has had on domestic violence situations. With our chapter philanthropy, our goal is not only to educate ourselves but also to implement what we have learned and share it with others.

Our chapter constantly adheres to the needs of our Lehigh community and provides cultural and educational programming to educate individuals and our sisters on prevalent topics. These programs include: Appropriation ≠ Appreciation in order to share the significance of various cultural items, clothing, and traditions in attempt to foster a mutual understanding among individuals and our community in order to prevent harmful but accidental cultural appropriation, with the hopes of providing a deeper understanding of

significant aspects of different cultures. In order to honor suicide prevention month we held Make Your Peace with members of Kappa Alpha Theta for individuals to learn more about suicide prevention, the importance of taking care of your mental health, the resources that are available and lastly, we made vision boards on Canva picturing images that make them happy as an exercise to help us value the good things we have in life and the things we can look forward too. Lastly, we held Traditions: A peek into the Cultural Greek Community with Kappa Alpha Psi Fraternity, Inc., Mu Sigma Upsilon Sorority, Inc. and Phi Sigma Chi Multicultural Fraternity, Inc. which provided insight into the origin of Cultural Greek Organizations including the aspects that unify us such as prioritizing academics, community advancement, and historically providing a support system for minority students pursuing a higher education. Additionally we are planning an event to discuss effective study methods closer to finals while also providing a space for students to socialize and take a break from studying for their classes. We also hosted Sweat and Flex with other chapters of Lambda Theta Alpha to emphasize the importance of de-stressing while remaining active and maintaining mental health as a priority given the rigorous workload students face.

Our chapter emphasizes engaging in meaningful service opportunities that meet the needs of the community. Community service events such as participating in our CSO Snack Bag making, and hosting Self Care and St. Jude virtually offering a study break to students as a destresser with face masks where participants can also color pictures for patients of St. Jude Children's Research Hospital. We also organized the Mr. Burgundy & Grey pageant on social media for St. Jude proceeds. St. Jude's is our national philanthropy and this organization is extremely important to us and our sorority as a whole because the children and their families who are facing cancer and a variety of other life-threatening diseases and obstacles don't struggle economically or carry the financial burden. These families are given the opportunity to shift their concerns from paying the medical bills into loving and supporting their children during their time of need given the help of a staff that prioritizes finding innovative cures and treatments with the hopes of defeating childhood cancer and other life-threatening diseases.

The Delta Upsilon chapter also hosts a variety of events during our LTA week which falls from April 19-23 this year in order to celebrate our chapter anniversary. The events are as follows: I Put you On was held to provide a social setting for the exchange of new artists, movies, fashion trends and other elements of pop culture to help others discover something new expanding their horizons given the lack of social interaction individuals are facing. We also held our virtual Chapterversary dinner celebrating thirteen years of the Delta Upsilon Chapter of Lambda Theta Alpha Latin Sorority, Incorporated at Lehigh University. In addition we held the Behind the Mask event to help further understand the impact COVID-19 has had on domestic violence situations, and Shoot Your Shot to suggest ways to reduce anxiety in creating relationships given the virtual environment has changed the way we approach initiating conversations. Lastly, an informational and social for interested students to learn more about our sisterhood including our principles of unity, love and respect.

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

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

LTA continues to operate at a very high level even during a year where everything was virtual. They continued to stay involved with the Cultural Greek Council, partner with other organizations such as Phi Sigma Chi, and support various offices on campus such as the Office of Multicultural Affairs and the Center for Gender Equity. They stay committed to their values and areas of importance for the chapter such as their philanthropic causes such as St. Jude's and Sexual Assault and Gender Violence Awareness. One panelist was very impressed and wrote, "The chapter's commitment to mental health awareness and "zoom/COVID fatigue" the past year is better than many corporations or other organizations. They were committed to being successful during this tough period and chapter persevered through adversity by adapting to the circumstances, implementing creatively with programming, and innovating for recruitment (i.e. mock recruitment events). Exceptional." The chapter should think about how they could continue to benefit from a blend of virtual and in person programming beginning in Fall 2021. Based on the chapter's self rating and

panelist feedback they have received a rating of Exceptional in this area as well.

