

CAL POLY FRATERNITY & SORORITY LIFE
ANNUAL REPORT
2019-20







CONTENTS

- 04 *Mission, Vision & Values*
- 06 *Welcome Letter*
- 08 *FSL Pillars/Learning Outcomes*
- 10 *Programs & Services*
- 12 *Excellence & Innovation*
- 14 *Division's Core Values*
- 16 *Strategic Initiatives*
- 17 *System-Wide Initiatives*
- 18 *FSL Priorities 2020-2022*
- 20 *Executive Summary*

MISSION VISION & PILLARS

MISSION

The mission of the Fraternity & Sorority Life office is to foster the learning and development of students who affiliate with the 35 social fraternities and sororities at California Polytechnic State University, San Luis Obispo. The Fraternity & Sorority Life office will provide opportunities and support for our community to be a relevant and contributing part of fulfilling the mission of both the Dean of Students and the institution.

VISION

To accomplish our mission, the Fraternity & Sorority Life office will provide opportunities and support to meet the Standards of Excellence set within the six pillars of our community.

PILLARS

- Scholarship & Learning
- Leadership & Values
- Community Service & Philanthropy
- Safety & Risk Management
- Brotherhood & Sisterhood
- Diversity & Inclusion



WELCOME LETTER

Dear Cal Poly Community,

Another year has passed and our dedication to improving the fraternity and sorority experience continues, and when 2020 started, it began looking a bit different. Yet, our commitment to progress remains. Each year comes with new challenges and great accomplishments. The 2019-2020 academic year was no exception to that. This year was a year of adaptability, growth and rededication to the values our organizations and FSL community stands for. We spent the year as a community, rebuilding relationships between councils, showing our strength in leadership and flexibility, as well as the community commitment to activism and learning. This report will provide a comprehensive review of those successes and challenges, as well as the performance of the fraternity and sorority community during the 2019-2020 academic year, including efforts both in-person and virtually.

Highlights from the year are listed below:

- FSL welcomed over 1000 members into the FSL community
- The Interfraternity Council (IFC) is continuing their expansion process and welcoming Phi Gamma Delta in Fall 2020
- FSL staff met with chapter presidents over 300 times in 1:1 meetings'
- FSL hired an AmeriCorps member to assist with volunteer infrastructure and service opportunities
- FSL hosted the third annual Hazing Prevention Week and expanded the hazing prevention online modules, taken by 100 percent of community members
- FSL expanded the Greek Leadership Institute, allowing 250 attendees to learn from different workshops hosted by FSL staff, WITH US, Safer, Healthy & Wellbeing, OSRR, the Dean of Students and Cross -Cultural Centers.
- IFC hosted the third annual Healthy Masculinities Week, partnering with SAFER, Men & Masculinity Program, Guys Being Dudes and WITH US
- PHA hosted the inaugural Womxn's Empowerment Week, focusing on body positivity, mental health and intersectional feminism
- USFC recruitment numbers and intake has almost doubled
- FSL expanded the staff model, to include 3 full-time staff members and hired a full-time staff member that serves as the Equity & Inclusion Coordinator, as well as primary USFC advisor
- FSL and Safer created a Safer Education Curriculum Committee, with students who are working with staff to expand education on sexual assault prevention and gender-based violence
- PHA, IFC and USFC all won 12 awards at AFLV West. IFC won overall best council on the west coast
- FSL partnered with OSRR to build and pilot the Judicial Advisory Committee, made of students and staff, addressing and discussing group conduct, sanctions and resolutions
- FSL hosted a CPR and first-responder training for a representative from all 35 chapters
- Professor Elizabeth Barret facilitated workshops at all 15 IFC chapters on safe and healthy sex
- 100 percent of the community members completed the social risk management and bystander intervention training
- All 35 chapters submitted their Diversity, Equity and Inclusion plans and received individual feedback and suggested revisions, with 100 percent of chapters approved to implement
- FSL and Order of Omega Honor Society hosted the second Standards of Excellence banquet virtually and gave out over 50 awards to deserving chapters and individuals

Fraternity & Sorority Life continues to leave its' mark at Cal Poly. As a staff, we are committed to challenge our chapters to create better members who will impact the community in a positive way. We know there will continue to be successes and challenges, and we can confidently say that during both the good and bad moments, we will work with Headquarters, alumni, faculty/staff and supporters to continue to achieve our goals and be the best fraternity and sorority community we can be. We believe in the fraternity and sorority experience and our commitment to progress, inclusion and respect!

