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***NPHC Town Hall:
Six Point Strategy for Collegiate Councils***



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→ Presenter Information

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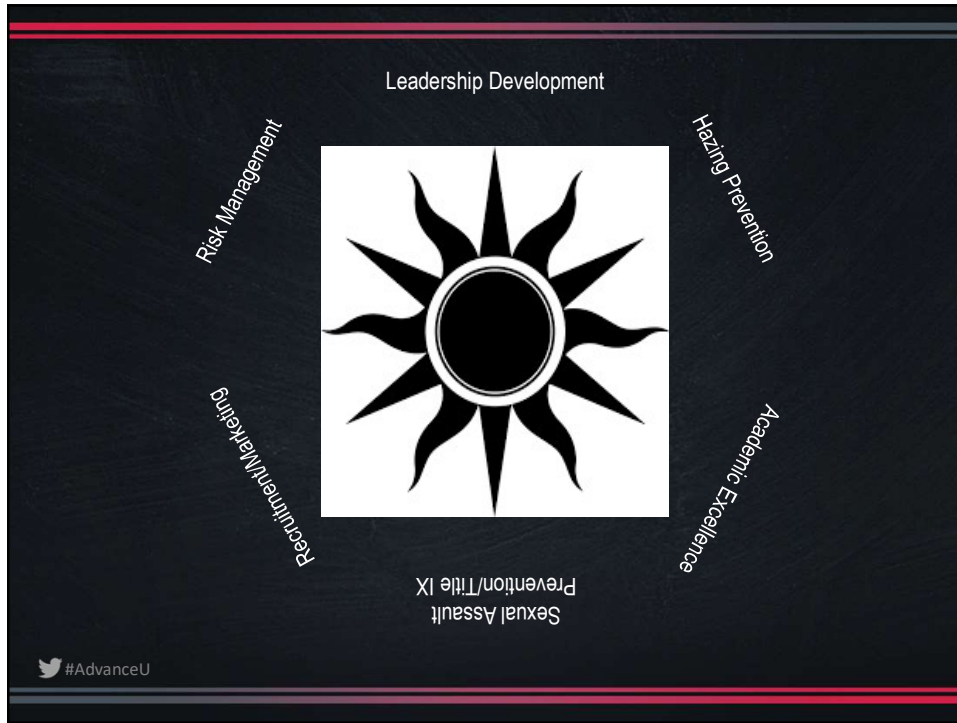
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→ About The Program

- *During the AFA Meeting in December of 2017, NPHC Leaders and Campus Professionals met to identify issues impacting councils and chapters on their campus under six themes: Academic Performance, Hazing, Sexual Assault, Chapter Size, Risk Management, and Leadership Development. The NPHC leadership summarized the collected information and met with campus professionals and drafted strategies to address these areas. This town hall will include a presentation of the required actions to developed into a drafted plan and feedback is being requested to ensure that we have captured as much information as possible. The final document, once completed, will be sent to the NPHC Council of Presidents for final approval.*

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Academic Performance

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- NPHC central data collection, source and assessment
- Set a higher GPA requirement to improve performance
- Regulate programming in proportion to size of chapter, current performance, etc.
- Standardized process across individual orgs and NPHC councils
- Support student development in academia
- Develop a Divine 9 academic committee

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Academic Performance

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- Receipt of Revised NPHC Academic Performance Review or Equivalent Information on Institution's Grade Report
- Council and Chapter Academic/Scholarship Chairs
- NPHC Central Data Collection and Assessment
- Report Chapters Not Meeting Institution Standards to Their Respective Organizations
- Councils or Chapters Can Create Academic Incentives
- Acknowledge Top Councils on the NPHC National Website
- Support Student Development in Academia
- Develop a Divine 9 Academic Committee
- Set Higher Standards to Improve Performance