Chapter Development Questions:

1. What has the chapter learned this past year that could be utilized moving forward?

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.

In the Spring of 2020, the Delta Upsilon chapter of Lambda Theta Alpha was devastated upon hearing the national board's announcement stating that we could not host orientation due to the impending threat of the COVID-19 pandemic after finishing all of the necessary preparation and planning for the Spring 2020 semester. Since Lambda Theta Alpha did not have a plan in place for virtual orientation, unfortunately, the candidates were not able to become members of the chapter during that semester.

Throughout the summer, the national orientation team worked with chapters and orientation teams in order to develop an online version of our new member education process. In the Fall of 2020, Lambda Theta Alpha proposed an online new member orientation process to the national board that complied with recommended COVID guidelines. This revised orientation plan took all of the educational and meaningful pieces of the orientation process, such as history and traditions, and made them suitable for the online world. This orientation process was also in accordance with the policies that Lehigh put in place. All pre-new member education information was submitted to the OFSA in a timely manner and a constant line of communication was maintained in order to ensure success. Being that our chapter at Lehigh was unable to hold orientation since Spring of 2019 before the opportunity to host it once again in the Fall of 2020, it was imperative that the new members were brought in successfully, especially for chapter health and longevity.

Throughout the new member education period, we took advantage of platforms such as Zoom, Text message, and Groupme in order to meet regularly with the potential candidates and maintain a constant line of communication. As for orientation learning and assignments, we used Google Meets. This allowed us to create a firm schedule and assign/monitor assignments as we went along. At education sessions, the candidates engaged with current sisters and alumni through workshops, networking, education, and self-reflection. We held a conference during which the potential new members had the opportunity to plan chapter events including fundraisers and a philanthropic event and receive direct feedback from experienced sisters and alum. The potential new members also had the opportunity to connect with alumni in the region and do some professional networking with sisters in their respective fields. Being that new member education was online, they had the opportunity to meet sisters virtually from all over the country. The relationships created during the education process transcend the period of new member education and turn into real bonds, both personal and business. The chapter worked very hard to ensure that the potential new members felt supported during new member education and were able to be present and engage with undergrad sisters and alumni in a time of zoom fatigue in a way that wasn't overwhelming for them. Through collaboration with the national orientation team and the OFSA, the Delta Upsilon chapter was able to successfully bring in 2 new members, a number that is typical for cultural greek intake.

Because Lambda Theta Alpha believes in developing strong leaders, new members were encouraged to take leadership positions upon joining the chapter and have been serving in leadership roles since their initiation. As our chapter begins to transition into planning for the next school year, the new members feel supported and prepared to continue to run the chapter. Not only do we encourage sisters to take positions within the sorority, but we encourage sisters to take leadership positions all over campus. To be specific, one of our new members is the current president of the Society of Hispanic & Professional Engineers and the other is on the E-board of the Mustard & Cheese Drama Society as well as the director of an online musical, "In the Heights," sponsored by Lehigh's theater department.

As a small chapter of mostly first-generation and low-income students, we highly value our education and the education of our potential new members. Although new member education can be extremely time-consuming, our potential new members excelled academically, perhaps achieving higher grades than usual, thanks to various education workshops that were held such as planning and time-management. Their success is also due to our new member education process that is incredibly conscious of the workload we receive as college students, especially at an elite university such as Lehigh. In the Fall of 2020, the Delta Upsilon chapter was proud to hold the highest GPA in the Cultural Greek Council.