Go Mustangs!

Fraternity & Sorority Life Professional Staff



FSL PILLARS & LEARNING OUTCOMES

PILLAR ONE *Scholarship & Learning*

To advance Scholarship & Learning, Fraternity & Sorority Life will promote academic excellence and intellectual growth through:

- Advocating for our community to achieve academic standards above the all-student average
- Promoting success of all members through recognition and accountability initiatives
- Providing a system of support to assist students in meeting their educational and personal goals
- Providing opportunities for students to integrate in-class and out-of-class learning
- Complementing the academic mission of the university

PILLAR TWO *Leadership & Values*

To advance Leadership & Values, Fraternity & Sorority Life will maximize the potential and abilities of our students through:

- Advocating for our community to achieve academic standards above the all-student average
- Promoting success of all members through recognition and accountability initiatives
- Providing a system of support to assist students in meeting their educational and personal goals
- Providing opportunities for students to integrate in-class and out-of-class learning
- Complementing the academic mission of the university

PILLAR THREE *Community Service & Philanthropy*

To advance Service & Philanthropy, Fraternity & Sorority Life will encourage a culture of community engagement and volunteerism through:

- Advocating for students to lead positive change on campus and in our surrounding community
- Supporting chapter's efforts to advance espoused philanthropy and service interests
- Providing opportunities for community service, service-learning, and philanthropic projects
- Providing systems for chapter and individual recognition, and community reports to demonstrate impact

PILLAR FOUR *Safety & Risk Management*

To advance Safety & Risk Management, Fraternity & Sorority Life will prioritize individual and community safety/accountability through:

- Coordinating life safety, facility management, and risk management programs in conjunction with local agencies
- Assessing and taking action to mitigate any potential risks
- Implementing and enforcing a party registration process/training that outlines and teaches chapter leaders about safe event procedures
- Ensuring a zero tolerance for hazing, bullying, sexual assault, violence, discrimination or hate of any kind



PILLAR FIVE *Brotherhood & Sisterhood*

To advance Scholarship & Learning, Fraternity & Sorority Life will promote academic excellence and intellectual growth through:

- Advocating for our community to achieve academic standards above the all-student average
- Promoting success of all members through recognition and accountability initiatives
- Providing a system of support to assist students in meeting their educational and personal goals
- Providing opportunities for students to integrate in-class and out-of-class learning
- Complementing the academic mission of the university

PILLAR SIX *Diversity & Inclusion*

To advance Diversity & Inclusion, Fraternity & Sorority Life will foster communication and practices that enhance understanding of identity, culture, self-expression, and heritage through:

- Advocating for sensitivity to multicultural and social justice concerns
- Promoting respect for commonalities and differences among people within their historical and cultural contexts
- Modifying or removing policies, practices, systems, technologies, facilities, and structures that create barriers or produce inequities
- Addressing the characteristics and needs of diverse constituents when establishing and implementing culturally relevant and inclusive programs, services, policies, procedures, and practices



Assessment Highlights for

ANNUAL PROGRAMS & SERVICES

WELCOME INSTITUTE

A seminar program for new members of fraternities and sororities to gain knowledge on the fraternity and sorority community at Cal Poly, build relationships with members outside of their own organization, and learn from campus resources related to sexual assault prevention and education, health services, and diversity and inclusion, hazing prevention and bystander intervention. This institute is quarterly. Approximately 1240 new members attended this institute in the 19-20 AY.

