Thank you to the NMGC leadership and member organizations for assisting in the Resource Guide review process.

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INTRODUCTION

“The National Multicultural Greek Council promotes multiculturalism by advocating for justice and equity, cultivating interfraternal relationships, and empowering its member organizations.”

- National Multicultural Greek Council Mission Statement

The Association of Fraternity/Sorority Advisors National Multicultural Greek Council Resource Guide was created with the purpose of aiding fraternity/sorority professionals and volunteers in their work with fraternities and sororities affiliated with the National Multicultural Greek Council, Inc. (NMGC). The NMGC is a volunteer-based governing council for eight sororities and two fraternities established with a grounded belief in the celebration of multiculturalism. Further explanation of how the NMGC defines multiculturalism is provided later in this guide. The NMGC is not to be confused with local Multicultural Greek Councils (MGCs), nor should it be considered the umbrella council for local, campus-based MGCs. As of this document’s publication date, there are no campus-based Multicultural Greek Councils (MGCs) that are directly linked to or supported by the NMGC. If an organization is interested in joining the National Multicultural Greek Council, reach out to NMGC leadership for more information on the recognition process.

Learning Outcomes

By reviewing this resource, the reader will increase their knowledge of the culture and policies associated with NMGC organization:

- Gain an understanding of the campus climate and the movement to embrace culture and diversity that led to the establishment of multicultural organizations.
- Be knowledgeable of the history and purpose behind the establishment of the NMGC.
- Develop an appreciation for the vision that college students had to develop a movement in fraternity/sorority life that embraced the richness of all cultures, which contribute to the formation of their multicultural identities as global citizens.
- Develop an understanding of the intake practices of NMGC member organizations.
- Become familiar with terminology used by NMGC organizations.
- Gain knowledge of the structure of NMGC organizations and best practices centered around cultural humility and competence as guiding principles.

EMERGENCE OF MULTICULTURAL FRATERNAL ORGANIZATIONS

Multicultural fraternal organizations began to emerge on college campuses in the 1980s and 1990s. This emergence and growth was due in part to the success of the civil rights movement that brought forth newfound strength in minority populations (African Americans, Hispanic/Latino Americans, Asian Americans, women, etc.). It also coincided with a new wave of immigration coming in from various parts of the world as a result of the 1965 Immigration and Nationality Act (Hart-Celler Act, INS Act of 1965, Public Law 89-236) under the Johnson Administration. These factors led to fundamental change in the culture and content of our society and, ultimately, our primary schools and institutions of higher education.

The establishment of historically Black fraternal organizations and Latino fraternal organizations has been documented to have happened as the result of a lack of support networks to ensure success for African Americans and Latinos entering colleges and universities (Kimbrough, 2003). Multicultural fraternal organizations share a similar history with a twist. While organizations were being formed that strengthened cultural pride among specific groups (Blacks, Latinos, Asians/Pacific Islanders), there were students coming from multicultural and multiethnic backgrounds, households, schools, and neighborhoods who often were able to identify with bicultural or multicultural identities. They felt the need to belong to organizations that not only embraced and highlighted their own culture, but also valued the effervescent qualities and richness of other cultures shared by their friends and families. It is within this climate that multicultural fraternal organizations were born, demonstrating the richness of the cultural blend of the American culture and the need to celebrate and embrace such differences.

Many multicultural fraternal organizations share a similar regional birthplace, the Northeast region of the United States, where there is a rich mosaic of cultures. The Northeast became a natural nesting place in which multicultural fraternal
entities began to develop. According to Kimbrough (2003), “students seeking to bring together students of different races and backgrounds, sought to build fraternal groups that openly embraced multiculturalism” (p. 104). Kimbrough’s (2003) research also contends that the organizations formed in the time that he denotes as the “individualist/multiculturalism era: 1980 – present” (p. 103) could have been seen as a fad, since many of them are no longer in existence. However, three of the organizations listed are, or were at one point, active members of the NMGC.

The question that may come to mind is, “If African American, Latino, and Asian students each had their own organizations, what types of students were joining these multicultural fraternal organizations?” The answer is that all types of students were joining, as the membership of multicultural fraternal organizations is comprised of a widely diverse population, including students from majority populations. While Latino organizations can claim their membership is multicultural or diverse, a fundamental principle of such organizations is to highlight and embrace the Latino culture. The same is applicable to historically Black or Asian organizations. What sets multicultural fraternal organizations apart is the celebration of all cultures, races, lifestyles, religions, abilities, and backgrounds as their main focus, with no single culture being specifically emphasized. This type of organization became appealing to college students that were biracial, bicultural, recent immigrants, or who had simply grown up with a different cultural lens that caused them to identify with or seek knowledge of other cultures. The founding members were also students who exemplified cultural pride and wanted to share it with their peers, while simultaneously seeking to learn other cultures. “Ethnic identity is determined by an individual’s choices to maintain behaviors associated with the culture of origin. Acculturation represents the extent to which the majority culture’s values, mores, and customs have been adopted” (Torres, 2003, p.3). The product of the association between the crossing of cultures and the established institution of fraternal organizations gave birth to multicultural fraternal organizations. While most of the multicultural fraternal organizations on Kimbrough’s list are no longer in existence, several others, bearing out the Darwinian perspective, are still around and stronger than ever.

As our society has continued to embrace the celebration of race and ethnicity, the United States has become more of a global community. This is evident by the increased numbers of interracial and inter-cultural marriages in the past thirty years (Root, 2001). As a result, multicultural fraternal organizations have become positive organizations that value all cultures holistically and are committed to the success of the individual as well as the community in which they thrive. It is no surprise that throughout the late 1990s and early 2000s, multicultural fraternal organizations have grown prolifically.

ABOUT NMGC AND ITS MEMBER ORGANIZATIONS

By the beginning of the 1980s, increasing numbers of men and women from culturally diverse backgrounds were pursuing college degrees and seeking a support system in the form of a sorority or fraternity. However, at that time most organizations on college campuses were either the traditional, social fraternities and sororities or the historically African American organizations. Latino fraternal organizations had also emerged in the collegiate setting, but like many other culturally-specific organizations did not seem to provide bicultural or multicultural students the diversity they sought in an organization’s infrastructure and governing directives. In November 1981, within this climate, the first multicultural sorority, Mu Sigma Upsilon Sorority, Inc. was founded.

