



Association of
Fraternity/Sorority
Advisors

Resource Guide

THE NATIONAL ASIAN PACIFIC ISLANDER DESI AMERICAN
PANHELLENIC ASSOCIATION (NAPA)

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INTRODUCTION

The Association of Fraternity/Sorority Advisors NAPA Resource Guide is intended to aid professionals and volunteers in working with fraternities and sororities affiliated with the National Asian Pacific Islander Desi American Panhellenic Association (NAPA). This document provides information on the policies and practices of the NAPA member organizations, which will facilitate work with undergraduate members of these groups. It is the association's hope that members will make a commitment to understand and embrace NAPA members, their organizations, and their traditions.

Learning Outcomes

By reviewing this resource, the reader will increase their knowledge of the culture and policies associated with NAPA organizations by:

- Understanding the campus climate that led to the emergence of Asian Pacific Islander Desi American (APIDA) fraternities and sororities on college campuses.
 - Understanding various similarities and differences between NAPA organizations and NALFO, NIC, NMGC, NPC, and NPHC organizations.
 - Understanding the history and purpose of NAPA as an umbrella organization.
 - Developing an appreciation for the rich history, culture, and diversity of APIDA fraternities and sororities.
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EMERGENCE OF APIDA FRATERNITIES AND SORORITIES

Many people are surprised to learn the rich history of Asian Pacific Desi Islander (APIDA) fraternities and sororities goes back nearly a century.

Between 1916 and 1930, the first APIDA fraternities and sororities were created as support groups for small ethnic minorities (Chinese or Japanese) on predominantly White college campuses. They mirrored their White counterparts by adopting Greek letters, forming a chapter, incorporating secret rituals, and developing their own traditions (Kimbrough, 2003). Organizations of this early era include:

- 1916 – Rho Psi Fraternity at Cornell University (Chinese)
- 1929 – Pi Alpha Phi Fraternity at University of California, Berkeley (Chinese)
- 1929 – Chi Alpha Delta Sorority at University of California, Los Angeles (Japanese)
- 1930 – Sigma Omicron Pi Sorority at San Francisco State University (Chinese)

Loosening immigration policies, a rise in the APIDA student population, and the close geographic proximity of several universities and colleges in Southern California ushered in the next major period of Asian American fraternal development (Lee, 2003).

Organizations created a vibrant Asian fraternal community across Southern California. Chapters held numerous events across the region and developed elaborate customs and traditions. In 1982, 22 fraternities and sororities formed the Asian Greek Council of Southern California in order to promote, maintain, and regulate cooperation among its many group members (Asian Greek Council, n.d.).

Beginning in the late 1980s, an exploding Asian American student population, the rise in multiculturalism, and the advancement of technology combined to help usher in a fast-growing, national Asian fraternity/sorority movement. For the first time since Rho Psi Fraternity began at Cornell University, Asian fraternal organizations were chartered outside of California. Organizations such as Lambda Phi Epsilon Fraternity and Pi Alpha Phi Fraternity began chartering chapters in states such as Texas, New York, and Michigan.

In the 1990s, new organizations were being founded with national aspirations. Pi Delta Psi Fraternity, Sigma Psi Zeta Sorority, and Kappa Phi Lambda Sorority were founded on New York campuses, and within 5 years, each had chartered several chapters. With the development of the internet in the 1990s, it became easy for these new groups to find other organizations that shared similar ideals.

Today, the Asian fraternal community is comprised of over 100 fraternities and sororities, representing more than 350 individual chapters at over 100 colleges and universities (Dosono, Badruddin, Lam, 2019). While each of these

organizations is distinctly unique, they have each been founded upon the basic principles of lifelong friendships, leadership, scholastic achievement, cultural awareness, and community service.

ABOUT NAPA AND ITS MEMBER ORGANIZATIONS

The National Asian Pacific Islander Desi American Panhellenic Association (NAPA) began in the summer of 2004 when a group of 12 Asian-interest fraternities and sororities joined together to form the APIA Greek Alliance (AGA). Formed as a partnership in a grassroots “Get Out the Vote” campaign with APIAVote, an organization that promotes civic participation among Asian and Pacific Islander Americans, the members of the AGA registered over 8,000 new voters. Seeing the successful collaboration’s potential impact on the APIA community and on college/university campuses, the group collaborated on further projects, including Tsunami Relief and Hurricane Katrina Relief.

In the summer of 2005, with support from OCA, a national organization dedicated to advancing the social, political, and economic well-being of Asian Pacific Americans, the AGA hosted the first-ever leadership summit between the various national APIA fraternities and sororities. The summit provided the first in-person opportunity for these organizations’ leaders to engage in serious dialogue about the challenges and future of the APIA fraternity/sorority community. By the end of the summit, recognizing the need for an umbrella organization for APIA fraternities and sororities, the nine fraternities and sororities in attendance chose to form the foundation for what would become the National Asian Pacific Islander American Panhellenic Association.