After attending:

- 90.8%** of attendees stated they were able to articulate FSL core values regarding Diversity, Equity, and Inclusion
- 92.9%** of attendees stated they felt more confident in not being a bystander and will intervene in situations they know are wrong
- 87.9%** of attendees had stated that they felt a sense of community and belonging at the Welcome Institute
- 76.8%** of attendees stated that they felt more excited to be part of their organization and the overall Greek community here at Cal Poly
- 92.0%** of attendees stated they understood the difference between individual and community/systemic influences to gender- & power-based violence
- 93.7%** of attendees stated that they feel like they have a better understanding of what hazing is and understand why it is not tolerated here at Cal Poly

“A majority of students enjoyed being able to meet new members across councils and spend time in break out rooms with a mixture of their peers.”



GREEK LEADERSHIP INSTITUTE

An annual two-day educational workshop event held at Higuera Ranch. Officers, presidents, DEI chairs, philanthropy chairs, risk managers, and new member educators attend workshops facilitated by campus partners and the Fraternity and Sorority Life office professional staff. Students learn from subject matter experts like the Gender Equity Center, The Center for Leadership, and Safer. Greek Leadership Institute also serves as an event where student leaders come together to cultivate community, share ideas, and dialogue with councils other than their own.

After attending:

49% Strongly Agreed that they felt a Sense of Community and Belonging and **29% Agreed**

54% Agreed they can take what they learned and apply it to their position in Fraternity and Sorority Life and **36% Strongly Agreed**

54% Agreed the Institute was well organized and **28% Strongly Agreed**

42% reported the most impactful presentation was "Alcohol and Other Drugs" facilitated by Campus Health and Wellbeing. **32%** reported the **most impactful presentation was "SAFER"**

41% reported they learned the most from "Alcohol and Other Drugs" and **30%** reported they **learned the most from "SAFER"**

$r = .79$ The Interfraternity Council showed a very strong correlation between the organization of the event and a sense of belonging.

$r = .38$ The United Sorority and Fraternity Council showed a moderate correlation between the organization of the event and a sense of belonging.

SOCIAL RISK MANAGEMENT & BYSTANDER INTERVENTION WORKSHOP

An educational workshop focused on components of social risk management, safety of members, local policies and laws, bystander intervention tools and relevant practices to ensure a safe and fun event.

After attending:

100%

of attendees scored an 8 out of 10 or higher on the quiz

100%

of attendees over the course of the academic year could answer the 4 D's of bystander intervention

“ I think they did a great job of making the information real and relatable, instead of so by the book that it misses the mark. I do think they could get a little more real with a “put yourself in the shoes” type talk about being in a chapter where someone died, or even got a DUI or something along those lines.”

“ Fun but also educational and kept me very interested. Overall, most effective presentation I’ve seen regarding this subject.”

EXCELLENCE & INNOVATION

BUILDING A CULTURE OF EXCELLENCE & INNOVATION

Updated the Standards of Excellence program

- Focuses on Scholarship, Leadership, Brotherhood, Safety, Diversity and Service.
- External Committee created to review of Standards of Excellence submissions. Reports written and action items provided to chapters under review.
- Quarterly Data collection from every chapter
- Match national best practices

Completed the Cycle Review Program with 9 chapters and 2 committees of staff and students

- Reports based on committee feedback compiled and will utilize to help inform the chapters programming and operations for the upcoming year

IFC Hosted Third Annual Healthy Masculinities Week with 300 participants

- Focuses on gender education, healthy masculinity, mental health
- Partnered with Men and Masculinity Program and Safer
- Partnered with WITHUS to provide training and discussion on topics

Third Annual Hazing Prevention Week with 1500 participants

- Focuses on hazing prevention and awareness
- Mandatory events to ensure participation
- Film screening and discussion
- Hazing Prevention Module implementation
 - Approximately 3500 participants

Updated Social Risk Management Training

- Trained over 3700 students on safe drinking practices, sexual assault prevention, safe hosting practices, amnesty policies, etc.
- Included a bystander intervention component partnering with WITHUS

Approximately 1,000 students joined FSL in 2019-2020 AY

ENGAGING PARTNERS TO ENSURE OUR FUTURE SUCCESS

Partnered with WITH US to implement a bystander intervention education series pilot (peer to peer outline)

Partnered with University Housing to assist with move-in

- New Student & Transition Programs, Housing and Orientation

Partnered with the City of SLO to execute annual fire inspections of chapter facilities

Partnered with city of SLO to provide education to all IFC chapters on city laws and policies

Partnered with OSSR and (inter)National organizations to hold individuals and local chapters accountable to safe and healthy practices.