The 1980s and 1990s saw the emergence of a multicultural fraternity/sorority movement. New fraternities and sororities were emerging throughout the country. These organizations, however, were not typical fraternities and sororities. Initiated by the founding of the first multicultural sorority, the end of the twentieth century gave birth to a new movement – that of multiculturalism. Newly formed fraternities and sororities were looking to write a new page in the fraternal organization history books, one of inclusiveness of all cultures, races, religions, and creeds. By the mid-1990s, multicultural fraternities and sororities were plentiful on college campuses, albeit fragmented, as no single platform existed to enable these organizations to work together.

In 1998, as the National Association of Latino Fraternal Organizations, Inc. (NALFO) emerged, to unite the Latino fraternal community, members of multicultural fraternal organizations realized the need for similar efforts. Such ideas culminated in a summit meeting in October 1998. With over ten multicultural organizations present, this meeting initiated the formation of what was to become the National Multicultural Greek Council, Inc.

When the NMGC was established, the founding members’ vision was to create a fraternal forum to increase communications and connections amongst multicultural fraternities and sororities, thereby creating a community of organizations dedicated to the promotion of diversity and service. Since that time, NMGC member organizations have
recognized the need for the Council’s greater involvement in the development of its membership. The NMGC needed to become much more than a mechanism through which like-minded organizations could work together, but rather a council that would also strengthen the presence of its member organizations on college campuses while fortifying ties with college/university professionals.

With such new principles in mind, the NMGC undertook a rigorous restructuring process with twin goals of (1) better identifying and providing membership benefits through affiliation, and (2) increasing its communications and presence on college/university campuses and within the community at large. The first concrete step in these efforts was the adoption of the Code of Ethics in 2005 (see Appendix B). The Code of Ethics addresses concepts of mutual respect and courtesy and sets a standard for organizational expectations during the intake process. An additional strategy to ensure the proper development and compliance of member organizations to standards similar to those held by other national umbrella organizations has been realized in the adoption of the NMGC Principles of Excellence. These principles provide specific criteria by which all member organizations have agreed to abide:

1. Incorporation Status
2. Scholarship/Academic Initiatives
3. Service Initiatives
4. Liability Coverage of $1 Million
5. Anti-Hazing Policy

In addition to establishing the Principles of Excellence, the revitalized NMGC has been promoting scholarship and service amongst its members through the establishment of awards for excellence and by engaging in group service-based projects. A focal point of the restructuring process was the NMGC’s Statement on Multiculturalism, developed to better educate college/university professionals and the community on the Council’s unified commitment to diversity, and the adoption of the Council’s official mission statement.

**NMGC Structure**

<table>
<thead>
<tr>
<th>EXECUTIVE BOARD</th>
<th>PRESIDENT</th>
<th>SECRETARY</th>
<th>TREASURER</th>
<th>UNIVERSITY LIAISON</th>
</tr>
</thead>
<tbody>
<tr>
<td>VICE PRESIDENT</td>
<td></td>
<td></td>
<td></td>
<td>Standing committees are open to all Council org. members. Contact respective Eboard member for additional information</td>
</tr>
<tr>
<td>MEMBERSHIP COMMITTEE</td>
<td>PROGRAMMING COMMITTEE</td>
<td>FINANCE COMMITTEE</td>
<td>RESEARCH COMMITTEE</td>
<td>HERITAGE COMMITTEE</td>
</tr>
<tr>
<td>MEMBERS</td>
<td>REPRESENTATIVES</td>
<td>• 2 per organization</td>
<td>• Vote in all council regular and special meeting and actions taken by the general assembly</td>
<td>MEMBERS</td>
</tr>
<tr>
<td>LEGAL COUNSEL</td>
<td>• Appointed</td>
<td>• Term length varies</td>
<td></td>
<td></td>
</tr>
<tr>
<td>BOARD OF REGIONS</td>
<td></td>
<td></td>
<td></td>
<td>REGIONAL DIRECTORS</td>
</tr>
</tbody>
</table>
NMGC Mission Statement
The National Multicultural Greek Council promotes multiculturalism by advocating for justice and equity, cultivating interfraternal relationships, and empowering its member organizations.

NMGC Statement on Multiculturalism
The NMGC Statement on Multiculturalism, authored by Jefferson et al (2007) and outlined below, articulates the organization’s definition of the term “multiculturalism” and clarifies the philosophy of the member organizations.

The word, multicultural, broken into separate parts, simply means multiple cultures. For multicultural fraternal organizations, however, the word was not adopted to describe the diversity of its membership. Multiculturalism is not indicative of the physical composition of an organization on a chapter or national level; rather, it is a state of mind – a philosophy that embraces any and all aspects of cultural identity with unconditional respect and equality.

Cultural identity includes (but is not limited to): geographical location, sex, gender, race, history, nationality, sexual orientation, and religious beliefs.

Multicultural fraternal organizations, like the fraternal organizations before them, exist to address a need that had yet to be addressed by prior organizations. While most, if not all, organizations have diverse membership, there is still a cultural concentration and focus, and that concentration may take precedence over other cultures represented in that organization. Founders of multicultural fraternal organizations did not want to prioritize one aspect of a person’s cultural identity over another and, thus, established organizations that taught its members to respect and embrace each individual as an individual – the foundation of unity.

Accordingly, the NMGC defines multiculturalism as not only diversity of membership, but a concrete commitment to acknowledge and celebrates all cultures equally through its programming, public service outreach efforts, and community education. (p.1)

NMGC Member Organizations
Sororities

Delta Xi Nu Multicultural Sorority, Inc. was established at Texas A&M University on October 7, 1997 by five extraordinary women who embarked on the mission of creating an organization where women of all cultures and backgrounds would feel welcomed, in addition to educating and serving their community. Being from all different races, nationalities, and religions themselves, they wanted to help teach the world that it was their differences that had brought them together and made them strong. Delta Xi Nu is committed to the promotion of diversity and cultural awareness among college campuses and communities around the nation and throughout the world. For more information, visit the organization’s website.