The original nine member organizations of NAPA included:

- alpha Kappa Delta Phi Sorority, Inc. - *Founded at the University of California, Berkeley on February 7, 1990*
- Alpha Phi Gamma National Sorority, Inc. - *Founded at California State Polytechnic University, Pomona on February 1, 1994*
- Delta Kappa Delta Sorority, Inc. - *Founded at Texas A&M University on October 1, 1999*
- Delta Phi Lambda Sorority, Inc. - *Founded at the University of Georgia on December 5, 1998*
- Kappa Phi Lambda Sorority, Inc. - *Founded at Binghamton University on March 9, 1995*
- Pi Alpha Phi Fraternity - *Founded at the University of California, Berkeley on February 1, 1929*
- Pi Delta Psi Fraternity, Inc. - *Founded at Binghamton University on February 20, 1994*
- Sigma Beta Rho Fraternity, Inc. - *Founded at the University of Pennsylvania on August 16, 1996*
- Sigma Psi Zeta Sorority, Inc. - *Founded at the University at Albany on March 23, 1994*

In 2016, upon a unanimous vote from all 18 organizations, the growing membership of Desi fraternities and sororities in NAPA prompted the NAPA to change its name in 2017 to the National APIDA Panhellenic Association. The term “Desi” references people of the Indian subcontinent or South Asia and their diaspora. While the NAPA acronym remains consistent, the acronym APIDA within N(A)PA reflects a cultural shift within higher education to acknowledge and recognize the Desi community within the larger racial categorizations of Asian Americans and Pacific Islanders. Nine out of 18, or half of the currently recognized NAPA organizations, were historically established as South Asian fraternities and sororities.

NAPA Mission Statement

NAPA serves to advocate the needs of its member organizations through the enrichment of the fraternal experience. NAPA promotes and fosters positive interfraternal relations, communications, and the development of all Asian American Greek Lettered Organizations (AAGLOs) through mutual respect, leadership, integrity, professionalism, academic achievement, cultural awareness, and community involvement.

NAPA Organizational Structure and Programs

The current NAPA organizational structure is minimal, comprised of a four-person Executive Board. The officers of the association are the chair, the vice chair, the treasurer, and the secretary. While NAPA currently invoices membership dues to the inter/national headquarters of each constituent organization, dues are not assessed at the local level of individual chapters and councils. Projects and committees are created on an ad hoc basis. Representatives of each organization participate in monthly conference calls. The four areas that NAPA has prioritized are:

- **Organization Building:** NAPA's top priority is to cultivate a community-oriented approach to improving member organizations. Past NAPA conference calls have been devoted to ensuring each group has access to basic organizational resources, such as incorporation information, liability insurance, and board training.
- **Conference Attendance:** This consists of coordinating NAPA members' attendance at various student leadership, advisor, and Asian American community conferences. NAPA has developed a speaker packet for those hosting a panel on APIA fraternity and sorority issues.
- **Regional Unity Mixers:** NAPA assists undergraduate members of APIDA fraternities and sororities with hosting unity mixers in different regions. The mixers promote the introduction and informal interaction between various organizations, facilitate future collaborations, and serve as a forum to identify and discuss challenges within the Asian American fraternity/sorority community.
- **Relationship Building:** NAPA leadership recognizes the importance of cultivating positive relationships with organizations such as AFA, NALFO, NIC, NMGC, NPC, and NPHC in order to best support its member organizations.

Shared Standards

In the spring of 2008, NAPA passed a set of shared standards for member organizations:

- Must have undergraduate chapters recognized as Greek-lettered fraternities or sororities by and be in good standing with four-year colleges or universities accredited by the American Council on Education
- Must have been in existence for at least 10 years
- Must have at least 5 chapters
- Must be present in at least 2 states
- Must have a central governing body which governs the organization
- Must be incorporated in the United States of America
- Must possess an insurance policy for their organization

NAPA is still in its growth and developmental stages as an organization. As the numbers of APIDA-oriented fraternities and sororities increase, NAPA continues its effort to remain relevant to the issues facing its member organizations and the Asian Pacific Islander Desi American community.

About NAPA Member Organizations

alpha Kappa Delta Phi International Sorority was established at the University of California, Berkeley in the fall of 1989. The founding sisters brought together a diverse group of women who shared with them the goals of sisterhood, scholarship, and leadership. Totalling 54 chapters, the International Sorority expanded to two new institutions in 2017: San Francisco State University and Northern Illinois University.

Alpha Phi Gamma National Sorority was founded on February 1, 1994, at California State Polytechnic University, Pomona. Desiring to bring together women of all nationalities, the sorority aims to promote service and Asian awareness to its campus and the surrounding community. Totalling 17 chapters, Alpha Phi Gamma has recently expanded to Arizona State University in 2017, and the University of Illinois at Urbana-Champaign in 2018. Moreover, the sorority has taken initial steps to establish their charitable foundation this year.

Beta Chi Theta National Fraternity is a South Asian fraternal organization with chapters at 26 universities and membership of 1,700+. Founded at the University of California, Los Angeles in 1999, the fraternity expanded its newest chapter to the University of Georgia in 2017. Their foundation is incorporated in the state of Indiana and has been recognized as a 501(c)(3) non-profit organization with the IRS.

Chi Sigma Tau National Fraternity was founded at University of Illinois at Chicago in 1999 with the ideals of academic achievement, cultural awareness, loyalty, and respect. The fraternity seeks to maintain the existence of these values at each of its nine chapters. In 2017, the Chi Sigma Tau expanded to University of Wisconsin-Milwaukee.

Delta Epsilon Psi National Fraternity was founded in 1998 at the University of Texas at Austin to strengthen the presence of South Asian students. Driven by the three pillars of brotherhood, discipline, and commitment, Delta Epsilon Psi has grown to 34 chapters. In 2017, the fraternity expanded to Mercer University and implemented a national trans-inclusion policy.

