

USC Interfraternity Council  
DEI Reform Overview  
Version 1  
7/14/20

**Phase 1: Summer of 2020**

*Immediate Response (June 2020):* Following the murder of George Floyd, IFC released a statement on Instagram condemning the actions of Minneapolis police, taking responsibility for the organization's historical role in perpetuating systemic racism, and loosely outlining its future reform measures. The promises made on June 1 include the following: holding IFC chapters and individual members personally accountable to the ideals prescribed in the statement, volunteering time and resources to support the Black Lives Matter movement, and introducing mandatory Diversity Equity and Inclusion education for IFC members.

On June 8, IFC collaborated with USC's Panhellenic council to contribute a grand total of \$30,000 split evenly between Black Lives Matter and Black Visions Collective. This donation was made possible by USC's Foreign Service Society, DPE, which orchestrated a corporate sponsorship that matched IFC and PHC's initial contribution.

On June 10, IFC and PHC coordinated with Black student leadership to host a panel titled "A Conversation About Race in Greek Life." The panel was made up of 4 BIPOC students in Panhellenic & IFC and 3 BIPOC students with outside perspectives. The discussion's central themes included the following: Inclusivity, Microaggressions, Recruitment, Interacting with Black/non Black POC, and actionable next steps for the Panhellenic & IFC community. Attendance reached as high as 420 audience members, indicating the desire for continued opportunities to educate and discuss.

*Reforming Recruitment (June - August 2020):* As the sole membership recruitment method for USC IFC fraternities, it lays the foundation for IFC culture. To foster the inclusive, anti-racist environment IFC strives for, the "rush" process will undergo several changes to mitigate exclusivity and rampant racial macro and microaggressions.

As of Spring 2020, all potential new members were required to pay a progressive fee (\$25 - \$50) to participate in recruitment. Although this fee has been used to cover the substantial costs that IFC incurs to operate rush, the council understands that a fee can be prohibitive to individuals. IFC is committed to tearing down IFC's socioeconomic barriers and decided to eliminate the recruitment fee for Fall 2020. Moving forward into Spring 2021, IFC will either remove the fee in its entirety or allow students to opt-out.

To curtail racial macro and microaggressions within the rush process, IFC is mandating implicit bias training for chapter presidents and recruitment chairs. These officers organize and set the tone for how their respective chapters behave in recruitment, so their education is of the utmost importance in laying this anti-racist foundation. This reform will be in effect for Fall 2020 recruitment, and IFC is committed to expanding this vital education to the rest of chapter membership in later phases.

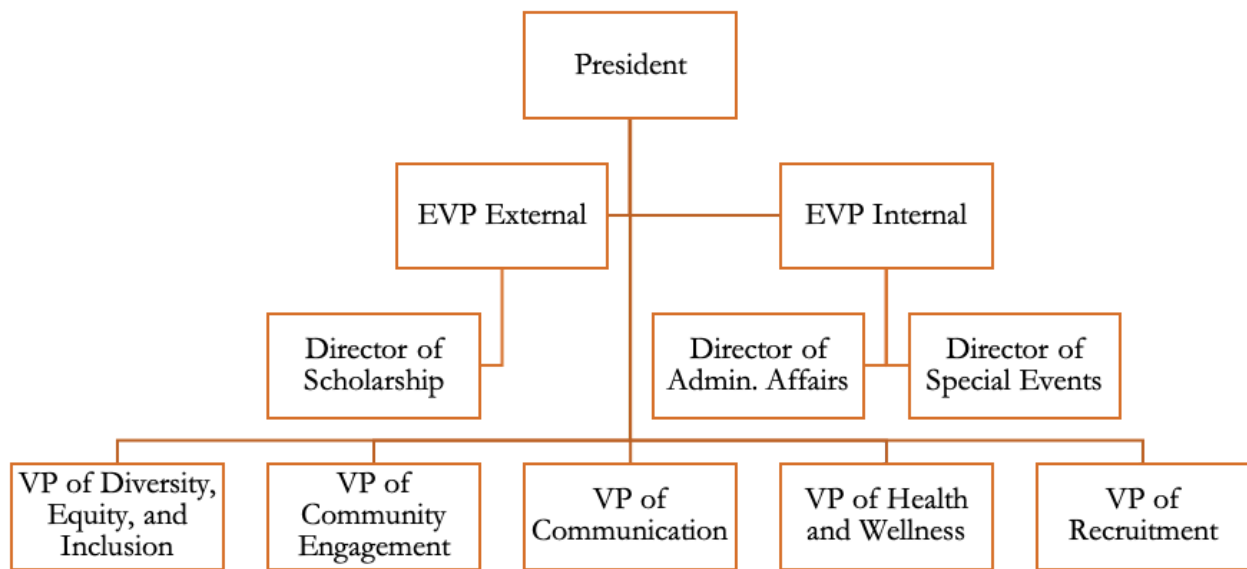
As part of the University's efforts to combat anti-Blackness, incoming students will be expected to complete an online unconscious bias training. As with other critically important education initiatives like AlcoholEdu, IFC will require completion of this unconscious bias training before students may join one of its chapters.

