



## Chapter Membership

Committing to an inclusive culture signifies your investment in your members as whole people who bring their full selves to their work. A diverse Chapter is not enough, the true work is in maintaining systems of inclusion that create a space where members of all identities feel that they have just as much stake in your Chapter as you do. Below are four recommendations for creating a more diverse and inclusive culture for your members.

### 1 Recommendation: Recruit diverse membership

**Rationale:** It is ideal for your Chapter membership base to reflect your campus or community. With a more diverse membership, you will have the backgrounds and skill sets to address diverse issues.

**How to get started:** Come up with a strategy for attracting more diverse members. Think about how people currently find out about your Chapter and where else you can advertise on campus to recruit new people. You might consider which cultural, interest, or affinity groups on campus to reach out to where students are passionate about social and environmental impact and who would be interested in the work of your Chapter.

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### 2 Recommendation: Form a Diversity & Inclusion committee

**Rationale:** Create a D&I Committee (beyond just your leadership team) who can be responsible for creating and maintaining a positive Chapter working environment and holding your Chapter to the goals you've outlined. The more people in your Chapter that you can bring into the diversity and inclusion work your Chapter is doing, the more sustainable and impactful the outcome will be. Creating a committee that is intentionally diverse (race, age, sexual orientation, and gender), fosters more opportunities for Chapter growth and inclusion.

**How to get started:** While the D&I committee doesn't have to be big, it is their job to be aware of some of the suggestions in this guide and to ensure your Chapter implements some of the ideas. As well as moving the needle internally, this can also help other members to start to champion diversity, leading to even more action and impact in the process.



### 3

**Recommendation:** Learn about each other

**Rationale:** Learn about the backgrounds, lives and interests of members outside of Chapter activities. By increasing understanding of one another, not only will this help to create a more inclusive environment, but you might also start to notice areas of diversity within your Chapter you had never realized were there.

**How to get started:** We suggest that you incorporate a few social events into your year's programming where people can share more about their own backgrounds and identities (this being voluntary, of course). For example, you could host a potluck where people bring food from their cultural backgrounds and share a story behind it. You could also organize a celebration for a specific religious or cultural holiday that includes an educational historical component.

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### 4

**Recommendation:** Promote sub-committees

**Rationale:** Give all members the chance to create sub committees to plan social events or other types of programs. By empowering your members to start their own committees when they identify an unmet need in your Chapter, more people will feel like your Chapter is creating an inclusive environment that is welcoming of everyone's ideas and backgrounds.

**How to get started:** Create a system (whether in person and/or virtual) where Chapter members can propose committee topics and recruit members to join their efforts.