Delta Kappa Delta National Sorority was founded in 1999 on the campus of Texas A&M University, College Station. With its 15 chapters, the organization commits itself to the fostering of a united sisterhood, the development of

indomitable spirit, the betterment of the community through humanitarian services, and the education of ourselves and others about the Indian sub-continental culture. In 2017, Delta Kappa Delta saw the formal addition of an inclusion policy to its constitution and hosted the first South Asian joint national convention with Delta Epsilon Psi National Fraternity.

Delta Phi Lambda National Sorority was founded in 1998 at the University of Georgia with the intent of uniting Asian students on campus dismissing stereotypes that are associated with Asian individuals. In 2017, the organization updated its mission statement to: "Delta Phi Lambda Sorority, Inc. advocates Asian awareness, empowers women leaders through its values-based programs, and forges Everlasting Sisterhood through diverse shared experiences."

Delta Phi Omega National Sorority was founded at the University of Houston, Texas in 1998 with the common goal of uniting women among the South Asian community on five pillars of Sisterhood, Respect, Loyalty, Honesty, and Friendship. The sorority has granted 51 chapters across the United States and has expanded to the University of Connecticut in 2017.

Delta Sigma Iota National Fraternity was founded in 2000 at Pennsylvania State University and has grown to eight chapters. The fraternity has followed the wise words, ethics, morality, and passion of Gandhi in spreading his philosophy of uniting different backgrounds of individuals into its brotherhood.

Iota Nu Delta National Fraternity was founded at Binghamton University in 1994 to promote South Asian cultural awareness. With a running total of 29 chapters, the fraternity has expanded to three new locations in 2017: Rutgers–Newark, Adelphi University, and George Mason University.

Kappa Phi Gamma National Sorority was founded in 1998 at the University of Texas at Austin and built around the eight principles of character, leadership, scholarship, sisterhood, service, culture, womanhood, and self. Kappa Phi Gamma has grown to 18 chapters across the nation.

Kappa Phi Lambda Sorority was founded at Binghamton University in 1995 to provide women the chance to pride themselves on their heritage and become leaders of their community. Totalling 35 chapters, Kappa Phi Lambda recently expanded to University of North Carolina at Charlotte in 2017 and re-established itself on the Carnegie Mellon University campus in 2018. Moreover, the National Sorority instituted a Wellness Chair and wellness programming at the collegiate level, focused on response-training to mental health issues.

Lambda Phi Epsilon International Fraternity was founded at the University of California, Los Angeles in 1981 and has grown to 68 chapters across North America. Its mission is to guide men on a lifelong discovery of authenticity and personal growth. In 2017, the fraternity hired its first full-time Executive Director, retired its use of the term "colony," and hired its first Assistant Executive Director the following year.

Pi Alpha Phi National Fraternity was founded at the University of California, Berkeley in 1929. Established during an era when fraternities legally discriminated against men of color, the fraternity's founders were determined to have Asian awareness a vital part of the fraternity and its history. Pi Alpha Phi has 22 chapters across the United States.

Pi Delta Psi National Fraternity is an Asian American Cultural Fraternity founded on February 20, 1994, at Binghamton University in Binghamton, New York. Since its founding, the primary mission of Pi Delta Psi has been to spread Asian American Cultural awareness in an effort to empower the entire Asian American community. We are guided by four pillars; Academic Achievement, Cultural Awareness, Righteousness, and Friendship/Loyalty. After 19 years, this fraternity has expanded to 31 campuses spanning 14 states (New York, Massachusetts, New Jersey, Connecticut, Ohio, Pennsylvania, Maryland, California, Florida, Washington, D.C., Colorado, Minnesota, Virginia, and Georgia).

Sigma Beta Rho National Fraternity was founded at the University of Pennsylvania in 1996. Its members across 61 chapters strive to uphold the ideals of society, brotherhood, and remembrance. In 2017, Sigma Beta Rho established its national foundation.

Sigma Psi Zeta National Sorority established in 1994 at the State University of New York at Albany. Sigma Psi Zeta builds on the unity of strong and independent leaders to affect change in its organization, its campuses, and its local communities. The sorority expanded to George Mason University in 2017, totaling 34 chapters. Moreover, the sorority spent this past year revamping its new member education program as the Sunrise Program.

Sigma Sigma Rho National Sorority was founded at St. John's University in 1998 on the principles of sisterhood, society, and remembrance. In 2017, the sorority expanded to Mercer University and has grown to 17 total chapters. This past year, Sigma Sigma Rho has also revamped its national constitution, national bylaws, and code of conduct to implement new risk management policies and procedures.

CUSTOMS AND TRADITIONS

The culture and traditions of NAPA fraternities and sororities have many similarities with those of NALFO, NIC, NMGC, NPC, and NPHC fraternities and sororities. Many NAPA organizations' members will use hand signs, step, stroll, and place letters on clothing, jewelry, pins, and other paraphernalia. These customs convey a sense of pride and unity of membership. Many of the NAPA organizations are still in their growing stages of development, and therefore some traditions, such as stepping or greetings, have been adopted by some of their chapters in specific regions but have not transcended to other chapters in other regions.

Colors

Organizational colors play a crucial role in the identity and pride of many NAPA groups. Colors are used by organizations to distinguish themselves from each other. Additionally, colors oftentimes provide the basis for marketing of the organization.