- Focuses on collaboration to provide educational opportunities to individual members and chapters as a whole on topics including; hazing prevention, alcohol education, leadership development and support from Fraternity & Sorority Life

Partnered with University housing to provide 1500 students to assist with move-in



DIVISION'S CORE VALUES

Fraternity & Sorority Life puts student success in the classroom first & foremost before extending / renewing active membership in a chapter.

CHAMPIONING THE STUDENT

Ongoing quarterly trainings for student leaders, ongoing annual trainings for general members in fraternities and sororities

Partner with University Housing to assist with move-in efforts

- Focuses on collaboration & assistance with new student move-in
- Provides opportunity for student to student interaction and inclusive recruiting efforts

Academic Highlights

- 3rd annual Week of the Scholar hosted by PHA and IFC
- Reviewed and updated academic policies for each council for accountability and support
- Recruited faculty and staff volunteers to serve as the academic campus advisor to our 35 chapters

Individual advising and coaching for officers on a group and 1:1 basis

Free printing and student workspaces in FSL office

Fraternity & Sorority Life supports students attending national conventions and leadership academies.

- IFC won Best of West at AFLV and 3 additional awards, PHA won 3 awards, and USFC won 3 awards
- Individual chapters send members to national conventions and leadership academies
- Trained 250 student leaders during a leadership retreat. Included DOS, CCC's, WITHUS, H&WB, OSRR, CL and doubled attendance at this event. Learning outcomes related to pillars of FSLO

CREATING VISIONARY PROGRAMS & SERVICES

Leadership development is a tenet at the foundation of many Greek houses; the majority of Greek affiliated students are also involved in other clubs on-campus thus enhancing student connections.

Greek Leadership Institute:

- Trained 250 student leaders during a leadership retreat. Included DOS, CCC's, WITHUS and doubled attendance at this event. Learning outcomes related to pillars of FSLO

Welcome Institute

- Focuses on acclimating new members to the Fraternity & Sorority community
- New members are provided opportunities to connect with other new members from other chapters and councils, as well as team building exercises to increase collaboration and build relationships

Third Annual Hazing Prevention Week

- Focuses on hazing prevention and awareness
- Mandatory events to ensure participation
- Outside professional speakers and film screenings
 - Online hazing prevention module provided to all FSL students

Hazing prevention efforts expanded across 3 quarters

Third Annual Healthy Masculinities Week

- Focuses on healthy masculinity and being a fraternity man, mental health, dating violence. Week of awareness, education, speakers and film screenings

Second Annual Council Training & Transition Retreats

- Focuses on trainings for incoming council officers on topics around position and advisor expectations, goal setting, calendar planning, state of the community discussion and ongoing initiatives
- PHA hosted inaugural womxn's empowerment week
 - Focus on mental health, intersectional feminism, womxn in leadership

Safe space dialogue for students to come together and recenter diversity, inclusion and justice in the current social climate.

SUSTAINING MEANINGFUL PARTNERSHIPS & COLLABORATION

In addition to the ongoing partnerships with campus and community stakeholders, all FSL chapters participate in campus and community life. Community involvement is achieved through actions such as Greek Week (cancelled due to COVID), independent philanthropy events, and volunteering in the local community.

Ongoing collaborations with on campus partners (see above for key partnerships).