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Risk Management


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- Identify risk management beyond hazing, alcohol, and drugs. Consider mental illness, housing policies, partying (security), racial issues and response
- Create opportunities to address the above issues as organizations at regional conferences, conversations between regional officers and university officials
- Crisis management, be proactive vs reactive
- Document and policy sharing: University policies and organization policies. How do they work together?
- Function beyond policy and in tandem with behavior
- Terminology collaboration

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Risk Management


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- National and Institutional Programming and Resources to Council and Chapter Leadership on Mental Health Issues including mental illness, bipolarism, depression, stress and anxiety
- Campus Programming sponsored by NPHC Councils that not only have people that students can identify with from the counseling services on campus, but can refer students to different apps that help to manage stress and anxiety.
- Develop a Blueprint, layout, or toolkit for students to identify any counseling services on campus, as well as for programs for mental Illness Awareness Week in October
- Walk a Brother or Sister to A Counselor Campaign

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Risk Management


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- Social Justice Issues like the police and being Black on a campus can also be facilitated by counselors and law enforcement, thus connecting students to both resources on campus. Once they identify these counselors and have broken barriers associated with the profession, students (including members) may also use them when a personal crisis arises.
- Housing Policies, especially as it relates to House or Kickback parties, but also how do our organizations define events held at houses, where the liability in many of these cases is high. A better understanding of the event insurance process of each NPHC organization for each event. In all cases, risk reduction and event planning is important.

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Risk Management

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- FIPG (Fraternal Information and Programming Group), their policies and procedures and the importance of NPHC/COP having a seat at the table so that definitions and policies are developed that encompass all Greek-lettered sororities and fraternities
- NPHC webinar for members on the importance of following the organization's insurance policy. If the event is not properly managed and items take place that don't fall under the organization's insurance policy, then students may be individually liable.
- NPHC/COP develop a checklist of best practices that includes providing their insurance policy and procedures when they meet with campus professionals at the beginning of the year
- NPHC create a sheet of what is allowable and what is not allowable for each organization.

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Risk Management

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- NPHC should also check to see if NPHC sororities and fraternities have national crisis management plans. If not, a template could be developed for Crisis Management.
- NPHC should focus on terminology and have a seat at the table when fraternity and sorority issues are discussed. We have to be translators so that terminology like mixers are not used to punish our organizations when they have a kickback and don't understand that they mean the same thing.

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Sexual Assault

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- Education
 - Understanding Title IX
 - Educating members “No means no”
 - Training members as a part of New Member Experience
 - Organization response protocol
- Risk Management
 - Monitor social media
 - Drug and alcohol policy
 - Unsanctioned activities
- Resources Available
 - Campus
 - Organization
 - Culturally sensitive support system
- Communication
 - Between campus and organization leaders




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Sexual Assault

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- NPHC Member Organization National Sexual Assault Hotline or the National Sexual Assault Hotline on the Organization’s Website
- NPHC Webinar on Title IX
- Mandatory Webinar by Collegiate Members of Each Organization
 - Staying Safe on Campus
 - Alcohol Safety
 - Steps You Can Take to Prevent Sexual Assault
 - What Consent Looks Like
 - Student Activism
- NPHC should require training for all Council and Chapter Leaders and Advisors on the Reporting Process
- NPHC Chapters Participate in On-Campus Sexual Assault Programs
- Report current requirements by NPHC member organizations
- NPHC Programming for Freshmen on Sexual Assault



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Chapter Size (Recruitment/Marketing)

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- Membership requirements, money, and GPA
- Support from Grad chapter (different systems)
- Chapter reputation
- Intake every semester
- Non-approachable/exclusive
- Lack of knowledge about the organizations
- Selecting other options because they believe they will offer more and don't want deal with the drama
- Lack of recruitment training and leadership training
- Change the culture of intake
- Create payment plans
- Create transparency
- Stop hazing
- Campus and organizations have different guidelines
- Inclusion in the African diaspora

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Chapter Size (Recruitment/Marketing)

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- Organizations and Chapters should define large
- Organizations could create payment plans, this is very important when many of our students are on Pell grants
- Possibly developing a Blueprint with a priority calendar
- NPHC cosponsor with the Harbor Institute a webinar on chapter size using NPHC language
- There was discussion about the onboarding process for initiates through New Member Programs like Neophyte orientation, it should be standardized
- NPHC New Member Manual, which could result in meaningful relationships among the new members
- NPHC/MGC role as culturally based organizations and the historical legacy associated with it.

