

From: [Kappa Alpha Theta Fraternity](#)
To: [Lisa Thibault - Website Content Manager](#)
Subject: Kappa Alpha Theta Condemns Racism
Date: Thursday, June 18, 2020 2:28:30 PM



Dear Lisa,

You may have seen recent Theta social media posts denouncing racism. If not, we want to make it clear to all members that the values of Kappa Alpha Theta lead us to oppose and condemn racism on individual, societal, and systemic levels. The killings of George Floyd, Breonna Taylor, Ahmaud Arbery, and the many lives lost before them were cruel and senseless. We see, support and honor the pain of our Black and African American members and colleagues.

So where do we go from here?

Our new Plan of Aspirations includes diversity, equity, and inclusion efforts as a core component, and Theta has supported an inclusion workgroup since 2013. But these efforts simply must advance with more urgency, and we have heard your calls for Theta to do better and make real changes. Here is an update on what you can expect moving forward.

- Kappa Alpha Theta's first priority is to conduct a comprehensive review of the entire organization for diversity, equity, and inclusion efforts to identify biases, barriers to members with marginalized identities, and ways we are failing to lead and support our members.
- Many members have written us asking for Grand Council to review the college chapter officer structure to allow for a diversity, equity, and inclusion officer position. A proposal will be considered at the July Council meeting.
- Staff and volunteers are evaluating key areas of operations, including recruitment and the cost of membership. We are actively researching solutions.
- We will increase education, awareness, and training on topics related to diversity, equity and inclusion.
- We have established a [web page](#) to keep members informed on work that is being done to improve Theta's efforts on inclusion and diversity within the organization. Please check the page often for updates.

What can you do to help?

We ask you to educate yourself and consider ways you can engage in anti-racism efforts. Here are resources we've found helpful; please feel free to share with your Theta sisters.

- [RacialEquityTools.org](#)
- [Anti-Racism Resources](#)
- Association of Fraternal Leadership & Values [AFLV The List](#)
- [List of activities and resources scaffolded using the White Racial Identity Development Model](#) by Janet Helms

We will also be amplifying the voices and experiences of BIPOC (Black, indigenous, and people of color)

Theta sisters on social media and our website. The [Tell Your Theta Story campaign](#) is part of our sesquicentennial celebration. As an organization that has contributed to racial trauma and exclusionary tactics during its history, it's even more important for us to actively work toward a truly inclusive and diverse Kappa Alpha Theta now and in the future. We are committed to this work, knowing that it may lead to some uncomfortable moments and difficult conversations.

We have a long way to go with these crucial efforts, and we know that as leading women, you will hold us accountable every step of the way. Please send your insights and suggestions to inclusion@kappaalphatheta.org.

Loyally,

Grand Council

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