Philanthropy and Service contributions to community

- \$300,000 philanthropy dollars raised for 19-20 AY
- 125,000 community service hours completed for 19-20 AY
- Community partners include local businesses

CULTIVATING CONTINUOUS LEARNING

- Council Self Governance
- Annual Officers Institute, expanded attendees
- Annual AFLV Leadership Conference
- Greek Leadership Institute Retreat
- Quarterly New Member Education
- Annual Hazing Prevention Modules
- Safer Education Curriculum Committee
- Diversity, equity and inclusion education plans
- Quarterly Social Risk Management Training with Bystander Intervention Component
- Outside professional speakers
 - Lianne Kowiak

- Hosted Film Screenings
- Hosted discussions related to social climate
- DEI section in newsletters sent bi-weekly and monthly
- Philanthropy & Service newsletter created

PROMOTING ETHICS, INTEGRITY & RESPECT

- Council and Chapter Bylaws
- Weekly Executive and Council Meetings
- Cross-council collaboration
- 1:1 Meetings with Leaders
- Support through conduct and resolutions
- Education and Leadership Series of workshops/programs
- Hazing Prevention Week and Quarterly Hazing Prevention efforts
- Social Risk Management and Bystander Intervention trainings
- Safer Curriculum Committee
- Values Weeks/Awareness Weeks
- Welcome Institute
- Greek Leadership Institute
- Council officer trainings as necessary
- Attendance at National conferences
- Anonymous reporting methods
- Accountability methods for individual chapters
- Community Scorecard



Supporting Cal Poly

STRATEGIC INITIATIVES

Creating a vibrant residential campus that connects academic and social lives and serves as a core of the Cal Poly experience

- Order of Omega Academic Honor Society: hosts academic events quarterly and provides recognition for students and their academic success
- Weekly extra-curricular events that focus on academics, brotherhood/sisterhood, community service, finals week study incentives, educational workshops, community event promotion
- Greek Village exploratory committee in progress to research other universities and assist with planning of Greek village at Cal Poly
- Diversity & Inclusion education efforts
 - Includes required D&I chair for each chapter
 - Requires DEI education plans for each chapter

Enhancing student success

- See core values

Increasing support for teacher-scholar model

- Requirement of each chapter to have a faculty/staff academic advisor

Creating a rich culture of diversity and inclusivity that supports and celebrates the similarities and differences of every individual, on and off campus.

- Diversity and Inclusion is a pillar of the FSL new mission and vision
- Incorporating social justice education as a benchmark for all social Greek chapters
- 3 full time professional staff members to support USFC, PHA and IFC
- Attending NCGLC a AFLV West Conference (National Cultural Greek Leadership Conference)
- Pillar 6 of Standards of Excellence
- Promoting Greek Life to all students from all different backgrounds
- Promoting the growth and success of our 10 cultural chapters
- Scholarships (fundraising for FSL office, IFC scholarship)
- Greek involvement in PolyCultural Weekend
- Greek involvement at CultureFest
- Educating members on inclusive recruitment practices

- Trainings on inclusion for chapters during recruitment
- D&I chairs attending Greek Leadership Institute
- Required DEI education plans for every chapter
- Professional staff member sits on OUDI committee
- Dialogues at GLI and related to social climate and social justice

Securing the financial future of the university.

- Cost recovery fund is fully established will now increase annually based on the Higher Education Price Index (HEPI).
- Plan to engage alumni through a new Alumni Board
- Secured one additional full-time professional staff member
- Plans for Greek village in progress and can provide income
- 1 state budget funded full-time position

Developing a greater culture of transparency, collaboration and accountability with students, faculty, staff, alumni, supporters and our community.