Delta Xi Phi Multicultural Sorority, Inc. was founded at the University of Illinois, Urbana- Champaign on April 20, 1994. The organization was founded by 15 women from the university. Beginning in 1992, two groups of women on the UIUC campus were focused on addressing women’s issues in many overlapping ways. Once learning of each other’s intentions, they met to discover that their goals were similarly focused, bringing the creation of “Women for the Advancement of a Multicultural Society” (WAMS). During the era of the organization, members sought out various organizations at other campuses to determine if they met the goals and desires of WAMS. After a year of searching, on April 20, 1993, the women made the decision to found their own organization. After an additional year of education of members and voting for letters, colors, mascot, flowers, and a stone, on April 20, 1994, the members of WAMS became forever-after known as the women of Delta Xi Phi Sorority. The women chose maroon and navy as their colors, the yellow rose of Texas as their flower, and the white diamond as their jewel. On February 6, 1998, the organization became incorporated, changing the name to Delta Xi Phi Multicultural Sorority, Inc. For more information, visit the organization’s website.

Gamma Eta Sorority, Inc. (initially founded as Gamma Eta Society) was founded at the University of Florida, in Gainesville, Florida in 1995 under the guidance of 18 founding mothers, lead by the inspirational leadership of Ilena Camilo. Gamma Eta’s founding mothers were comprised of mainly Puerto Rican, Cuban and American women of diverse racial backgrounds who embraced their culture whole-heartedly but also welcomed the various perspectives of other cultures, and who felt compelled to help women of color stay in school and support them in becoming strong academics and leaders. Gamma Eta celebrates its founder’s day on October 18, 1995. In the fall of 1999, Gamma Eta Society became incorporated in the state of Florida as Gamma Eta Sorority and gained sorority status at their founding institution by joining the Multicultural Greek Council. It was in the fall of 1999 that Gamma Eta brought in its first pledge class as Gamma Eta Sorority, which set the precedent of the philosophy that Gamma Eta would adopt as...
one of its principles. The fifteen women that encompassed the Epsilon Class of Gamma Eta Sorority boasted women from Latin American, Caribbean, European, Asian, and Jewish heritages that further enriched the diversity that already encompassed the organization. In the fall of 2000, Gamma Eta adopted its final principle of diversity to encompass the spirit of multiculturalism that the organization had welcomed all along. Gamma Eta members proudly live each day as women of class and integrity who live by their principles of Leadership, Unity, Sisterhood, Service, Strength, Scholarship, and Diversity. For more information, visit the organization’s website.

Lambda Sigma Gamma Sorority, Inc. was founded on the campus of Sacramento State University in 1986. After the 27 Founding Mothers realized that the campus did not offer an organization that met the needs of women from minority backgrounds, they were interested in forming an organization that would be a family away from home while bringing together women of various backgrounds focused on the principles of self-improvement, scholastic excellence, civic responsibility and leadership. Since 1986, 23 additional chapters have started. Lambda Sigma Gamma was founded with the purpose of creating a support system for women once they entered the university. This support has developed a strong, safe, and loving environment where friendships grow, character is built, knowledge is shared, and a multicultural sisterhood is created. The sorority's main objective is to bring awareness and support to early education. For more information, visit the organization’s website.

Lambda Tau Omega Sorority, Inc. was founded on October 9th, 1988 at Montclair State University in Montclair, New Jersey. The Sorority was founded by sixteen independent womyn who shared a vision of creating a Sisterhood with principles centered on womyn empowerment, multiculturalism, and commitment to service. A Sisterhood that would embrace diversity and devote selfless service towards the community; concentrating on the welfare of children. Today, the Sorority thrives in exemplifying those ideals, and furthermore, in exemplifying the Sorority’s motto: “Excellence through Unity, Knowledge, and Dedication.” For more information, visit the organization’s website.

Mu Sigma Upsilon Sorority, Inc. was founded November 21, 1981, at Rutgers University and currently has 63 active, undergraduate chapters. Mu Sigma Upsilon Sorority, Inc. is the first multicultural fraternal organization. The five founding Mothers were determined to develop an organization celebrating the culture of all women. These women chose the colors baby blue and white to represent their organization and set the goals of their organization to focus on academic excellence, unity among all women, active participation in the university and community. Today the organization recognizes that although the 21st century poses different challenges for women, Mu Sigma Upsilon is an advocate for cultural awareness for women. For more information, visit the organization’s website.

Omega Phi Chi Multicultural Sorority, Inc. was founded at Rutgers University on November 9, 1988, and currently has 16 active, undergraduate chapters. The organization was founded by women of Asian, African-American, and Latina descent. The purpose of the organization is to generate unity amongst all women; the founders were campus leaders at Rutgers who realized the need to address the issues facing the women of diverse backgrounds, distinct cultural roots and a commitment to womanhood. The organization also focuses on a strong sisterhood surrounding ideals of honesty, loyalty, respect, responsibility, academic excellence, and involvement in the community. For more information, visit the organization’s website.

Theta Nu Xi Multicultural Sorority, Inc. was founded April 11, 1997 at the University of North Carolina at Chapel Hill by seven women who sought to create an inclusive sisterhood. The Founders chose to transcend traditional boundaries with the creation of a new Greek-letter organization that would embody the ideals of scholarship, service, sisterhood, leadership, and multiculturalism. Despite being met with significant concerns about the viability of such an organization, the Founders held strong to their beliefs and pushed forward in creating the sorority. Since 1997, the sorority has grown to nearly 40 chapters nationwide. For more information, visit the organization’s website.

Lambda Sigma Gamma Sorority, Inc. was founded on the campus of Sacramento State University in 1986. After the 27 Founding Mothers realized that the campus did not offer an organization that met the needs of women from minority backgrounds, they were interested in forming an organization that would be a family away from home while bringing together women of various backgrounds focused on the principles of self-improvement, scholastic excellence, civic responsibility and leadership. Since 1986, 23 additional chapters have started. Lambda Sigma Gamma was founded with the purpose of creating a support system for women once they entered the university. This support has developed a strong, safe, and loving environment where friendships grow, character is built, knowledge is shared, and a multicultural sisterhood is created. The sorority’s main objective is to bring awareness and support to early education. For more information, visit the organization’s website.

Phi Sigma Chi Multicultural Fraternity, Inc. was founded at New York City Technical College on November 16, 1996. Phi Sigma Chi, Inc. currently has three chapters and two colonies. In 1996, at the New York City Technical College, the student life environment was apathetic, not providing an opportunity for strong leadership development. The six founders of the organization were campus leaders focused on developing an organization focused on multiculturalism. For more information, visit the organization’s website.