Hand Signs

These are used as an outward expression of pride and organizational distinction. Hand signs can have a significant meaning related to the organization and/or chapter's founding and culture. These signs also indicate pride and unity among their membership.

Exchanges

These are activities where the members of one fraternity or one sorority visit the chapter of another fraternity or sorority for a social event. These events, also known as socials, mixers, kickbacks, etc. are sometimes scaled up to include multiple chapters of each organization.

Public Ceremonies

Some chapters do not allow public shows or presentations of any sort, while others choose to do a public ceremony, inviting members of the campus community to attend. These public ceremonies might also be called probates, new member introductions, presents, or installs. The level of formality varies, from casual dress probate shows to formalwear events such as Installs.

Stepping

Stepping is an elaborate performance involving synchronized, rhythmic steps, marching, and tradition. Stepping is performed by some NAPA organizations. Note that not all organizations recognize stepping nationally, but some local chapters may choose to adopt this custom.

Strolling

Strolling, also referred to as party walking, walks, struts, or halos, is a series of steps performed by members, usually at parties or step shows. The differences between strolling and stepping are evident in that strolls are generally performed to music. The adoption of strolling varies among organizations and regions. Several NAPA sororities (see Appendix) have both national and chapter strolls. The culture of NAPA fraternities and sororities is constantly being defined through members' actions and the influences of their surrounding communities. Understanding the contexts through which these organizations derive their values and beliefs will help advisors and other interested parties be more prepared to assist with the development of these unique organizations.

WORKING WITH NATIONAL & REGIONAL LEADERSHIP

Organizational Structure

When working with NAPA organizations, it is important to understand that each of their leadership structures is unique. Each organization has a different organizational structure that may be challenging when working with chapters on a local campus. It is important to talk with the chapter president to make sure you have the correct information for the person with whom you should have regular contact. Relevant information related to communications and structure for each of the NAPA organizations is listed below. A chart may be found in the Appendix. For many organizations, additional information, including contact information, can be found on their website.

NAPA

The officers of the National Asian Pacific Islander American Panhellenic Association are:

- **Chair** (chair@napa-online.org)
- **Vice Chair** (vicechair@napa-online.org)
- **Secretary** (secretary@napa-online.org)
- **Treasurer** (treasurer@napa-online.org)

Questions pertaining to the policies and programs of the umbrella organization may be directed to these leaders.

Potential Challenges

There are some challenges fraternity/sorority professionals or volunteers may face when working with a NAPA organization. One important factor is that while each member organization meets the NAPA shared standards, its governance is based on its own unique history and traditions. It will be important for the fraternity/sorority professionals or volunteers to adequately communicate with the leaders of each undergraduate chapter about their main contact representatives on the national level.

Even though some NAPA organizations have existed for decades, most chapters of each organization are still younger than 30 years old. These organizations do not have the resources and organizational development that many NIC, NPC, and NPHC organizations have developed over the course of their lengthy existence.

Most NAPA organizations do not have established physical headquarters or paid administrative staff, and are managed by dedicated volunteers who serve on their national boards and in other positions. Many conduct business via teleconference calls and monthly or quarterly meetings. Each NAPA organization hosts annual or biannual conventions. While not common, some organizations may include undergraduate members on their national boards. Due to the lack of a physical headquarters, organizations may use their national president's home/work address and phone number as their contact information.

National Policies

When working with NAPA organizations it is understood that certain policies and protocols may be required by the campus or the particular event the group is intending on hosting. For this reason, we are including the following list of common documents and noting the availability of these throughout the NAPA membership. If a campus official or volunteer advisor should need information regarding any of the documents or national policies listed or finances, he/she should, at all times contact the national president of each organization to confirm.

Risk Management

All NAPA organizations currently have a risk management policy.

Anti-Hazing

All NAPA organizations have an anti-hazing statement.

Non-Discrimination

All NAPA organizations have a non-discrimination policy.

National Insurance Policy

All NAPA organizations carry a national liability insurance policy.

Use of Greek Letters

Most NAPA organizations have policies regarding the use of their Greek letters on paraphernalia. Advisors can request details on this from individual organizations.

Use of Colors

Pi Delta Psi Fraternity, Inc. and Delta Phi Lambda Sorority, Inc. are the only NAPA organizations with national policies regarding use of organizational colors.

Federal Tax Identification Number (EIN)

Several organizations have policies allowing chapter use of the EIN. Please contact the organization's representative for specific details.

GPA

Several NAPA organizations have minimum GPA requirements for new members, chapter recognition, and active membership.

EXPANSION

Chapter expansion for NAPA organizations has been on the rise for the past decade; they have also seen a trend to expand to regions that are outside of their “founding region,” i.e. the West coast or the Northeast. As these organizations continue to expand throughout the country, universities often question how a student who is interested in starting a NAPA organization begins the process. This section will provide some information on what this process looks like.

It should be noted that several NAPA member organizations typically expand by having interested students create a student interest group; these students are then responsible for contacting their respective fraternity/sorority life office on campus, rather than the national organization making that first contact. Fraternity/Sorority advisors are cautioned that each NAPA organization has its own process that may vary to some extent; however, the information below is fairly consistent for all NAPA organizations.

First Point of Contact

Should a student contact the fraternity/sorority advising professional with interest in chartering a NAPA organization on that campus, the student’s first contact with the organization should be its National Director/Vice President/Chair of Expansion.

