



DELTA KAPPA EPSILON INTERNATIONAL FRATERNITY

International Headquarters

Diversity, Equity, & Inclusion Committee

Purpose, Goals, & Objectives

The Delta Kappa Epsilon International Fraternity's Diversity, Equity, & Inclusion (DEI) Committee promotes the goals of building equitable programs, inclusive environments, and a more diverse organization among members, alumni and stakeholders of the International Fraternity.

Authority and Responsibilities

The Committee shall meet no less than quarterly, and more often as needed. It will work closely with the Staff of the International Fraternity to determine priorities for its activities, and the resources available for those activities. The Committee is also responsible for recommending to the full Board any policies which might be required to guide the Staff and the Fraternity as a whole with respect to diversity initiatives within the Fraternity.

The Committee may at any time seek temporary or ongoing voluntary assistance from others who are not members of this Committee, who may be able and interested in helping the Fraternity reach its goals. The Committee may establish sub-committees and/or ad hoc committees, to address specific goals.

Specific Responsibilities

The Committee will be responsible for activities including but not limited to:

- Promote the goals of diversity, equity, and inclusion throughout the International Fraternity through work within the DEI Strategic Focus Areas.
- Organize educational offerings--such as speakers, workshops, and social gatherings--related to these goals for members of DKE.
- Facilitate communication and understanding among different constituencies such as the Board of Directors, IHQ Staff, Chapter leaders, members, Alumni members, and Fraternity & Sorority Professional staff at host institutions, and serve as a Fraternity resource for DEI related work within the Fraternity.
- Engage students, staff, and alumni to assess needs related to DEI; propose and create strategies for assessing progress.
- Identify challenges and strengths in achieving DEI goals; and make recommendations to the chair and IHQ regarding ways to achieve DEI goals.



Committee Composition and Structure

The Committee consists of one Chairman, who will be a member of the DKE Board of Directors, and who will be the chief liaison between the Committee and the Board. He may vote on matters to come before the Committee. Other members of the Committee are equal members with one vote each.

Additionally, the committee will have no less than four alumni members (from different chapters/geographical locations), no less than four undergraduate students (from different chapters/geographical locations), and one International Headquarters (IHQ) staff liaison. In any matters involving staff time, work or resources, the committee consults with the IHQ staff liaison to determine feasibility of any initiative involving professional staff. The Committee expects that the Staff Liaison may attend meetings and act as a non-voting member of the Committee.

The Committee Chairman and Staff Liaison may meet informally at any time between official meetings, though official Committee decisions must be made at duly called Committee meetings. A quorum consists of 50% or more of the Committee members.

Meetings

The Chairman will call regular meetings and any interim meetings with no less than a 48 hour notice to the members and the staff liaison. Agendas will be distributed no less than 48 hours prior to any meeting by the Chairman. Official Minutes will be taken by a member of the committee at all meetings and will be distributed to the Committee members, the Board of Directors and the Staff Liaison no less than 24 hours after the adjournment of the meeting.

Committee Selection

The International Fraternity Headquarters staff will develop a [short application process](#) for committee selection. Members that meet the requirements, listed above, and are committed to this work within the Fraternity will be presented to the Board of Directors and selected to serve on the committee.



Diversity, Equity, and Inclusion Committee Strategic Focus Areas

- Policy & Procedures
 - The written values, Ritual, Objects, and goals of the Fraternity
 - The International Fraternity's *Constitution, Bylaws, & Standards* and organizational structure
 - International Fraternity policies and practices
 - Officer Positions
 - Membership selection policies & practices
- Educational Offerings for DEI
 - In-person and online educational events
 - Chapter Services programming and support for chapter leadership
 - Educational resource development
 - Fraternity Officer Education
 - Partnership with third-party organizations
- Chapter Environment
 - The lived experience of our current Active Membership.
 - The past and current experiences of alumni within the organization
- Organization Culture & History
 - How the organization is portrayed to membership
 - How DKE educates about and expresses the Organization's history
 - What stories, good, bad, and ugly, need to be shared?
 - How can we learn from our past?

Through the strategic focus areas, the DEI Committee will ensure that dynamic shifts and changes in the Fraternity are realized in fulfillment of the Diversity, Equity, and Inclusion charge. The Vision of the DEI Committee is to build equitable programs, inclusive environments, and a more diverse organization among members, alumni and stakeholders of the International Fraternity.