Moving forward, Lambda Theta Alpha will continue to place an emphasis on developing strong leaders that will provide and practice social, educational, and charitable activities, and develop strong members of the campus community that inspire others and promote change on campus and in the greater community. We believe this starts with the new member education process. In order to foster sisterhood, we must treat each other with respect, exemplified through our cooperation with COVID-19 new member education restrictions in order to keep potential new members safe. We shall continue to abide by the rules set by the university and sorority and guide our potential new members into the sorority with nothing less than the utmost unity, love, and respect.

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

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

LTA continues to be impressive in the way they have adapted and met each challenge and that includes new member intake and orientation. Moving this process to a virtual format is not easy for any chapter or council but they persevered and did an incredible job and welcomed in two new members. They collaborated with their alumni, headquarters, and OFSA in order to best support their new sisters and create a meaningful process for them. They also showed incredible support for each through academic and personal avenues. One panelist wrote, "Their NME was impressive and they have pivoted to work with the virtual setting and meet national sisters and alumni from all over the country, as well as connecting their new sisters to many alumni for guidance and mentorship. As an organization, they held de-stress events for new members and worked to destigmatize the campus thoughts surrounding the cultural greek councils." The chapter is cognisant of the health and longevity because of not being able to do in-take and should continue to use their avenues of support. The chapter, based on their self rating and panelist feedback, have once again been assigned a rating of Exceptional in this category.

Chapter Development Questions:

1. Are there aspects of virtual NME and Intake that the chapter could utilize in the future to provide flexibility?

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:

Strengths: <ul style="list-style-type: none"> • Educational programming • Genuine sisterhood connection, fostering genuine connection with interested members, great relationship with our alumni • Community engagement: Sisters who are dedicated, actively involved, and supportive of both the Lehigh and LTA communities • Good reputation on campus 	Weaknesses: <ul style="list-style-type: none"> • Visibility on campus which leads to lack of awareness of cultural greek organizations • Stigma of only being "For Latinas" • Small chapter size
Opportunities: <ul style="list-style-type: none"> • Adopting new social media strategies • Can connect with other members across the world and also with interested students that are not in the area • Use our alumni as resources more often 	Threats: <ul style="list-style-type: none"> • Low attendance at events since students are burnt out which threatens recruitment and thus NME • Overutilized sisters facing burnout • Low chapter budget

OFSA & panelist feedback to chapter for the SWOT Analysis.

LTA has a lot of strengths as a chapter and they put clear thought into their SWOT Analysis. Social media is a huge tool in today's world as this something they have already mastered in many ways and may help with visibility and reaching new students at Lehigh. The chapter recognizes the burnout and zoom fatigue that many students and current members are facing. Prioritizing self care as a chapter going into the next year will be vital to prevent this as the university returns to in person operations. One panelist wrote, "I applaud the chapter's honest evaluation of their strengths, weaknesses, opportunities, and threats and feel they have a strong sense of self-awareness in these areas. I encourage them to continue to be thoughtful in their ongoing efforts to prioritize academics and the mental health of their members (risk of burnout)." Another panelist wrote, "The chapter should further commit to showcasing and marketing their value-added proposition (because it is a strong one) across campus so that they can attract additional members to their organization." Overall, this SWOT Analysis will set the chapter up for success as they look at future priorities.

Concluding Summary

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

Exceptional

OFSA concluding summary.

Lambda Theta Alpha Latin Sorority, Incorporate has earned and deserves their Exceptional rating. They are an organization that understands their identity and provides a truly meaningful experience for their members

while serving their campus and local community. They have faced each unique challenge with strategic thought and utilized the resources available to them. They rose up to the many challenges that the past year has brought us and continued their amazing advocacy work. Mental health, burnout prevention, and gathering membership interest will be some of the biggest priorities for them over the next year. A panelist had some honest thoughts to share about the chapter and wrote, "The chapter knocked it out of the park...again. These students are truly impressive, and I am grateful they are a part of the Lehigh Greek community." The chapter continues to do exceptional work and we are excited to see what they do in the future.