Chapter Expansion Requirements

In order to charter a chapter at a college/university, most organizations require a minimum number of members, typically up to 10, to form an interest group. In addition, organizations generally require a minimum GPA (i.e. campus minimums), and prospective members must not be members of another local or national fraternity/sorority. Most will expect the potential chapter to host community service projects, cultural events, fundraisers, and meetings (including meetings with national contingent upon any policies set by the organization and more related to how long it might take the group to complete the requirements or the need to make a presentation at a national convention). In most situations, the respective organization will contact the fraternity/sorority life office to discuss the interest group on campus, the campus’ fraternity/sorority expansion policy, and any other pertinent information as to the continued expansion process of said interest group.

IDENTITY DEVELOPMENT

LGBTQ Advocacy

In 2015, NAPA led the charge of elevating the voices of its queer fraternity and sorority members by spearheading a national #OutAndGreek campaign as a way to support and advocate for the needs of the queer NAPA community. During the campaign, participants who identify as LGBT shared their stories around coming out and their lived experiences as an out member.

Gender Inclusivity

NAPA organizations have also made great strides in providing space for gender fluid individuals. Delta Phi Lambda Sorority, Delta Kappa Delta Sorority, Delta Epsilon Psi Fraternity, and Lambda Phi Epsilon Fraternity have all created trans-inclusive policies. By being at the forefront of creating policies which intentionally include transgender individuals, these organizations are challenging the cisgender-norm of fraternal organizations.

Decolonization

NAPA organizations are redefining the language and nomenclature used within their chapter structures. In 2017, Lambda Phi Epsilon became the first NAPA organization to abolish the term “colony” when referring to its newly chartered chapters. In sociohistorical contexts, colonization involved the enslavement, rape, genocide, and erasure of indigenous peoples within Asian nations. Since then, NAPA organizations are revising their use of outdated terminology to advance inclusivity among cultural-based fraternal organizations.

Mental Health

NAPA partnered with the National Asian American Pacific Islander Mental Health Association (NAAPIMHA) to bring mental health education and awareness to APIDA students on college campuses. The partnership took a cultural

approach to address mental health challenges, which mitigated cultural and language barriers APIDA students faced when accessing treatment. It also allowed collegiate NAPA chapters to gain access to educational programming to promote mental well-being and reduce the stigma of seeking help.

CHAPTER NEW MEMBER INFORMATION

New Member Requirements

New/Associate member requirements range from attendance at weekly educational/organization meetings, community service projects, social events, and fundraisers to professional development workshops and specific class projects. In addition, some organizations require new members to attend mandatory academic study hours ranging from 5-18 hours per week.

GPA Requirements

Grade point average requirements vary among NAPA organizations. Several organizations require new members to meet the university minimums. Alpha Phi Gamma National Sorority requires a 2.5 minimum GPA, while Lambda Phi Epsilon Fraternity, Pi Delta Psi Fraternity, Sigma Beta Rho Fraternity, and Delta Phi Lambda Sorority, require a 2.5 minimum GPA. Sigma Psi Zeta Sorority, requires a 2.6 GPA, except for interest group members, in which case the minimum GPA is 2.7. Delta Kappa Delta Sorority, requires a 2.5 minimum for every semester, and a 2.7 to be eligible for the new member process.

Deferred Recruitment

NAPA organizations defer to the host college/university's policies regarding deferred recruitment.

Recruitment Periods

Recruitment or rush periods can last from 2-4 weeks, oftentimes outside of traditional campus recruitment timeframes. Events can range from simple informational meetings to elaborate dinners and philanthropy events. Events may be co-hosted with another organization.

New Member Education/Pledge Period

New member education or pledge periods for NAPA organizations typically range from 6-12 weeks. Delta Phi Lambda Sorority, Inc. and Sigma Psi Zeta Sorority, Inc. each have nationally standardized 6-week programs. Delta Kappa Delta Sorority, Inc.'s new member education period requires a minimum of 8 weeks.

Contacting Chapters If Interested in Membership

The point of contact for potential new members differs for each NAPA organization. Examples of point of contact are the chapter president and recruitment chair. Potential new members should ask members of the respective organizations who their first point of contact should be if they are interested in membership. Advisors might also consider checking with the organization on an annual level to update office records to facilitate the distribution of this information to interested students.

Public Shows

Most NAPA organizations do not require new member shows. Some organizations allow for a new member presentation at the discretion of the chapter, university, and/or local council. In addition, some organizations, including alpha Kappa Delta Phi Sorority, Delta Phi Lambda Sorority, Kappa Phi Lambda Sorority, Lambda Phi Epsilon Fraternity, Pi Alpha Phi Fraternity, Sigma Omicron Pi Sorority, and some chapters of Sigma Psi Zeta Sorority traditionally have presents (presentation) or installs (installation) ceremonies, in which friends, family, the campus community, and the regional Asian fraternity/sorority community are invited. Alpha Phi Gamma National Sorority, has similar events, but use the terminology formals/informals instead of presents/installs.

WHAT EVERY ADVISOR SHOULD KNOW

Unique and Diverse Membership

NAPA fraternities and sororities are made up of individuals with an interest in Asian cultures. Members can potentially be from several different ethnic backgrounds: Chinese, Japanese, Korean, Vietnamese, Thai, Indian, Pakistani, Filipino, etc., as well as any other ethnicity, provided the member shares an interest in the Asian cultures. These groups do not share a common language, religion, or arguably a common culture, yet they unite together into one cohesive organization. While each of these organizations is distinctly unique, they have each been founded upon the basic principles of lifelong friendships, leadership, scholastic achievement, cultural awareness, and community service.