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Chapter Size (Recruitment/Marketing)

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- NPHC marketing/branding – challenging members to create a marketing plan with a unified message
- NPHC organizations need to look at the names and reputations of chapters
- NPHC needs to celebrate councils meeting NPHC standards with silver, gold and platinum certificates
- Change culture of intake – intentional conversations. Impact all organizations – move with speed.
- NPHC should be articulating the value of your organizations. NPHC should be promoting benefits of joining – more than sisterhood and brotherhood.
- NPHC must understand the New generation – what am I getting for this experience – what is a fraternity and sorority?
- NPHC should address “Approachability”
- Training of collegiate members can take place at Student Conferences, AFLV webinars, College Roadtrips, Drive in Conferences for NPHC.

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Leadership Development

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- Assess programs, training, MIP, experiences, advisors training
- Collaborative relationships
- Identify development
 - How does this intersect with their leadership, their wellness, and ability to meet expectations,
- One size does not fit all
- Soft skills vs hard skills vs life skills
- Collaborative relationships
- Identify leadership development barriers
- Communicating resources we all provide
- Shared expectations
- Provide Experimental learning
- Student input on what they want and need
- Assessment – Resource Allocation

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Leadership Development

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- NPHC Leadership Training for Council Officers (President, Vice President(s), Secretary, Treasurer)
- NPHC Parliamentary Training for Council and Chapter Members
- NPHC Collegiate Leadership Institute
- NPHC Leadership Conference and Undergraduate Leadership Training
- Conflict Management Webinar
- Presentations at AFLV
- Pilot Regional Drive-In Leadership Trainings
 - Detroit, MI
 - Atlanta, GA
 - Baltimore, MD
 - Dallas, TX
 - Chicago, IL
 - Los Angeles, CA
 - Philadelphia, PA




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Hazing

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- Invest in, create, revise, and develop an intake process that is valued and believe in
- Communicate with all stakeholders
- Train and retain trainers
- Invest in resources, time, research, and new member education




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Hazing


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- NPHC should review the history of the changes that occurred in 1990 and its impact
- NPHC organizations must do a better job of communicating with young members, alumni and non-financial members about the financial impact that hazing has had on sororities and fraternities including legal costs and insurance prices
- NPHC should administer a survey about the Intake Process and develop recommendations from the feedback
- NPHC may need to join HazingPrevention.org
- NPHC needs to develop an anti-hazing campaign that impacts NPHC organizations
- NPHC must explain to its members the purpose of Intake Guidelines and why are they important
- NPHC is not taken seriously and is often seen as hypocritical. There needs to be greater discussion about selection and these can happen through dialogue.

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Hazing


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- NPHC/COP must:
 - Understand that the current type of students is totally different
 - Understand that parents review hazing reports
 - Be more visible
 - In Tennessee, where a legislature was pushing for the removal of sororities and fraternities from all campuses. Numerous international councils signed the statement, but NPHC was not listed.
 - Are we part of a larger conversation? University Presidents see us all as sororities and fraternities and do not separate us by councils. We need a presence.
 - Provide membership training, either collectively or as individual organizations, and inform the campus, if they do

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Hazing


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- NPHC/COP must:
 - Address the campus culture where even non-members shun those who do not participate in illegal activities
 - Address the “Paper” versus “pledging” phenomenon
 - Address presentation shows and create layouts for performances with greater emphasis on Founders and History. There is too much emphasis on how you joined versus what they are doing.
 - Get a handle on groups like Greek Shenanigans
 - Express the importance of what happens in the council stays in the council and encourage more unity and respect

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Questions & Answers

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