

REMOVING BARRIERS CHECKLIST

It is perfectly reasonable, and even expected, that all aspects of Chapter life are subject to change with time. Make the most out of your changes by removing barriers from Chapter functions and Recruitment.

- ☐ **Host Diversity, Equity and Inclusion (DEI) programming and education for Initiates & Members. Find resources at phsigmapi.org/dei.**
 - ☐ Invite Campus Offices to talk with your Chapter. Ask for ally or safe space training.
 - ☐ Attend Multicultural events or those put on by Multicultural Fraternities and Sororities.
- ☐ **Start a Chapter Subrosa Fund for dues. Ask your Chapter Consultant for more details.**
- ☐ **Actively encourage Members to stay engaged with the whole Chapter and address exclusion if it appears in cliques and "unofficial" events.**
- ☐ **Reach outside of your typical groups. Review past marketing efforts and extend more personal invitations to PNMs all across campus.**
- ☐ **Reevaluate Chapter policies and programming through a lens of inclusion. For example:**
 - ☐ Require PNMs to have a 3.00 GPA (not higher), and don't require Members to maintain it.
 - ☐ Focus less on required attendance and be flexible to accommodate students' schedules.
 - ☐ Plan events that include students who are differently abled.