NAPA Fraternity and Sorority Members' Disconnect with the Campus Community and the Fraternity/Sorority Life Office

According to Hayward (2008), among over 1,100 APIA fraternity and sorority members surveyed about various aspects of their experience, 38% responded that their fraternity/sorority life office knew "almost nothing" about Asian fraternities and sororities, and 75% responded that the fraternity/sorority life office cared only "a little" or "not at all" about Asian fraternities and sororities (p. 14).

Having an open line of communication and building a relationship of trust and support will be an advisor's best assets to help strengthen NAPA groups on campus. Regular meetings with NAPA groups will show that the campus administration supports their contributions to the campus community.

Programming

NAPA fraternity and sorority members have great pride in their commitment to their organization as well as the strong bonds they have with brothers and sisters in the Asian fraternity/sorority community, not only at their local campus but across the geographic region. According to additional raw data from Hayward's (2008) survey, respondents indicated that 51% of their chapters visit fellow chapters on other campuses 2-4 times a semester and 49% visit other campuses with Asian fraternities and sororities other than their own 2-4 times a semester.

This may lead to concerns about potential over-programming. It is not uncommon for chapters to have 3-5 scheduled events per week. It is also not uncommon for chapter members to drive hundreds of miles to support other chapters' events, oftentimes attempting to return home late at night, creating a potential safety issue.

Beneficial Forms/Documents for Professionals and Volunteers

Familiarity and access to the following forms and documents will be helpful in the advisor's efforts to support NAPA organizations.

- Organization's contact information
- Organization's local and national constitution and by-laws
- New member education program
- Anti-hazing policy
- Risk management policy
- Judicial/Standards policy
- National awards
- Advisor manuals

The following policies, procedures, or developmental models are useful or beneficial to the success of a chapter on a college/university campus:

- Chapter academic reports
- Campus awards received by chapters
- Awards of excellence programs
- Guide to starting a chapter
- Understanding of an organization's history/traditions

Hazing and Alcohol

As with many student organizations, hazing and alcohol abuse can be problematic for some Asian fraternities and sororities. According to the NAPA national board, the following are some reasons some students believe hazing is necessary for their organization:

- Overcoming adversity is necessary to create bonding
- Proving new member's worth to the organization
- To gain respect
- Tradition
- It's what cultural Greek organizations "do"

All NAPA member organizations have anti-hazing statements as well as risk management policies outlawing hazing. Another area of concern are crossing celebrations where new members are required to drink alcohol provided to them as gifts by active members and other guests.

NAPA has devoted significant time and energy to educating its member organizations' national board members on strategies to address hazing and alcohol abuse within their own organizations, as well as passing a NAPA anti-hazing statement in January 2009.

Additional NAPA-specific resources for fraternity and sorority advisors—governing documents, professional development webinars, and brand assets—are available on the NAPA website: <http://www.napahq.org/>.

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- National APIDA Panhellenic Association Website. (n.d.). Retrieved on October 8, 2018 from <http://www.napahq.org/>.

SUGGESTED READING

The following resources may help the reader learn more about APIA fraternities and sororities.

- Accapadi, M. M. (2005). *Affirmations of identity: the story of a South Asian American sorority*. Austin: University of Texas.
- Chen, E. (1998). *The continuing significance of race: A case study of Asian American women in White, Asian American, and African American sororities*. Ph. D. Dissertation. University of California, Los Angeles.
- Lee, J., & Zhou, M. (Eds.). (2004). *Asian American youth: Culture, identity and ethnicity*. New York: Routledge.
- Takaki, R. (1989). *Strangers from a different shore: A history of Asian Americans*. New York: Little Brown and Company.

APPENDIX A

Terminology

Professionals or volunteers advising and/or working with NAPA organizations are encouraged to become familiar with associated terminology. Familiarity with terminology will help show students that the advisor is credible and knowledgeable about NAPA organizations. Knowledge of terms will also help the advisor understand and effectively communicate with students.

Note: Although most organizations share these definitions, some organizations have slight variations and should be contacted directly for further information regarding a specific definition.

Active Chapter: chapter that has completed all requirements to receive their charter and has current undergraduate members that have met all requirements to be deemed active

AGC: Asian Greek Council or sometimes Asian Greek Community

Associate Chapter: status of a chapter prior to attaining active chapter status

Big Brother/Sister (Big Bro/Sis): member who mentors a prospective new member (Little Brother/Sister) to help them get acclimated to the organization

Crossing: term used to describe an individual transitioning to full membership at the conclusion of the new member education process

Informational: rush/recruitment where prospective members learn more about the organization

Installation (Installs): ceremony where neophytes are formally inducted into the organization; formal introduction to the public

Interest Group: group of individuals on campus in the first stage of the process, prior to colony or associate chapter status, leading to installation as a chapter of an organization

Line/Member Number: numerical designation is given to a member according to the place he/she occupies in the pledge/new member class and organization in relation to other members (i.e., #24 would be the 24th person crossed into the chapter); commonly worn on clothing, such as jackets

Neophyte (Neo): newly initiated member

New Member Education: process through which an individual becomes a member of the organization; membership intake process

Pledge: individual who is participating in a new member education process

Presentation (Presents): ceremony where new pledges are formally introduced to the public