Psi Sigma Phi Multicultural Fraternity, Inc. was co-founded at Montclair State University and Jersey City State College on December 12, 1990 and currently has 11 chapters. Eighteen men from various backgrounds and cultures founded the fraternity as a community service-based organization to address the issue of college men facing a limited number of opportunities to join fraternal organizations. The focus of the organization is to promote multiculturalism, community service, and brotherhood in the life of today's college student. For more information, visit the organization’s website.
The following charts outline basic aspects of the organizational structure and helpful information regarding chapter support for each NMGC member organization.

### Sororities

<table>
<thead>
<tr>
<th>Sorority</th>
<th>Nickname</th>
<th>Reporting Structure for Crisis or Chapter Concern</th>
<th>Graduate Chapters</th>
<th>Region of the US Where Most Chapters are Located</th>
<th>Traditional Programming Week on Campus</th>
</tr>
</thead>
<tbody>
<tr>
<td>Delta Xi Nu Multicultural Sorority, Inc.</td>
<td>The Mu’s (pronounced Mews)</td>
<td>For issues with individual chapters, contact the VP and AVP of Internal Affairs. Organizations wishing to partner with Delta Xi Nu on their campus should reach out to the VP of Programming.</td>
<td>They have alumnae chapters and are currently in the process of creating an intake process for this level.</td>
<td>South</td>
<td>Each chapter/colony hosts a Honey Week during recruitment at their respective institutions, to get to know any Interested Ladies.</td>
</tr>
<tr>
<td>Delta Xi Phi Multicultural Sorority, Inc.</td>
<td>The Mu’s (pronounced Mews)</td>
<td>The National Board’s first point of contact is the Regional Advisor. There are 4 regions (West, Midwest, East &amp; South), which have 1-2 Regional Advisors, depending on the number of chapters in the region.</td>
<td>No graduate chapters</td>
<td>Midwest</td>
<td>Founders Week during the week of April 20th</td>
</tr>
<tr>
<td>Gamma Eta Sorority, Inc.</td>
<td>The Mu’s (pronounced Mews)</td>
<td>First points of contact are the Chapter President and Chapter Advisor. If there’s a need to escalate, contact the Regional Director (see website) and then the President on the National Governing Board.</td>
<td>They are in the beginning stages, and policies for their operating structure and roles are still being developed.</td>
<td>Southeast &amp; Midwest</td>
<td>Gamma Eta Week in the spring</td>
</tr>
<tr>
<td>Lambda Sigma Gamma Sorority, Inc.</td>
<td>The Mu’s (pronounced Mews)</td>
<td>First point of contact is the National President.</td>
<td>No graduate chapters</td>
<td>West</td>
<td>No traditional programming week</td>
</tr>
<tr>
<td>Lambda Tau Omega Sorority, Inc.</td>
<td>The Mu’s (pronounced Mews)</td>
<td>First points of contact are the Chapter President and Chapter Advisor. If there’s a need to escalate, contact the National President.</td>
<td>Plan to launch Graduate/Professional Membership program Fall 2019</td>
<td>Northeast</td>
<td>Founders Week during the week surrounding October 9th</td>
</tr>
</tbody>
</table>
### Mu Sigma Upsilon Sorority, Inc.

<table>
<thead>
<tr>
<th>Reporting Structure for Crisis or Chapter Concern</th>
<th>First points of contact are the Chapter President and Chapter Advisor. If there's a need to escalate, contact the National President at <a href="mailto:president@msu1981.org">president@msu1981.org</a>.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate Chapters</td>
<td>Upon completion of undergraduate studies, sisters may join the Mu Sigma Upsilon Aretias Graduate Chapter. Women who did not pledge as undergraduates may also join. Questions about graduate chapters should be directed to the National Vice President at <a href="mailto:VicePresident@msu1981.org">VicePresident@msu1981.org</a></td>
</tr>
<tr>
<td>Region of the US Where Most Chapters are Located</td>
<td>Northeast</td>
</tr>
<tr>
<td>Traditional Programming Week on Campus</td>
<td>No traditional programming week</td>
</tr>
</tbody>
</table>

### Omega Phi Chi Multicultural Sorority, Inc.

<table>
<thead>
<tr>
<th>Reporting Structure for Crisis or Chapter Concern</th>
<th>First points of contact are the Chapter President and the Alumnae Advisor. If there's a need to escalate, contact the National President.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate Chapters</td>
<td>Omega Phi Chi does not have graduate chapters, but does have an Alumni Association. Graduate students who are members may stay active with the undergraduate chapters or join the Alumni Association.</td>
</tr>
<tr>
<td>Region of the US Where Most Chapters are Located</td>
<td>Northeast</td>
</tr>
<tr>
<td>Traditional Programming Week on Campus</td>
<td>Omega Week</td>
</tr>
</tbody>
</table>

### Theta Nu Xi Multicultural Sorority, Inc.

<table>
<thead>
<tr>
<th>Reporting Structure for Crisis or Chapter Concern</th>
<th>First point of contact is the Chapter President. If there's a need to escalate, contact the Regional Director (see National website).</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate Chapters</td>
<td>Upon completion of undergraduate studies, members can remain active in chapters or nationally. Intake is done at this level as well.</td>
</tr>
<tr>
<td>Region of the US Where Most Chapters are Located</td>
<td>Most active undergraduate and Graduate Alumnae and Professional Chapters are in the Mid-Atlantic and West regions. Most number of chapters are in the Central region.</td>
</tr>
<tr>
<td>Traditional Programming Week on Campus</td>
<td>Founders Week</td>
</tr>
</tbody>
</table>
Fraternities

