

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:

Mu Sigma Upsilon

Assistant Director:

Devore McIntosh

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.

Flyers from educational programs

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.

The Yemaya Chapter of Mu Sigma Upsilon Sorority Inc values the engagement of its members and has worked increasingly hard to bond with their members especially with the virtual setting that COVID-19 has presented us with. During the first semester of the academic school year, the undergraduate members spent their time adjusting to the virtual setting and navigating the difficulty of connecting with the Lehigh community as well as other members in our chapter. We used platforms such as zoom and google meets to host events with chapter sisters and the second half of the semester has been dedicated to transitioning new members into the chapter and adjusting from becoming a larger chapter as opposed to having only a few undergraduates on campus. There has been an emphasis on how to balance and delegate tasks amongst one another to assure members do not feel overwhelmed or overwork themselves. In order to do this, our sisters have practiced effective communication and time management skills.

Throughout the year, undergraduate chapter sisters attend meetings with the chapter, Greek advisor, district as well as council meetings. We completed the Fall 2020 OFSA Mid-Semester Chapter Report, coaching calls, Chapter officer contact information in a timely manner. In addition, every chapter sister completed the Everfi Bias training in the fall semester. As a chapter, we emphasize community involvement and leadership. For this reason, all of our members hold leadership positions in other committees. For example, Nathaly Rodriguez (Spring '20) currently serves as the current president of the Latin Student Alliance. Furthermore, Zaria Beckley (Spring '20) and Alexis Hampton (Spring '21) founded a new club at Lehigh University during the spring semester catered to minority pre-health students. In addition to these leadership roles, the current members of the Yemaya Chapter of Mu Sigma Upsilon Sorority Inc. are involved in the offices listed below. All members are encouraged to seek outside conferences and workshops as well to build leadership skills and relationships.

For example, our dedication to improving campus culture perfectly aligns with our third goal, to be active in the university and community. Another way in which we are able to do this is by being involved with the Office of Admissions. A number of our Chapter sisters hold various positions within the office, and work to create a relaxed and fun environment for prospective students during Diversity Life Weekend and the Diversity Achievers Program. Additionally, it's great to be able to work with one of our sisters, Jennifer Castro, and learn what leadership and professionalism look like through her. We emphasize that leadership

is not just about the title of positions, it is about the impact made on the community.

We build a strong sense of belonging and commit to sisterhood activities not solely with our chapters but with chapters nearby and sisters who live in the Lehigh Valley area. We made an effort to have virtual events with our sisters such as zoom check-ins, virtual escape rooms, and gift exchanges. After every district meeting that we have with other chapters in Pennsylvania and Illinois, we have a “mandatory event” in which we participate in an activity that encourages bonding between sisters in chapters at schools such as Moravian College, Kutztown University, Millersville University, and Pennsylvania State University. A few of the events that we have participated in include: Painting with a Twist, Halloween Makeup workshop, Bluetiful You, and many more. Being that we are stepping and strolling organizations, we also have virtual stepping and strolling workshops with our sisters from various chapters. From doing this, we see each other often to bond.

To encourage accountability and a focus on chapter productivity we have used apps such as Groupme and zoom to keep in constant communication with one another. As a chapter that consisted of four undergraduate sisters for the majority of the 2020-2021 year, communication is important in ensuring that tasks are completed on time especially with our respective busy schedules. Using these forms of communication has allowed us to effectively allocate tasks to one another and successfully run our chapter.

This year, we have focused on membership and visibility. At the end of the last school year, we welcomed three new sisters into our organization. We wanted to focus on expanding our chapter which we succeeded in doing, as we recruited ten new sisters into our organization in the Spring 2021 semester. Our sisters used the skills they learned through their various leadership positions and conferences to better plan events for interest to keep them engaged. This is a crucial aspect at Lehigh University since it is a predominantly white institution, and the chapter seeks to have a diverse set of sisters. We were able to engage ten new members bringing in five new ethnicities to the chapter. Moreover, the new members continue the legacy of the Yemaya chapter of being active within the chapter and the Lehigh community. Some of the organizations that our undergraduate sisters are involved in include:

- Admissions Ambassadors
- Admission Fellows and Tour Guide
- National Society of Black Engineers
- National Society of Hispanic Engineers
- Africans Students Association
- Office of Multicultural Affairs
- The Rapidly Accelerated Research Experience (RARE) Program
- Circle of Sisters
- Community Service Office
- Global Citizenship Program
- Global Social Impact Fellowship
- My Natural Crown
- Integrated Business and Engineering Program
- Integrated Degree of Engineering and Arts and Sciences
- Black Students Union
- Belly Dance Team
- Latinx Students Alliance
- Black and Latino Alumni Network for Community and Equity
- The Center for Gender Equity
- Greer Scholars
- First Generation Housing
- Gryphon Society
- Residential Hall Council
- Tumbao Latin Dance
- Diversity Peer Educators
- Office of Residence Life
- Lehigh University of Minority Association of Pre- Medical Students (LU-MAPS)

- Women in Business
- National Society of Black Engineers
- Iacocca International Internship
- Society of Women Engineers
- Lehigh University Student Scholar Institute (LUSI)
- National Action Council for Minority in Engineering

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

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

It is apparent that Mu Sigma Upsilon is focused on their members and their members' success outside of the organization as there seems to be a focus on the development of the members on a holistic level. The impact that the members have the potential to have on the campus due to their outside obligations to other student groups and programs assist Mu Sigma Upsilon with having an overarching reach on campus compared to the number of members in the organization. With all of that said and done the next step will come as the organization expands how it will reflect on the chapter and hold its members accountable as less responsibility is on each incoming member's shoulder compared to the responsibility on the previous members.

Chapter Development Questions & Rating:

The expedited growth of the chapter will have Mu Sigma Upsilon in uncharted waters moving forward, but as we examine what they have been able to accomplish, so few members were fantastic to see. The chapter was able to capitalize on the virtual nature of the past academic year and use some of the advantages a larger chapter would normally have.

- Can the chapter continue to be as impactful and intentional as they have been with their engagement opportunities?

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.

As an organization, one of our three goals is academic excellence. Due to this, we pride ourselves on ensuring that every undergraduate chapter sister is able to maintain and balance their academics while successfully running our chapter. Due to this goal, our National Governing Council requires that all undergraduate chapter sisters can remain active as long as they meet the minimum Grade Point Average of 2.5 (not rounded) on the 4.0 scale. To help aid sisters who fall below the required GPA, the National Governing Council has also developed an academic program, Flame, to encourage undergraduate sisters to seek help from sisters within the same profession and encourage networking. As part of the initiative, the National Governing Council recognizes and awards 5 chapters with the highest Grade Point Average each semester. In addition to academic expectations, the National Governing Council requires each chapter to

submit a S.T.A.R. Report that ensures that each chapter is meeting its specific requirement. Chapters that perform exceptionally well are awarded five stars and nationwide recognition. Due to Covid-19 restrictions, the National Governing Council altered the S.T.A.R. Report and require each chapter to submit a yearly report instead of the semi-annual report.

Although the National Governing Council requires a minimum Grade Point Average of 2.5, our chapter, the Yemaya chapter, has an academic plan that specifically requires each active sister to maintain a minimum Grade Point Average of 2.8 (not rounded) on the 4.0 scale. To enforce this plan, undergraduate chapter sisters who fall below the minimum are placed on academic probation and cannot hold executive positions. These sisters are also not required to attend chapter meetings but are advised to seek help and attend office hours and tutoring. We, as a chapter, have continuously noticed how enforcing this plan has allowed undergraduate chapter sisters to further challenge themselves and attain grades that exceed the expectations that have been set. Our goal as a chapter this school year was to help aid all undergraduate chapter sisters in either maintaining or increasing their Grade Point Averages. With our exceptional work, none of our current undergraduate chapter sisters fell below the minimum Grade Point Average. As a result, we were able to keep the tradition alive and all undergraduate chapter sisters, in the Yemaya chapter, were able to remain active sisters. In addition to chapter events, we regularly held and scheduled "Study with the MU's" study sessions on zoom to encourage students to create productive study time and hold each other accountable.

As our goal of enforcing a better sisterhood, the National Governing Council, additionally, held and taught three phases of Sexual Assault, Reporting and Awareness Training workshops to educate sisters on how to be an ally and support sisters who may have been sadly in those situations. The National Governing Council also supported sisters in the aftermath of the 2020 elections by allocating a virtual, zoom, safe space for sisters to check in with each other on January 6th, 2021. As part of the initiative, the National Governing Council also held a Risk Management Workshop to prepare sisters for the Spring 2021 New membership education process. Regardless of Covid-19 restrictions, Mu Sigma Upsilon sorority incorporated districts, and the National Governing Council continuously held virtual district and National Governing Council meetings for sisters.