*BIPOC Scholarship Creation (July - August 2020):* As part of IFC's commitment to breaking down socioeconomic barriers, a new scholarship fund will be established. This scholarship will focus on expanding our community to better represent the demographics of USC's student body. By encouraging BIPOC students' recruitment, and supporting students with difficult financial circumstances, this council hopes to encourage historically underrepresented communities to engage with IFC. This new scholarship will exist alongside IFC's current scholarship offering that focuses on need, academic excellence, and leadership. IFC's BIPOC Scholarship will be funded primarily through parent and alumni fundraising. Before delving into fundraising, IFC will release a comprehensive overview of the scholarship criteria and parameters.

## **Phase 2: Fall of 2020**

*IFC Executive Board Restructuring (July - August 2020):* To ensure reforms outlined in this document carry over into all future IFC councils, the organization will undergo significant restructuring. These changes will officially go into effect during this fall's IFC election process, tentatively scheduled for October 2020.

The first organizational change will be eliminating the role "Vice President of Administrative Affairs." Instead, this VP's duties will be distributed across two new positions: Director of Scholarship and Director of Administrative Affairs. The Director of Scholarship will oversee scholarship fundraising efforts, selection, and distribution; this position will report directly to the External Executive Vice President. Additionally, the "Vice President of Special Events" position will be renamed "Director of Special Events," and will report to the Internal Executive Vice President. Finally, a new committee will be formed and led by the "Vice President of Diversity, Equity, and Inclusion." For an organizational chart that reflects these changes, please see below.



*DEI Committee Formation (October - November 2020):* The VP of Diversity, Equity, and Inclusion will establish a committee replete with directors and funding. The vision for this committee is to create consistent education and accountability measures throughout the IFC community. IFC’s DEI committee will begin by establishing and overseeing representatives within each individual chapter responsible for organizing events and distilling educational materials. By forming these committees in the Fall of 2020, they will be fully operational for 2021 and beyond. As an internal function, the DEI committee will work with each VP to ensure every single committee has instilled appropriate reforms.

*BIPOC Scholarship Fundraising (September - December 2020):* IFC’s current scholarship program is funded solely through the council’s standard operating budget, which is established through chapter dues paid to the council. To allow the IFC to vastly expand scholarship opportunities, the newly formed BIPOC Scholarship will be sustained through a combination of IFC funds and parent/alumni donations. The scholarship fund will be established in conjunction with the Fraternity & Sorority Leadership Development, and the first few months of its existence will be dedicated to fundraising efforts. Fundraising will be initially spearheaded by the IFC President and VP of Administrative Affairs, and subsequently led by the Director of Scholarship beginning in 2021.

### **Phase 3: 2021**

*Recruitment (January 2021):* The changes to recruitment highlighted in Phase 1 (implicit bias training and fee elimination/waiver) will be carried over and expanded for the Spring semester. Furthermore, the new VP of Diversity, Equity, and Inclusion will work in conjunction with the VP of Recruitment to educate chapter membership and potential new members on topics such as tokenism and microaggressions within the recruitment process.

*Demographic Data Collection and Reporting (January - December 2021):* Though IFC recognizes its troubled history with racism, the council currently lacks vital demographic data points that would be incredibly useful in illustrating disparities within its community. By identifying, tracking, and reporting these key figures, IFC can adequately establish benchmarks to track the impact of these reform measures. Through its partnership with USC's office of Fraternity and Sorority Leadership Development, IFC will identify these metrics by January of 2021. The VP of Diversity, Equity, and Inclusion will be responsible for managing the intake and analysis of these figures. A full report will be released to the IFC community at the end of each semester.

*BIPOC Scholarship Launch (March 2021):* After six months of fundraising efforts, the BIPOC Scholarship should be ready to receive its first wave of applicants. The criteria and parameters of the scholarship will be determined before Phase 1 is complete, and the number and value of awards will vary based upon the success of fundraising efforts. The fund itself will be established within the University and continuously managed by the IFC President and Director of Scholarship.

*Accountability (July 2020 - Beyond):* Though the accountability process will be formalized by the new VP of Diversity, Equity, and Inclusion for 2021, it begins immediately with the publication of this document. These reforms, though critically important, are not enough to shift IFC culture alone. The values prescribed in this piece must disseminate to every member of our community, and we must work diligently to hold each other to the highest standards of accountability. This council will develop and manage a formal accountability process where students (within and outside IFC) can report violations: prompting an IFC investigation. Additional details will be announced shortly. In the interim, complaints can be lodged at any time with [judicial@uscifc.com](mailto:judicial@uscifc.com).

*Additional Considerations:* The goal of this document is to outline IFC's structural shift and major initiatives, though it is by no means exhaustive. Individual education pieces, panel discussion, and speaker initiatives will be incorporated into every aspect of the IFC experience. This document will be continuously **updated and expanded upon**. Until the Fall 2020 election cycle, these conversations will be spearheaded by the existing IFC executive council.