<table>
<thead>
<tr>
<th>Phi Sigma Chi Multicultural Fraternity, Inc.</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Reporting Structure for Crisis or Chapter Concern</strong></td>
<td>First points of contact are the Chapter President and Chapter Advisor. If there's a need to escalate, contact the National Brother of Conduct.</td>
</tr>
<tr>
<td><strong>Graduate Chapters</strong></td>
<td>Currently only for Alumni members. Graduate applicants must participate in intake process with local undergraduate chapter, serve at least one year in service with crossing chapter, then transfer to graduate chapter. Graduate chapter process is currently under development.</td>
</tr>
<tr>
<td><strong>Region of the US Where Most Chapters are Located</strong></td>
<td>Northeast</td>
</tr>
<tr>
<td><strong>Traditional Programming Week on Campus</strong></td>
<td>Phi Week, week of November 16th</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Psi Sigma Phi Multicultural Fraternity, Inc.</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Reporting Structure for Crisis or Chapter Concern</strong></td>
<td>First point of contact are the Chapter Advisor and Chapter President. If there's a need to escalate, contact the National President or the Vice President of Fraternal Affairs.</td>
</tr>
<tr>
<td><strong>Graduate Chapters</strong></td>
<td>Currently have an alumni/graduate chapter, and looking to add more. Don’t currently have intake process at this level, but it is in the works.</td>
</tr>
<tr>
<td><strong>Region of the US Where Most Chapters are Located</strong></td>
<td>Northeast</td>
</tr>
<tr>
<td><strong>Traditional Programming Week on Campus</strong></td>
<td>No traditional programming week</td>
</tr>
</tbody>
</table>

TRADITIONS AND RITUALS

Like those belonging to National Pan-Hellenic Council, Inc. (NPHC), National Asian Pacific Islander Desi American Panhellenic Association (NAPA), and National Association of Latino Fraternal Organizations, Inc. (NALFO) organizations, members of multicultural fraternal organizations display organizational pride through various forms such as jerseys, crossing jackets (elaborately decorated, windbreaker jackets either in one of the organizational colors or a neutral color such as black, white, or grey), wood paddles, tikis (a wood symbol of the organization usually bearing Greek letters or the main organizational symbol), or other types of paraphernalia. Additional traditions include the adoption of fraternal colors, hand signs, grips, calls, uniforms, marching, stepping, strolling, saluting, and participation in other public ceremonies (probates, new member introductions, soirées).

Although the majority of multicultural fraternal organizations have these similar traditions, not all organizations share in any or all of them. For example, Mu Sigma Upsilon Multicultural Sorority, Inc., the oldest multicultural sorority, prides itself in being an organization that has been stepping since its founding (Mu Sigma Upsilon Sorority, Inc., n.d.). However, according to qualitative research collected from the NMGC member organizations for the development of this resource, Gamma Eta Sorority, Inc. states they were not founded with the tradition of stepping or saluting. They do partake in unity steps or dance competitions (i.e. Greek Sing or Greek Week competitions) if they are fraternity/sorority-sponsored events and promote the unification of the fraternal community.

Many multicultural fraternal organizations are still in a formative stage. Therefore, some traditions such as stepping, strolling, or saluting, have been adopted by some of their chapters in specific regions and have not yet transcended to other chapters in other regions. Based on the inquiry done with the NMGC organizations, it can be said that most organizations are beginning to adopt these traditions, because they allow members the ability to express organizational pride.

To better identify which organizations hold these traditions, Appendix C contains information to assist in identifying which current NMCG member organizations hold which traditions.
COMMUNICATING WITH THE NMGC AND NMGC MEMBER ORGANIZATIONS

As a volunteer-led organization, every officer on the NMGC Board is serving the community during their spare time while usually also working as a full-time professional and/or pursuing degrees in higher education. This is often true of the national leadership of each NMGC member organization. It’s important to keep this in mind when communicating with the council, as well as with our members. Depending on your need, you may either choose to contact an officer of the NMGC Board or the National leadership of the council’s member organizations directly.

The NMGC maintains frequent contact with its member organizations via representatives, who are either elected or appointed by each member organization to serve as the primary liaison between the organization and the council. These representatives disseminate information in ways they determine to be best for their organizations any information they receive from the council. The council keeps the representatives (as well as presidents and public relations contacts) informed primarily via monthly updates by email, as well as less formal channels including shared messaging groups and private social media groups. Information included in these updates range from internal items such as NMGC Conference updates, read-outs from conferences or interfraternal coordination efforts, marketing campaigns, survey requests, opportunities to support each other in various ways, and more. Also included are external items such as expansion opportunities across the nation, professional development opportunities such as conferences that may be of interest to their members (undergraduate/graduate/professional), volunteer/service opportunities, information about grants/funding or speaking/presentation opportunities, and more. To get information included in the NMGC’s Monthly Updates to the council, please email pr@nationalmgc.org and secretary@nationalmgc.org.

The NMGC President also conducts frequent check-in calls with leadership from each member organization, where the health and needs of the organizations are assessed.

If the need ever arises to contact the leadership of an NMGC member organization, be it for specific intake-related questions or issues pertaining to a specific chapter in your institution, please refer to the Organizational Structure section of this guide.

NEW MEMBER INTAKE REQUIREMENTS

For member organizations of the National Multicultural Greek Council the intake or new member recruitment and education process varies; however, they do share some similarities. The NMGC currently does not have any council-level policies that guide the intake or new member recruitment and education process (from now on referred to as “the process”) for all member organizations.

The process for NMGC organizations is very straightforward. Member organizations take the selection of potential new members very seriously. Usually, the new member/pledge classes or lines will be small in number, ranging from one to twenty-five men or women at one time. In general, the process entails one or more of the following aspects:

- attending at least one in a series of informational sessions hosted by the organization
- becoming part of an interest group of the organization (this interest group is usually kept private amongst members of the organization and those interested)
- participating in some of the organization’s activities as a guest to gain an understanding of expected levels of involvement
- completing a membership application that includes a leadership resumé, recommendation letters from organization members, alumni, faculty or professional staff members, and a formal business interview
- payment of new member fees

The time frame for this recruitment process is approximately two to four weeks. Once this process is complete, the organization then offers membership bids to those they feel meet the criteria for membership. After the official bid is made and accepted, the new member education process begins and eventually culminates with initiation a few weeks after that.
### Delta Xi Nu Multicultural Sorority, Inc.