To advance our intake process, the National Governing Council additionally required each sister, both undergraduate sisters, and Alumni, to participate in the New membership education training. Doing this training, sisters were introduced to a newly revamped process to accommodate new intake during the hardships Covid-19 brings.

As part of the revamped New Member Education process, our goal for this semester was to not only empower Prospective members throughout their journey but to provide them with tools and skills to be a successful Sister of Mu Sigma Upsilon Sorority, Incorporated. The five themes we focused on were empowerment through multiculturalism, empowerment through history, empowerment through leadership in MSU, empowerment through leadership in the university and community, and empowerment through sisterhood. Additionally, as part of our new membership process, both intake and sisters, both undergraduate sisters and Alumni, attend numerous educational workshops. Including the Chapter Management workshop, Recruitment 101 workshop, Implicit and Explicit Bias Workshop, and many more.

In addition to those opportunities, Lehigh's Office of Fraternity & Sorority Affairs also required each student participating in the Spring 2021 new members process to attend a Greek Prep to educate their minds and better prepare them for joining a Greek organization. With all these multiple opportunities, we, sister of the Yemaya Chapter of Mu Sigma Upsilon Sorority Incorporated, can agree that we demonstrated exceptional effort toward dedication to educational initiatives & chapter priorities during Fall 2020 to Spring 2021 school year.

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

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

Mu Sigma Upsilon did a great job at holding its members accountable on the academic side. Mu Sigma Upsilon has a great buy-in from their nationals as well as adhere to their own chapter functions and programming. The "Study with the MU's" and S.T.A.R. programs are highlighted at the intentional programming aimed at keeping their members at certain academic standings. Mu Sigma Upsilon also had various opportunities to attend national programming to better equip the members with the strategies and skills needed to perform during a very difficult year. The nationals also created a space for their members to debrief on national and global issues that adversely affected the members as they attended regional and national events. Examples like this show great connections and utilization of outside resources by the chapter to create a robust and strong chapter.

Chapter Development Questions & Rating:

The above examples are of what a chapter with strong ties to their nationals and utilization of their resources is like. Mu Sigma Upsilon has created an atmosphere for its members to flourish and be the best versions of themselves.

- How will the chapter proceed with national commitments and distinguishing who will attend certain regional and national events?
- What will the "Study with the MU's" be different with the additional members and potential addition of more potential new members?

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 Yemaya Chapter of Mu Sigma Upsilon Sorority, Incorporated is dedicated to multiculturalism and inclusivity. Through our dedication to diversity, we currently have fourteen active undergrads, representing 14 different ethnicities. Before Lehigh made their antiracism statement, the Yemaya chapter was already dedicated to anti-racism work.

As a chapter, we utilized our social media platforms to share resources for voters as a way for people to be aware of what they can do. In the fall semester, undergrads ZariaBeckley (Spring '20) and Nathaly Rodriguez (Spring '20) joined the Cultural Greek Council on an Instagram live to further provide information for voters. Moreover, after the tragic murder of George Floyd, Ahmuad Arbery, and Breonna Taylor the Yemaya chapter made an official statement denouncing racism and standing for Black lives. Along with this, we provided our followers with resources to take action and made sure to repost relevant information of the time. After the attack on the Asian and Pacific Islander community, the Yemaya Chapter's Instagram page provided resources for people who want to help support the API community in stopping Asian hate.

Furthermore, we had 100% completion of the EverFi course and had discussions of what we gained from the EverFi course/ how it could be improved for future members. Moreover, as a chapter, we provided a safe space for our sisters to speak about what they were going through during the pandemic and what their experiences as Black women in this time have been like. In addition, we attended the town hall addressing racism on Lehigh's campus which was hosted by the Black Student Union and the Student Senate. After this meeting, we noted that this year would be especially important to collaborate with cultural organizations on campus.