Rush: time for potential members to get more familiar with the organization; recruitment period

Rushee: potential member; interested individual attending Rush events

Social/Mixer: activity where the members of one organization visit the chapter of another organization for a social event

Syands (Same Year and Semester): term used to refer to men and women who were initiated in the same semester and year; they do not necessarily have to belong to the same organization; similar to NPHC term 'sands'

APPENDIX B

NAPA Member Organizations' Leadership Structures

The most consistent aspect from each of these organizations is they all have a president who oversees a board of alumni members with specific responsibilities. The president would be a great resource to assist you with getting the information you need. The information below contains the structure for each of the NAPA organizations.

alpha Kappa Delta Phi

www.akdphi.org

National Board:

President
Vice President
Officer of Internal Affairs
Officer of Judicial Affairs
Treasurer
Secretary/Historian
Expansion Advisor
Expansion Chair
Alumnae Chair

Governors:

- Northern California
- Southern California
- Southwest
- Northeast
 - Northeast Lt. Governor
- Southeastern
 - Southeastern Lt. Governor
- Midwestern

Alpha Phi Gamma

www.alphaphigamma.org

National Board:

President
Chief of Staff
Vice Presidents:

- Vice President of Membership
- Vice President of Internal Affairs
- Vice President of External Affairs
- Vice President of Finance
- Vice President of Judicial Affairs

Executive Secretary

Directors:

- Director of Expansion
- Director of New Member Education
- Director of Membership
- Director of Sisterhood
- Director of Academics
- Director of Events
- Director of Philanthropy

Directors (Continued):

- Director of Alumna Relations
- Director of Public Relations
- Director of Sponsorship
- Director of Scholarship
- Director of Bookkeeping
- Director of Archives
- Director of Legal Administrative

West Coast Senator Chair

Midwest Senator Chair

Chi Sigma Tau

www.chisigmatau.com

National Board:

President
Vice President
Treasurer
Secretary
Governor

Cabinet:

Director of New Member Education
Director of Expansion
Director of Marketing
Director of National Events
Director of Records
National Webmaster
Director of Alumni Relations

Delta Kappa Delta

www.deltakappadelta.com

National Board:	President Executive Vice President Vice President of Internal Affairs Vice President of Marketing	Vice President of Finance Vice President of Expansion Vice President of New Membership Intake
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Cabinet:	3 New Membership Directors Alumni Director Northern Regional Director Southern Regional Director Midwestern & Western Regional Director	Service Director Risk Management Director Anti-Hazing Director Fundraising Director
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Board of Advisors:	Chairperson Chairperson-Elect Secretary 2 General Board Members
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Delta Phi Lambda

www.deltaphilambda.org

National Board:	President Vice President of Finance Vice President of Records	Vice President Collegiate Vice President Alumnae Vice President of Expansion
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National Staff: (Hired volunteer members of the sorority)	Director of Alumnae Relations Director of Archives Director of Collegiate Programming Director of Events Director of Expansion Director of Growth & Development Director of Marketing Director of New Member Services Director of Philanthropy Director of Recruitment Director of Risk Reduction Expansion Coordinator: Midwest	Expansion Coordinator: Northeast Expansion Coordinator: Southeast Finance Manager Judicial Manager Membership Manager Ritual Manager Social Media Manager Midwest Governor Northeast Governor Southeast Governor The Jade Times Editor-in-chief Web Director
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Kappa Phi Gamma

www.kappaphigamma.com

National Board:	President Vice President of Internal Affairs Vice President of External Affairs Vice President of Communication Vice President of Finance Executive Director of Alumnae Affairs 2 Co-Executive Directors of Expansion Executive Director of Marketing
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Kappa Phi Lambda

www.kappaphilambda.org

Executive Board: President
Vice President of Administration
Vice President of Education
Vice President of Finance
Vice President of Operations
Vice President of Standards & Risk Management

Internal Operations Board:

Program Advisors:	Regional Consultants:
• Program Advisor: Upstate/Northeast	• Regional Consultant: Upstate/Northeast
• Program Advisor: Tristate	• Region Consultant: Tristate
• Program Advisor: Mid-Atlantic/South	• Regional Consultant: Mid-Atlantic/South
• Program Advisor: Midwest	• Regional Consultant: Midwest

Minor Board: Cultural Chair
Expansion Chair
Historian
Service Chair
Public Relations Chair

Lambda Phi Epsilon

www.lambdaphiepsilon.com

Board of Directors: President
Internal Vice President
External Vice President

Treasurer
Secretary
Executive Director

Cabinet: Director of Alumni Services
Director of Education
Director of Expansion

Director of Programming
Director of Operations
Assistant Executive Director

Operations: Mid-Atlantic Governor
Midwest Governor
Northeast Governor

Southeast Governor
Southwest Governor
West Coast Governor

Additional Leadership: Education Administrator
3 Expansion Coordinators
Assistant Director of Programming
Director of Communication
Public Relations Coordinator

Pi Alpha Phi

www.pialphaphi.com

National Board of Directors: President
Vice President Internal
Vice President External
Treasurer
Secretary
Director of Judicial Affairs
Director of Expansion
Director of Communication

Pi Delta Psi

www.pideltapsi.com

Executive Board:	President Vice President Treasurer Recorder Alumni Chairs	Expansion Chairs Philanthropy Chair Pledge Education Chairs Web Development Chair
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Directors of Chapter Services: The directors serve a region and report to the executive board the standings of chapters and colonies.