- **Contact on Campus**: Chapter President
- **Minimum GPA**: 2.5
- **Classification Requirements**: Must be full-time (12 hours)  
  Doesn’t accept last semester seniors
- **Length of Intake Process**: Given closed nature of the process, this information is private
- **Probate Requirements**: Given closed nature of the process, this information is private
- **Pre-Requisites**: Must attend one informational that is mandatory, Application, Transcripts,  
  Letters of recommendation, Interview with chapter/colony’s Executive Board

### Delta Xi Phi Multicultural Sorority, Inc.

- **Contact on Campus**: Chapter President or Chapter Advisor
- **Minimum GPA**: 2.5
- **Classification Requirements**: Accepts first-semester freshmen
- **Length of Intake Process**: Minimum 6 weeks
- **Probate Requirements**: Probate not required
- **Pre-Requisites**: Application packet, Transcript

### Gamma Eta Sorority, Inc.

- **Contact on Campus**: Chapter New Member Educator
- **Minimum GPA**: 2.5
- **Classification Requirements**: Accepts first-semester freshmen
- **Length of Intake Process**: 6-8 weeks
- **Probate Requirements**: Probate not required; Meet & Greet to introduce new members
- **Pre-Requisites**: Application, Interview

### Lambda Sigma Gamma Sorority, Inc.

- **Contact on Campus**: Chapter President
- **Minimum GPA**: 2.4 semester and cumulative or university requirement (whichever is higher)
- **Classification Requirements**: No restrictions unless implemented by the school
- **Length of Intake Process**: New Member Education is currently under revision
- **Probate Requirements**
- **Pre-Requisites**: 1 Informational, 3+ Recruitment events, Completed application, Interviews

### Lambda Tau Omega Sorority, Inc.

- **Contact on Campus**: Chapter President
- **Minimum GPA**: 2.75
- **Classification Requirements**: Completed at least 12 hours
- **Length of Intake Process**: 5 weeks & 2 days-6 weeks
- **Probate Requirements**: Probate Not Required
- **Pre-Requisites**: Completed questionnaire, Letter of intent, Resume
<table>
<thead>
<tr>
<th>Mu Sigma Upsilon Sorority, Inc.</th>
<th>Omega Phi Chi Multicultural Sorority, Inc.</th>
<th>Theta Nu Xi Multicultural Sorority, Inc.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Contact on Campus</strong></td>
<td>Chapter Vice President</td>
<td>Chapter President (for general inquiries)</td>
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<tr>
<td><strong>Minimum GPA</strong></td>
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<td>2.75</td>
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<td><strong>Classification Requirements</strong></td>
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<td>Completed at least 12 credit hours (not considered a first semester freshman)</td>
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<td><strong>Length of Intake Process</strong></td>
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<td><strong>Probate Requirements</strong></td>
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<td>Probate not required</td>
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<tr>
<td><strong>Pre-Requisites</strong></td>
<td>Application, Letter of Recommendation, Transcripts</td>
<td>Application form &amp; fee (~$25), Personal statements, Transcript, Resume, 2 letters of recommendation (1 academic, 1 professional/community), Passport-sized photograph, Interview</td>
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Fraternities

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<th>Phi Sigma Chi Multicultural Fraternity, Inc.</th>
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<td>Chapter Rush Chairman</td>
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<td>Letters of recommendation, Interview, Participation in rush events and community service projects</td>
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<tr>
<td><strong>Minimum GPA</strong></td>
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<td><strong>Classification Requirements</strong></td>
<td>At least 12 credit hours, doesn’t accept first semester freshmen</td>
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<td><strong>Length of Intake Process</strong></td>
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<td><strong>Pre-Requisites</strong></td>
<td>Attend at least 3 interest meetings, Interview, Have a positive influence and reputation on campus</td>
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</tbody>
</table>

Information in the charts above is accurate as of April 2019.

WHAT EVERY ADVISOR SHOULD KNOW

Whom should I contact within the council's member organization should I need to inquire about a specific chapter?

Appendix C contains information about the appropriate representatives to contact. When contacting a member organization of the NMGC, please refer to the organization's website (www.nationalmgc.org) for the most up to date information.

What forms/policies are beneficial in assisting fraternity/sorority professionals in working with an NMGC chapter?

Most organizations agree that knowledge of the following documents/information as they pertain to the specific fraternity/sorority will better assist a campus advisor:

- Anti-Hazing Policy
- Insurance Paperwork
- Member Code of Conduct
- New Member Intake
- Risk Management Policy
- Constitution (national and local)
- Judicial/Standards Policy
- National Awards
- Organization Contact Information
What practices are most beneficial for fraternity/sorority advisors in working with the NMGC, its member organizations, and their chapters?

As an advisor for an NMGC organization, please be knowledgeable and understand the organization’s specific intake processes, including but not limited to requirements for potential members to begin the intake process and the general time frame and length of the intake process. Your understanding of the national organization’s policies will allow you to meet with students prior to the process to review all the information they should know.

Recommended Guiding Practices & Principles

- Cultivate Nuance: be open and join learning through an intersectional lens
- Operate from a place of cultural humility and harm reduction practices
- Employ an anti-oppression framework, particularly when working with and supporting local chapters and members from historically oppressed communities. Increase the participation and center the voices of NMGC members in your work and practice.
- Work towards lowering barriers to access for support and engagement and analyzing university policies and practices that are not realistic and can not be met by more resourced organizations and chapters.
- Stop the conflation between NMGC and local “MGC” local councils and other national councils.

What can I do to help NMGC students engage in our fraternity/sorority community?

Work with your students and find out how they view their role within your fraternity/sorority community. You cannot make students feel comfortable, but you can encourage them to have interactions with other members of the community. One strategy would be to have student leaders from each council collaborate on a specific program that will rally all students in your community together under one cause.

How can I help other students in the fraternity/sorority community and other campus constituents embrace and support NMGC groups and the new member intake process?

Facilitate the development of relationships among the groups. Provide avenues of communication in which members from Panhellenic/IFC/NPHC/NALFO/NAPA groups and other student organizations can learn about the membership intake process and learn more about NMGC groups. Please note this should be an exchange of information, allowing the opportunity for NMGC groups to learn about the other groups as well. The best way to provide support and embrace the culture of NMGC groups is to encourage all students to attend each others’ programs and service events. It is about involvement, not invitations! The most practical way of facilitating support among these groups is to encourage strong relationships through creative programming. Advisors should create programming opportunities/experiences that encourage students to proactively learn about their respective councils. Advisors would also benefit from being knowledgeable on the non-ritual related, new member intake practices specific to each organization. Recognizing common terminology and using relevant language will be helpful in strengthening trust and offering maximum opportunity for honest conversations between the advisor and the campus and/or national organization representative.