In the fall and spring semesters, we hosted events with various cultural organizations. In the fall, for Latinx Heritage month we hosted "Family Feud: Latinx History Month Edition" with the Latinx student alliance where over 30 participants attended to earn prizes and learn more about Latinx culture. Later in the semester, we collaborated with My Natural Crown, the Men of Color Alliance, the Office of Multicultural Affairs, and Kappa Alpha Psi Fraternity, Incorporated (all of which represent various cultural groups in some way) for an event called "Dating Preferences". In this event, we discussed racial preferences and the issues that come along with having these preferences. Along with providing a safe place for minority students to speak out about their dating experiences on Lehigh's campus, considering that Lehigh is a predominantly white institution. This event also had over 30 participants. For our "Week of Sophistication" leading up to our founders' day, we hosted a couple more events relating to diversity and inclusivity. Through "Love Your Crown: Model Edition", a collaboration with My Natural Crown, we provided students with the ability to share and showcase why they love their natural hair. This is especially important on Lehigh's campus because students of color often feel they need to change or hide their hair, but through this event, they were able to be celebrated instead. Our other event was "Pretty Sophisticated", which was hosted with Kappa Alpha Psi Fraternity, Incorporated and we had over 20 participants. "Pretty Sophisticated" provided Lehigh students with a safe place to learn about professionalism and interviewing skills. Once again this safe space is needed because not all students, especially students of color, feel comfortable attending workshops held by Lehigh offices. Moreover, we provided students who identify as nonbinary and/or would prefer to dress androgynously with tips about dressing professionally, which is rare to find.

The Yemaya Chapter continued providing culturally aware events in the spring semester starting with "Baby Blue Spotlight: Black History Month Edition." We hosted two of these Instagram lives where people tuned into our chapter sisters (alumni and undergrads) speaking about various topics relating to Black history and culture. To end the month we held a "Family Feud: Black History Month Edition" with the Black Student Union, Circle of Sisters, My Natural Crown, the Men of Color Alliance, the National Society of Black Engineers, Kappa Alpha Psi Fraternity, Incorporated, and the Office of Multicultural Affairs. Family Feud has become a tradition for the Yemaya chapter and we are proud to say it gives students of color on campus, especially Black students, the ability to express themselves and enjoy talking about their culture. Those watching the game learn more about the topics chosen. This event had well over 40 participants, including participants from outside schools such as Pennsylvania State University, Ursinus College, and Moravian College. Lastly, we collaborated with the Jhansi Chapter of MSU (Pennsylvania State University) and the Eden chapter of MSU (Moravian College) on "Categorizes of Blackness." A discussion-based event discussing various issues surrounding colorism and racism.

One of Mu Sigma Upsilon Sorority, Incorporated goals is Unity Amongst All Women. This year we have held events to uphold this goal. In the fall, we held an event called "Together we can Overcome" which was set to inform attendees about the intersectionality of being a homeless woman. In this event, we had less than 10 participants which allowed us to engage in an intimate conversation about the different hardships women face compared to men. Moreover, we discussed the cross-sections between being a woman of color and being homeless. Those who attended the event reported back to us saying that they learned a lot and had a new understanding of how they can better help homeless women. In the spring semester, we held "Feminism Across Cultures" an event where we discussed how feminism looks different depending on one's culture and environment. This safe space of fewer than 15 participants allowed attendees to express how they feel about feminism and what they have experienced. We also had two attendees join us from another university. On a similar note, Mu Sigma Upsilon Sorority, Incorporated hosted a workshop on Gender identities which the undergrad attended to better understand MSU's policy change that provides our transgender and nonbinary baby blue family a secure place in our sisterhood. This workshop also taught sisters more about the different

terms surrounding gender identity. The Yemaya chapter has always cared about diversity, inclusivity, and equity and we will continue to care and educate ourselves on important issues concerning these three essential ideas.

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

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

It is clear that Mu Sigma Upsilon has a substantial commitment to the work in diversity, equity, and inclusion as it seems to be woven into the very fabric of the organization. The intentional and impactful program that is conducted is rooted in bringing a voice to the voiceless, and this is before it is now seen as the thing to do, the collaborative approach the organization has embraced especially for a small membership is tremendous. Mu Sigma Upsilon has conducted dozens of programming with several organizations ranging from Kappa Alpha Psi, Lambda Theta Alpha, Phi Sigma Chi, Black Student Union, Circle of Sisters, OMA, and countless others. Mu Sigma Upsilon's commitment to BLM, LGBTQ+, and DEI is reflective in the membership as they are made up of over 14 ethnicities and non-binary identifying individuals. Mu Sigma Upsilon has set a clear bar in what it means to be of the work when it comes to diversity, equity, and inclusion.