Board of Directors: Board members serve as national advisors to the executive board.

Undergraduate Advisors Board: Consists of undergraduate representatives from each of the chapters, associate chapters, and colonies.

Sigma Beta Rho

www.sigmabetarho.com

National Executive Board:	President Executive Vice President Vice President of Operations Vice President of Marketing	Vice President of Finance Vice President of Undergraduate Affairs
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National Officers: National Governor
Director of Chapter Development & Retention
Director of Compliance & Risk Management
National Philanthropy Chair
National MIS Chair

Regional Officers:

(Regional Governor's report to the Vice President of Undergraduate Affairs, they are the first point of contact for campus officials)

Appalachian Region

- Regional Governor
- Regional NME Chair
- Regional Administrator

Florida Region

- Regional Governor
- Regional NME Chair
- Regional Administrator

Midwest Region

- Regional Governor
- Regional NME Chair
- Regional Administrator

Northern Region

- Regional Governor
- Regional NME Chair
- Regional Administrator

New York City/New Jersey

- Regional Governor
- Regional NME Chair
- Regional Administrator

Pennsylvania

- Regional Governor
- Regional NME Chair
- Regional Administrator

Sigma Beta Rho

www.sigmabetarho.com

National Executive Board:	President Vice President of Membership Vice President of Communication Vice President of Expansion Vice President of Finance Vice President of Programming Vice President of Recruitment
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National Judicial Board: Chief Justice
4 Associate Justices

APPENDIX C

NAPA Statement of Position on Hazing and Pre-Initiation Activities

The National Asian Pacific Islander Desi American Panhellenic Association states its position, in support of constructive educational and inspirational programs and has asserted unequivocally its opposition to hazing and pre-initiation activities which do not contribute to the positive development and welfare of pledges/associates and members. Because hazing and other pseudo-initiation practices have not been rejected and eradicated completely in undergraduate activities, and therefore remain a menace to the well-being of the College Fraternity System, the National Asian Pacific Islander Desi American Panhellenic Association affirms its position on this question.

- The Association believes that true fraternalism is nurtured in an atmosphere of social and moral responsibility, respect for duly constituted authority and loyalty to the principles of higher education.
- The Association further believes that while social behavior cannot be legislated, a fraternity/sorority without morally sound precepts and practices is not a constructive influence upon college students.
- The Association further believes that a fraternity/sorority has a solemn obligation in the development of its pledges/associates and members and that this responsibility extends alike to the institutions where it is represented; to parents and others who make possible the education of pledges/associates and members; to the communities where chapters are accountable for good citizenship; and to the college fraternity system of which it is a part.
- The Association further believes that while much progress has been made, one of the most damaging instruments to the fraternity system is the employment of a program of education which includes hazing, and that this unproductive, ridiculous and hazardous custom has no rightful place in the fraternity/sorority system.
- The Association defines hazing as any action taken or situation created intentionally to produce mental or physical discomfort, embarrassment, harassment or ridicule. Such activities and situations includes paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, or any other such activities; wearing, publicly, apparel which is conspicuous and not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities, late work sessions which interfere with scholastic activities and any other activities which are not consistent with fraternal law, ritual or policy or the regulations and policies of the educational institution.

APPENDIX D

NAPA Statement of Position on Campus Recognition

The National Asian Pacific Islander Desi American Panhellenic Association, recognizing the importance of recognition or other endorsement which provides all rights and privileges bestowed to students and student organizations by host institutions, and further recognizing the importance of accepting all fraternal chapters into membership in local councils as student fraternal organizations, with all rights and privileges, applauds those institutions and councils which provide such recognition and membership on a free and open basis.

- **The Association recognizes the obligation of colleges and universities to create a positive student life atmosphere.** Furthermore, the Association recognizes that the overwhelming majority of institutions of higher education believe that fraternities/sororities are integral components in the creation of a positive student live atmosphere.
- **The Association believes that the best way to create a positive student life atmosphere is through the recognition** that all persons have the right to freely associate with each other and with the organizations on such terms and conditions they may choose in the exercise of their judgment.
- **The Association further believes that this position is grounded in the historic American freedom of association** and speech guaranteed by the First Amendment of the United States Constitution, and reaffirmed in exemptions from Title IX by the Educational Amendments of 1972 as it applies to fraternal organizations.
- **The Association further believes that it is unfair and biased for an institution to express that they can only have** so many like historical cultural groups on a campus. This would seem to violate the principles of being inclusive and creating diversity on a college campus.
- **The Association acknowledges that colleges and universities have the right to establish fair and reasonable rules** and regulations, applicable to all student organizations to receive and maintain recognition. The Association believes that colleges and universities do not have the right to infringe on any organization's right to recruit members at any time or on students' rights to associate with an organization, if so selected by the organization – or to establish any other standards or regulations, which go beyond those applicable to all students and student organizations.
- **The Association will be supportive of the expansion of NAPA member organizations onto colleges and** universities, provided that the member organization attempting to expand meets the requirement set forth by the university administration and follows procedures set forth by the university.

The National Asian Pacific Islander Desi American Panhellenic Association, therefore, states its support for the rights of students to assemble into or to associate with fraternal and other student organizations, free from restriction in that decision by anyone, and to that end the Association fully supports the notion that all rights and privileges should be granted to such students and their organizations as provided by the host institution and the local councils.