

Chapter Year End Report 2019-2020

Assistant Director Feedback Report

Chapter:

Kappa Alpha Theta

Assistant Director:

Devore McIntosh

Chapter Response to Greek Pause

What did your chapter accomplish during the pause?

Please list any practices and/or procedures evaluated and any additional action items your chapter accomplished during this time.

Chapter Response:

The pause was a tough time for us within the Greek community. To be unable to communicate with the new members and to be incapable of carrying out sisterhood and philanthropy events was difficult for all of our members, old and new; however, we could only control our actions during this time, so we did what we do best and pulled together to discuss our next steps forward. We would see this not as a time to sulk over lost time, but to jump into planning for time to come. We would turn this into an opportunity to take a breath, to take a look inward, and to take the time to exhaustively think about how our actions affect the community at large. There was no point sweeping it under the rug: there have been problems laced with alcohol and substance abuse in Greek community. We looked at how we as a chapter contributed to the unhealthy culture that had arisen. In our charges regarding new members and alcohol, we were swift to address and take responsibility for the conduct and thereafter take proactive measures through discussions and agreed upon means forward that coincide with steps given us to ensure no like situation should occur in the future. We are sure to keep ourselves and each other accountable. We looked at how hazing negatively affects every person involved on both sides. As Greek organizations, we have these idealistic values our founders set for us to follow, and these expectations were reiterated to remind us of the foundations we were founded on and continue to live on. Although these values may differ from organization to organization, every person plays a role in Greek life, and a discussion had to be had on exactly what the role is that we played. We are interconnected as a community; actions done by us affect others and vice-versa. It was imperative we recognize that this is not a weakness, but a strength, a tool we can use to empower each other and lift the community by setting the example that is expected of us. Great things such as GEM and Greek Allies come out of our community, and we continue to use the pause to spring us forward into a new age of inclusivity, engagement, and opportunity with others as a Greek community as well as the Lehigh community. Our first steps

were the active participation in Panhellenic Council meetings. These were our tickets for our voices to be heard from what we had discussed within our chapter. For those next few weeks, we consistently had a high number of women show and actively participate in the discussion to get Greek life back on track. Our officers were quick and as transparent as possible in getting information to the chapter and facilitating discussions on the proposed plan to send back to the executive board. A shining star in these times was our New Member Educator who swiftly changed and adapted the education plan to match the new overarching plan for once the pause is lifted.

OFSA Assistant Director Feedback:

The chapter's embrace of adaptability serves as an example for navigating change even when change is abrupt.

Chapter SWOT Analysis

In order for OFSA to have a clear understanding of the current celebrations and challenges our chapters face, 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 Assistant Directors are able to offer specific and clear feedback and action items moving into the 2020-2021 academic year.

Chapter Response:

Strengths:

- Creating access to and involvement in on-campus events
 - By spreading the word of an event, a sister may feel more comfortable going to an event knowing her sisters will also be in attendance, upping morale for both the event host and Theta.
- Sisterhood
 - Hosting 1-2 events regularly through the week, we put a strong emphasis on creating and strengthening bonds through these weekly events as well as bigger events such as the sisterhood retreat. We utilize Bettie Bars Points to encourage

Weaknesses:

- Housing
 - There has been a pattern of our house not being able to fill quota due to the fact juniors want to study abroad and live off campus, but hopefully with the new bylaws, this will take a turn for the better now that the burden has been alleviated from the general members.
- Connecting deeper with our philanthropy
 - The events we hold are the same through the years and semester. We would like to see our philanthropy become more prominent in our chapter and the

<p>attendance and support and sisters' events.</p> <ul style="list-style-type: none"> • Chapter Leadership <ul style="list-style-type: none"> ◦ This semester proved to be nothing like what our chapter leadership thought they signed up for; however, in these times, our cabinet and committee adapted, was transparent in the current ongoings, and made communication frequent as we are remote. • COB <ul style="list-style-type: none"> ◦ In the past few years, we have had successful rounds of COBs that continue to improve and impact our chapter. In our current cabinet, over half of the positions are held by members who joined via COB. 	<p>events to be stirred up and improved. Ideas are in the works for that for the coming fall semester.</p> <ul style="list-style-type: none"> • Divide between formal recruitment members and COB members <ul style="list-style-type: none"> ◦ While we are actively looking for solutions, we realize it's difficult to have that interaction with the difference in time coming into Theta. We have been hosting new member only events to help against this.
<p>Opportunities:</p> <ul style="list-style-type: none"> • More partnership and engagement with Lehigh and Bethlehem organizations. <ul style="list-style-type: none"> ◦ Due to the emphasis put engagement after the pause, we can reach out to more organizations to increase expand our horizons on topics to learn about and ideas to consider • Being a leader for new social policies <ul style="list-style-type: none"> ◦ With new regulations coming in the next semester, there is an opportunity to really showcase acquired leadership skills and learn from new experiences and policies • Improved relations with Greek-affiliated organizations <ul style="list-style-type: none"> ◦ With the greek pause still looming in the back of our minds, we can use this time now that 	<p>Threats:</p> <ul style="list-style-type: none"> • Campus perception <ul style="list-style-type: none"> ◦ An "us" and "them" mentality has formed over the years at Lehigh, and we have acquired a reputation of being an exclusive community which may tarnish some relations. • Getting back on campus <ul style="list-style-type: none"> ◦ Since getting back to campus is not a guarantee for the fall, the variability of what the fall may look like may affect motivation to remain active and involved not only in Greek life but on campus and in academics as well. • Future involvement <ul style="list-style-type: none"> ◦ The pause might have impacted perception of incoming students interested in greek life, so striving to create that positive impactful

everyone is in the mindset of moving towards a more unified, positive community which is a goal of all chapters.	and involvement is key to show how we benefit the community.
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OFSA Assistant Director Feedback:

<p>Strengths:</p> <p>Keeping the sisters involved by creating an environment where members can attend events together promotes Camaraderie.</p> <p>Holding sisterhood events multiple times a week within the chapter house is a dynamic yet easy way to build that bond. Good job</p> <p>Transparency in communicative efforts usually yields positive results amongst members.</p> <p>The chapters COB efforts show how quality members are joining and becoming involved in leading the organization.</p>	<p>Weaknesses:</p> <p>A change in bi-laws to solve the issue of occupancy shows how the chapter is adapting to establishing changes for the benefit of the organization.</p> <p>The fact that stagnation the chapters is thinking of ideas to refresh programs/events that are successful but need a wrinkle is impressive.</p> <p>The chapter is showing great self-awareness.</p>
<p>Opportunities:</p> <p>The more partnerships the larger the chapters network will become, which can yield better results for establishing new ideas and opportunities.</p> <p>Being an organization on the forefront of change is admirable. Continue to be adaptable and open to new experiences.</p> <p>Moving forward, Greek unity amongst the</p>	<p>Threats:</p> <p><u>How do we change the “us versus them” mentality? What does Kappa Alpha Theta do to shift that narrative?</u></p> <p>There needs to be planning as to how the chapter will operate on several levels in post COVID-19 quarantine.</p>

councils will be important. We will need to be collaborative and open to new relationships.	
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Concluding Summary

<p>Kappa Alpha Theta sets an example for how an organization should conduct itself. Granted there was a conduct issue which seems out of character for the members of the organization, I know they will put the issue behind them and propel forward. Kappa Alpha Theta has set the blueprint for how organizations can succeed on a collegiate campus and exemplifies how to be impactful. I am proud of the work that the chapter has done this past academic year.</p>
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