Chapter Development Questions & Rating:

The chapter's work speaks for itself as they have set a clear indicator of what they are about as a chapter. Mu Sigma Upsilon of the work of the underrepresented and unheard, they have crafted a lane for where they are the campus leaders amongst our Greek organizations.

- What can be done more on the organization's end to highlight the inequities faced by the students who come from underrepresented communities?
- What assistance from the office of OFSA can be done to assist your chapter in these endeavors?

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 pandemic led many organizations to stop programming and engagement, however, the Yemaya chapter consistently brought our audience events and interactive posts.

For our recruitment, we normally rely heavily on being able to engage with students on campus, considering we are a smaller chapter. Nevertheless, we saw the pandemic as a way to broaden our outreach and engage with members on a whole new level. Seamlessly we transitioned our Ladies Night Informational to better suit the zoom environment by having more ice breakers in the beginning and making the information given more digestible. This instantly broke a wall between our interests and the sisters since it made the information more personal. This format allowed potential members to feel comfortable speaking and engaging with sisters. After informational, interest often contacted sisters to continue the conversation and obtain more information. Essentially, this method allowed interest to ask us the questions they cared about most, the 2020-2021 Year-End Evaluation Report instead of trying to force a lengthy presentation. Following

ladies nights, we host socials (an informal event) to further allow our interest to engage with sisters.

For socials and events in a regular setting, we relied once again on the personability of being in person. However, the pandemic allowed us to focus more on the activities we were doing and how to make the activities themselves more engaging. We provided interest and other students with various types of programming. We hosted several zoom events that were based on games such as "Scribble", "the 5-Second Rule", and "Speed Dating." These games provide an escape to those who were seeking to be sociable in a time where being physically social was not allowed, while allowing those interested in MSU to get to know the sisters more. Other events that were publicly hosted include Family Feud and "Letters of Compassion", both of which are events that the Yemaya Chapter holds annually.

The Yemaya Chapter found creative ways to hold these events virtually. For Family Feud, we created zoom backgrounds based on the team they were on in order to distinguish the different teams. We assigned roles for timer, host, and a designated person to check answers. Despite only having four members at the time, we were able to make all the times we hosted Family Feud a smooth event. As for "Letters of Compassion", the Yemaya Chapter hosts this event annually as part of the recognition of our national philanthropy "To Write Love on Her Arms" (TWLOHA). TWLOHA is a non-profit movement dedicated to presenting hope and finding help for people struggling with depression, addiction, self-injury, and suicide. TWLOHA exists to encourage, inform, inspire, and also invest directly into treatment and recovery as they have stated on their website. The event "Letters of Compassion" highlights these aspects and brings the attendees to think deeper about mental health. This school year we had to think of ways to make it a safe place virtually. To do this we began by explaining the overall agenda and providing the participants with a google form to indicate who they will be sending their letters to if they chose to send them to anyone. By doing this the participants have an idea of what they are about to experience and do not need to have anxiety about speaking out on their state of mind. After we went through the presentation on our philanthropy, we had breakout rooms with two people in each. In these breakout rooms, they discussed the questions given concerning their mental health. After this, it was time to write the letters, during this time we used the zoom feature that allows you to share sounds to play some "lofi beats." At the end, we had a reflection, and all those who participated said they needed the conversations we had at the time and appreciated the event.

In terms of chapter bonding, this also began a struggle due to the pandemic, but once again the Yemaya Chapter found ways to engage with one another. We held zoom events with our chapter sisters both undergraduate and alumni. One of which was a virtual escape room where we bonded on not getting out of the room but also figuring out how to work to escape the room page virtually. Another event includes a "Sip and Giggles" where we got together with the drink and food of our choice on zoom and spoke about where we are currently. Once the undergrads were on campus, they found outdoor events where they could safely follow covid precautions, but still bond. Two major events were a Halloween maze and a trip to Hershey Park. There were also several 2020-2021 Year-End Evaluation Report chapter dinners, once again following covid regulations, where undergraduate sisters were able to bond over a meal.