What is the most important thing I should know about the intake process?

Having an open line of communication and a relationship of trust and support will be your best assets as an advisor helping to strengthen your NMGC groups. Regular meetings with NMGC groups go a long way to show that the institution and the administration support their contributions to the campus community. The greatest challenge is getting NMGC groups to understand the administrator’s role as an advocate and a resource. Until they do, it may be difficult to get them to seek help and advice.

What should I know about the recruitment process of NMGC organizations?

As an advisor for NMGC groups it is important to understand the differences in membership recruitment activities for NMGC organizations. Advisors should be knowledgeable of:

1. The basic requirements to join each of the member organizations. See the charts on pages 10-12.
2. The national organization’s requirements for conducting an intake process and the specific details as to the role of members within the process.

In understanding policies such as these, advisors will be able to more adequately assist potential members with identifying an organization that is right for them.
What can I do to assist NMGC chapters in being more inclusive of the fraternity/sorority community?

Being an ally of the organizations is one of the most important things an advisor can do to assist these organizations in being more involved in the greater fraternity/sorority community. It is also important to understand the views that NMGC members may have of other fraternal organizations on campus and the institution itself. Lastly, understanding the cultural influences that affect the organizations' operations is key. With information such as this, advisors should be able to more appropriately create venues that will allow students to explore opportunities of inclusiveness such as a Tri-Council or collective programming board. Less structured opportunities may include finding a place for a student to work or volunteer in the fraternity/sorority affairs office or student center so they see more that goes on with all kinds of organizations, having lunch with presidents from two different kinds of organizations, presidents roundtables, other officer roundtables, attending student government meetings as interested persons, etc.

If we are interested in bringing an NMGC-affiliated chapter to our campus, what protocol should we follow? Who should I contact?

As with many organizations, it is important to determine that a need for such an organization exists on the campus. Determining need is best assessed collaboratively among the campus advisor, undergraduate student leadership, interested students, and national organization(s) petitioning to be recognized on campus. After the need has been established, the national organization should be the first point of contact. They will be able to assist you in identifying members who service your particular area in developing/creating new chapters. Additional engagement and support can be provided by the NMGC University Liaison.

### ORGANIZATIONAL CONTACTS FOR EXPANSION

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<thead>
<tr>
<th>Sororities Organization</th>
<th>Point of Contact</th>
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<tr>
<td>Delta Xi Nu Multicultural Sorority, Inc.</td>
<td>National Director of Expansion <a href="mailto:deltaxinu@gmail.com">deltaxinu@gmail.com</a></td>
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<tr>
<td>Delta Xi Phi Multicultural Sorority, Inc.</td>
<td>National Director of Expansion <a href="mailto:expansion@deltaxiphi.com">expansion@deltaxiphi.com</a></td>
</tr>
<tr>
<td>Gamma Eta Sorority, Inc.</td>
<td>National Director of Expansion <a href="mailto:ghexpansion@gmail.com">ghexpansion@gmail.com</a></td>
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<tr>
<td>Lambda Sigma Gamma Sorority, Inc.</td>
<td>National President <a href="mailto:nationalpresident.lsg@gmail.com">nationalpresident.lsg@gmail.com</a></td>
</tr>
<tr>
<td>Lambda Tau Omega Sorority, Inc.</td>
<td>Directors of Expansion</td>
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<tr>
<td>Mu Sigma Upsilon Sorority, Inc.</td>
<td>Officer of Expansion <a href="mailto:expansion@msu1981.org">expansion@msu1981.org</a></td>
</tr>
<tr>
<td>Omega Phi Chi Multicultural Sorority, Inc.</td>
<td>National Director of Expansion <a href="mailto:opcgbexpansion@gmail.com">opcgbexpansion@gmail.com</a></td>
</tr>
<tr>
<td>Theta Nu Xi Multicultural Sorority, Inc.</td>
<td>National Vice President for Intake and Expansion <a href="mailto:national.vpie@thetanuxi.org">national.vpie@thetanuxi.org</a></td>
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</thead>
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<tr>
<td>Phi Sigma Chi Multicultural Fraternity, Inc.</td>
<td>Contact the Regional Director</td>
</tr>
<tr>
<td>Psi Sigma Phi Multicultural Fraternity, Inc.</td>
<td>National Director of Expansion <a href="mailto:expansion@psigimaphi.org">expansion@psigimaphi.org</a></td>
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</tbody>
</table>
REFERENCES


APPENDIX A

Terminology

Note: Terminology can be geographical and may be different according to the region of the world where your institution is located. This is not an all inclusive list.

**Active:** A member that is still going to school and actively participating in the fraternity/sorority business on a day to day basis

**Ace:** First person of the line/new member class

**ADP/ANME:** The individual(s) assisting the DP or NME in overseeing the membership intake process

**Anchor:** Last person of the line

**Associate Member/Pledge:** A person participating in the new member intake process

**Bid:** A formal invitation to pledge a sorority/fraternity

**Call:** Audible sounds used by members to acknowledge or gain attention of other members; unique among organizations; may vary regionally within organizations

**Captain:** A person who is considered the leader of the line

**Colors:** Used to identify a fraternity/sorority, in addition to letters

**Crest:** A symbol of the organization; unique to each fraternity/sorority has a unique crest, has a specific meaning to members of the organization

**Dean of Pledges (DP) / New Member Educator (NME):** Overseer of the membership intake process

**Emergence:** New Members Presentation for Theta Nu Xi Multicultural Sorority, Inc.

**Family Tree:** The name of the lineage of big brother-sister/ little brother-sister relationships since the founding of the organization until present time

**Graduate Advisor:** Supervises and advises the activities of the undergraduate chapter, and is a member of the undergraduate chapter’s sponsoring Graduate Chapter; generally an unpaid volunteer

**Graduate Chapter:** Chapter that includes alumni members initiated at an undergraduate chapter or via an alumni initiation

**Induction/Bid Ceremony:** The ceremony when a pledge/associate/new member becomes an active member

**Informational:** A meeting held by a chapter for prospective members who are seeking general information about the organization