Another way the Yemaya Chapter is engaged creatively is through social media. The current chapter president, Nathaly Rodriguez Spring '20, used a Tik Tok trend as a way to inform our audience about upcoming voting dates. Moreover, we used Instagram live as a way to engage and provide people with the information we would have provided in person. Another event that the Yemaya Chapter participates in is the Yard Show. Due to the pandemic, the undergraduates had a virtual recording and had fun with the edits to make their portion of the show engaging. The Yemaya Chapter faced several blocks this semester, however, none of them stopped us from bringing our dedication to campus.

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

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

Mu Sigma Upsilon seemed to have embraced the challenge presented in front of them, no matter how unfortunate it was. Mu Sigma Upsilon seems to have found the correct way of adapting to the COVID/virtual nature that our chapters were facing. Utilization of the virtual medium definitely assisted with the impact the organization was able to have on campus, the virtual medium allowed the chapter that had 4 members to impact the same population of students as a chapter that had over 50 members. As a smaller chapter, they utilized the virtual landscape to expand their reach as well as utilize their alumni support. This was apparent in the number of new members the chapter brought into their chapter through their ability to reach out through various forms and numerous programs aimed at engaging with the student population.

Chapter Development Questions & Rating:

Mu Sigma Upsilon seems to have flourished in a virtual academic year, where the means of programming was utilized to expand their reach and influence as a chapter.

- What methods utilized this past academic year will be utilized moving forward?
- What challenges, if any, are the chapters facing in this area?

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.

The Yemaya Chapter consists of some of the most dedicated and passionate sisters of Mu Sigma Upsilon Sorority, Incorporated. This meant working towards new member education for Spring 2020, Fall 2020, and Spring 21 was effortless.

Spring 2020 started off in person but was soon required to be moved into a virtual setting. The Yemaya Chapter worked fast and took the initiative to communicate with the National Board of Mu Sigma Upsilon Sorority, Inc. in order to transition and guide the three new members through their new member process successfully. The introduction of the pandemic and this unfamiliar situation meant our National Board decided to pause any onboarding of new members for the semester of Fall 2020 in order to thoroughly analyze how future new members could go through our well-designed and intricate new member process virtually. It was really important to the Yemaya Chapter to not lose any of our educational points in our process due to the virtual aspect, therefore, we fully supported the decision to pause intake for Fall 2020. Despite all of the uncertainty that came with the changing situation, we made it our top priority to engage with members of our community and potential new members in the hope to have intake in Spring 2021.

The Sisters of the Yemaya Chapter of Mu Sigma Upsilon Sorority, Inc. recognized that the pandemic was taking a big toll on students' mental health and this was specific feedback we got from talking to our interests. All sisters of the Yemaya Chapter took time to really get to know the potential new members and used this pause in intake as a chance to build a stronger connection and reach more members of our community. We listened to their needs and, as a result, hosted numerous self-care zoom sessions based on different themes. We invited our interests, alumni, and other sisters to play several virtual games of "The

5-Second Rule”, Family Feud, and Scribble, which were some of our most effective events yet because we offered the interests a place to meet new people while being stuck indoors and have a great time. The alumni of the Yemaya Chapter were all able to engage more since events were virtual so we used this to our advantage and exposed our interests to the wide variety of careers represented in our organization, as well as the multiculturalism that runs deep in the Yemaya Chapter of Mu Sigma Upsilon Sorority, Inc. We also introduced a Speed Friending event that was not publicized and was only offered to our interest and sister of our chapter because we wanted to give the sisters/alumni of the Yemaya Chapter a chance to connect with these girls since they are not present on campus like the undergraduates. The YemayaChapter strongly believes in a lifelong sisterhood so even though these girls are joining and potentially working with just the undergraduates, it is important to us that they get to know the older sisters who are the reason our chapter has been thriving for years at Lehigh.

As a result of our hard work and dedication to creating strong and personalized bonds with our interest and other members of the community who were thinking of joining a Greek organization, we managed to put ten girls through our new member orientation process and successfully see them come out as stronger, fiercer and more confident in being a leader on campus. Our line in Spring 2021 was not only historical for the Yemaya Chapter of Mu Sigma Upsilon Sorority, Inc., it was also historical in all of Cultural Greek Life at Lehigh. Lehigh University is known to be a predominantly white institution with a small amount of diversity and is very heavily dominated by Panhellenic and inter-fraternal organizations. It is already a struggle for any organization in the CulturalGreek Council to be noticed and have a wide outreach on this campus.

The other obstacle that is faced is the financial aspect. This has always been a big factor in stunting the growth of the Yemaya Chapter because the girls we draw in are usually first-generation students and/or on financial aid. In the past, only a maximum of five students could receive the fund for one given purpose. However, we worked extra close with the Student Opportunity Fund to make it financially possible for all ten girls to go through our new member orientation. The Student Opportunity Fund was able to meet with the girls to hear what this opportunity would mean to them and as a result of seeing their passion, desire, and dedication to pursuing this through a pandemic, they agreed to provide the funding for all the girls that requested it. Some of our new members work several jobs in order to even be at college, so this fund really made dreams become reality. The Student Opportunity Fund office is definitely one we will stay in close contact with in order to show them how their funding has helped our new members thrive on our campus.

This historical expansion to the Yemaya Chapter will most certainly boost the intake for our next onboarding of members. Each of these individuals is highly active and involved on campus, just like the rest of the sisters in the Yemaya Chapter, so the outreach is only multiplying. They all got the first-hand experience of how welcome we made them feel and how engaged we were with them as individuals, so we know they will use this moving forward and reciprocate.

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

Exceptional

OFSA & panelist feedback to chapter for this evaluation area.

Mu Sigma Upsilon faced major challenges when it came to the onboarding process for their members as their Spring 2020 class was brought in during the pause and the onset of the pandemic. But instead of allowing that to deter them as a chapter, they used their small growth to take a giant leap. The work from the spring 2020 member allowed the chapter to intake 10 new members in the spring of 2021, their largest number of new members since their founding line of 7 members. What this shows is the tireless work and influence these new members have brought to the campus as well as the fortitude to continue. Success such as this will only allow the chapter to grow from this point on.

Chapter Development Questions & Rating:

The impact of the Spring 2020 members has been immense as they have done great work to influence another generation of members in spring 2021.

- How will the chapter build on its success in recruiting and onboarding members?
- What challenges faced during this past academic year in terms of membership growth were learning opportunities moving forward?
- How can utilize alumni support impact chapter growth?

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">• Our Spring 2021 intake (10 Lehigh students) was our biggest intake since the founding line in 2012 (7 Lehigh students).• Strong Alumni Involvement• Constantly collaborating with multiple organizations• Great reputation on Lehigh's campus and Lehigh Valley• Planning and programming• Balancing leadership and coursework• Communication within the chapter	<p>Weaknesses:</p> <ul style="list-style-type: none">• Supporting nearby chapters• Overworking ourselves• Small chapter size<ul style="list-style-type: none">◦ Expected to change due to Spring 2021 new members
<p>Opportunities:</p> <ul style="list-style-type: none">• Collaborate beyond the Council for Cultural Organizations<ul style="list-style-type: none">◦ Interfraternity and Panhellenic councils◦ Academic departments, administrative offices, and local community agencies	<p>Threats:</p> <ul style="list-style-type: none">• Lehigh is a predominantly white university which makes it difficult for us to recruit individuals with similar core values and principles• COVID 19<ul style="list-style-type: none">◦ Limited in-person events◦ Fall 2021 semester new membership process

OFSA & panelist feedback to chapter for the SWOT Analysis.

Mu Sigma Upsilon has highlighted very purposefully their SWOT analysis. Intersecting their weakness and threats we see the lingering fears of COVID, and the uncertainty coupled with the hope of membership intake in the fall 2021 semester. With the influx of new members will their weaknesses be able to be turned into opportunities. Overall, they have a very healthy outlook moving forward, and opportunities to connect with outside organizations ranging from IFC, panhellenic to offices such as OMA and the Pride Center.

Concluding Summary

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

Exceptional

OFSA concluding summary.

<p>Mu Sigma Upsilon has provided an example of a chapter on the rise, and they were already a strong performing chapter given their past results. This past academic year saw the organization bring in 10 new members which is an increase of over 300%. Mu Sigma Upsilon made the most of the virtual experience and utilized zoom and other social media technologies, as well as their collaborative approach, which has allowed the chapter to reach more students, which was reflected in their new member calls size. Mu Sigma Upsilon was also able to incorporate their alumni for continued support in their growth this past academic year. Mu Sigma Upsilon has done a tremendous job at highlighting the inequities that have been occurring in the United States and abroad through their programming along with being open to having candid conversations with members and students alike. The work is far from over for this chapter as they look to expand and grow and show the campus who they are as a chapter and individuals.</p>