**Intake Process:** The process that one completes in order to become a member

**Interest Meeting:** A formal and open meeting held by the organization for potential new members that details the application process and rules of the organization; generally geared to potential members who have a serious interest in becoming a member of the organization

**Legacy:** A potential member of a fraternity/sorority who is the relative of a member of the fraternity/sorority

**Lily Society:** The name of the group undergoing the expansion process for Gamma Eta Sorority, Inc. before being initiated into the sorority
Line Brothers/Sisters: Individuals who are members of the same intake/new member class

MGLO: Multicultural Greek-letter Organization

Neophyte: The most recently initiated members of an organization; also referred to as “Neos”; typically designated as such until another intake process occurs

NMEP: New member education process; process by which interested persons become member of the sorority. Also referred to as an intake process

Pledge Class (PC): The group of women participating in the new member education process for Gamma Eta Sorority, Inc. at any given time

PC Name: Pledge class name; the name within the Gamma Eta Sorority, Inc. that the Big Sisters select for their Little Sisters

PC President: The leader of the pledge class in the Gamma Eta Sorority, Inc.

PC Sister: Pledge class sister in the Gamma Eta Sorority, Inc.

Pinning: See Induction and/or Initiation

Pledge: Intake participant/member, the term used by fraternities/sororities for individuals who are becoming members

Pledging: See Intake Process; the process that one goes through to become a member

Probate: A show used to introduce new members of the organization

Prophyte: A member who has experienced at least one intake process as a member of an organization

Rush/Tea: See Interest Meeting

Rushee: A non-member who is eligible to participate in the rush program, visiting Greek organizations with an interest in possibly affiliating with one organization

Silver & Gold Circle: Together, Phi Sigma Chi Multicultural Fraternity, Inc. and sister sorority Delta Sigma Chi Multicultural Sorority, Inc. are known as the Silver and Gold Circle

Soirée: Omega Chi Phi Multicultural Sorority, Inc.’s interest meeting

Step: A series of complex, synchronous, and precise rhythmic body movements performed to the tune of stomps, songs, or chants created by organization members

Tail: See Anchor

Underground: Term used to identify members who have participated in an illegal intake process and are not official members of the organization

Womyn: Use of this spelling to replace “women” was adopted by Lambda Tau Omega Sorority, Inc. since 1994
APPENDIX B
NMGC Code of Ethics

Preamble
As multicultural organizations unified under the auspices of the National Multicultural Greek Council, we find it in our collective best interests to set forth and adhere to a Code of Ethics setting forth a standard of conduct that advises member organizations and their membership how to interact with one another on college campuses and in the community at large. As such, we hereby promulgate this Code of Ethics to set forth and publish to the Greek Community at large the standard to which we agree to adhere and to which we shall cause our respective member organizations and their members to adhere in their everyday interactions with fellow NMGC member organizations:

Canon I
All member organizations and their respective members shall treat other member organizations with respect and courtesy.

Canon II
Member organizations and their respective members shall respect the Intake Processes and Pledge Processes of all other member organizations and shall not interfere with the Intake/Pledge Process of another organization nor the prospective members or pledges of such organization.

Canon III
Member organizations and their respective members shall not interfere with the membership and/or member status of another member organization.

Canon IV
Member organizations and their respective members shall support the works of other member organizations on college campuses and in the community.

Canon V
Member organizations and their respective members shall respect the confidentiality of other member organizations.

Canon VI
Member organizations and their respective members shall do their best to support unity, progress and growth in the multicultural fraternal community.
### NMGC Organization Quick Facts

#### Sororities

<table>
<thead>
<tr>
<th>Sorority Name</th>
<th>Nickname</th>
<th>Website</th>
<th>Contact Email</th>
<th>Founding Date</th>
<th>Founding Location</th>
<th>Organizational Colors</th>
<th>Recognized Traditions</th>
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<tr>
<td>Delta Xi Nu Multicultural Sorority, Inc. (ΔΞΝ)</td>
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<td>Contact Email: <a href="mailto:DeltaXiNu@gmail.com">DeltaXiNu@gmail.com</a></td>
<td>Founding Date: October 7, 1997</td>
<td>Founding Location: Texas A&amp;M University</td>
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<td>Website: <a href="http://www.deltaxi">www.deltaxi</a> phi. com</td>
<td>Contact Email: nationals@deltaxi phi. com</td>
<td>Founding Date: April 20, 1994</td>
<td>Founding Location: University of Illinois, Urbana-Champaign</td>
<td>Organizational Colors: Maroon &amp; Navy Blue</td>
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<td>Contact Email: <a href="mailto:nationalpresident@gammaetasorority.org">nationalpresident@gammaetasorority.org</a></td>
<td>Founding Date: October 18, 1995</td>
<td>Founding Location: University of Florida</td>
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<td>Website: <a href="http://www.lambda">www.lambda</a> sigmagamma.org</td>
<td>Contact Email:</td>
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<td>Founding Location: California State University-Sacramento</td>
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<td>Nickname: LTO, Enchanting Mermaids</td>
<td>Website: <a href="http://www.lambdatauomega.org">www.lambdatauomega.org</a></td>
<td>Contact Email: <a href="mailto:president@lambdatauomega.org">president@lambdatauomega.org</a></td>
<td>Founding Date: October 9, 1988</td>
<td>Founding Location: Montclair State University, NJ</td>
<td>Organizational Colors: Royal Blue &amp; Light Gray</td>
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<td>Contact Email: <a href="mailto:president@msu1981.org">president@msu1981.org</a></td>
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<td>Contact Email: <a href="mailto:opc.nationalpresident@gmail.com">opc.nationalpresident@gmail.com</a></td>
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<td>Contact Email:</td>
<td>Founding Date: April 11, 1997</td>
<td>Founding Location: University of North Carolina at Chapel Hill</td>
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<td>Founding Date</td>
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<td>December 12, 1990</td>
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<td>Founding Location</td>
<td>New York City Technical College</td>
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<td>Montclair State University &amp; New Jersey City University</td>
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<td>Organizational Colors</td>
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<td>Black, Silver &amp; White</td>
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<tr>
<td>Recognized Traditions</td>
<td>Stepping, Strolling, Hand Sign, Grip</td>
<td>Recognized Traditions</td>
<td>Stepping, Strolling, Hand Sign, Grip, No Call</td>
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