- Engaging students in process of policy making including policy and accountability measures in collaboration with OSRR through the Judicial Advisory Committee
- Continued 1:1 meeting's with the Coordinators of Fraternity & Sorority Life and chapter presidents that will continue 2-3 times each quarter to allow for collaboration and transparency
- Council collaborations on planning and hosting Welcome Institute
- Standards of Excellence, Quarterly Grades and Judicial Information shared publicly on the website
- Chapter Cycle review committee includes students, staff and advisors
- Continued monthly community newsletter to community, parents, constituents
- Developed bi-annual meetings with chapter advisors
- Continued bi-weekly emails to all chapter leadership with important updates
- Development of advisory committees for PHA and IFC in progress
- System of communication with chapter leaders established
- Group chat communication with all council officers and all chapter presidents across all councils
- Chapter scorecard for 2019 calendar year posted on website in fall

SYSTEM-WIDE INITIATIVES

GRADUATION INITIATIVE 2025

System wide/Council and chapter initiatives- focuses on initiatives that improve member retention and recruitment practices, creates mentorship and community service opportunities

- Involvement in leadership programs
- Special program participation
- Expand cross cultural engagement and focuses on retention efforts for our underrepresented minority students
- Education on accessibility and inclusion across chapter leadership

Standards of Excellence

- Recreates annual assessment tool aligned with best practices, accountability and learn outcomes
- Chapter Cycle Review Program – allows transparency and collaborations with stakeholders

New member programs

- Increase tutoring resources
- Expected academic progress program
- Expand cross cultural engagement and focuses on retention efforts for our underrepresented minority students

Leadership Programming

- Provides professional and leadership development opportunities
- Greek Leadership Institute
- AFLV West Conference attendance
- Collaboration with Center for Leadership
- Welcome Institute
- All quarter programs and workshops
- Council and junior council leadership opportunities
- Committee opportunities

Risk Management

- Social Risk Training of all members in FSL
- Event registration policies updated to match best practices
- Bystander intervention components to workshops
- Prevention efforts for St. P day and Halloween

- Review and feedback provided to every chapter on risk management plans
- Created new templates for event registration
- Resources provided on risk management best practices
- Anonymous reporting methods

Order of Omega Academic Honor Society

- Focus on academic achievements of students
- Graduation support

COMMUNITY SERVICE & PHILANTHROPY

- Increased service opportunities
- Increased monetary funds raised

DIVERSITY & INCLUSION

- DEI chairs on each council and in each chapter required
- DEI education plans required for each chapter
- Recruitment trainings on inclusion
- Officer trainings on allyship
- Outside Speakers and Film Screenings
- Safe space dialogues
- Anti-discrimination policies outlined for FSL in procedures manual
- Full time Equity and Inclusion Coordinator

ACCESSIBLE TECHNOLOGY INITIATIVE

- Online tool for program organization in progress
- Online tool for event registration in progress
- Bi-weekly and monthly newsletters
- Group messaging platforms for leaders to communicate
- Updated website
- Social media account platforms
- Translation on website
- Captions on workshops

COMMUNITY SERVICE LEARNING

- Hiring of AmeriCorps member for FSL
- Community Service Opportunities provided monthly to all members of the community
- Community service events provided during recruitment for IFC and USFC
- Service awareness day during recruitment for PHA
- Collaboration with Center for Service & Action to share and engage students in service activities
- Community Service Highlights
- \$300,000 philanthropy dollars raised for 19-20 AY
- 120,000 community service hours completed for 19-20 AY

QUALITY IMPROVEMENT / ORGANIZATIONAL EXCELLENCE

- Updated website
- Continued bi-weekly/monthly communication lines to all constituents
- Continued of bi-annual advisor's meetings
- Updates to the Standards of Excellence Program to ensure benchmarks are attainable for all chapters and match mission and vision of office and Cal Poly
- Creation of safer curriculum committee
- Creation of requirement for 100 percent attendance at social risk management workshops
- Continued council Retreats to improve officer transitions and trainings
- Programmatic assessment plans for all council and office programs to ensure improvements can be implemented based on data collection
- 3rd full time professional staff support



FSL PRIORITIES 2020-2022

- Outline sustainable education workshop series on DEI, Sexual Assault Prevention, Alcohol education, hazing prevention and bystander intervention
- Onboard 2 new full-time staff members
- Update Chapter cycle review program
- Create a method for tracking DEI chapter education plans
- Update policies and procedures manual
- Data collection improvements to allow comparisons of past years and student tracking
- Training and education plan for DEI officers of every chapter
- Obtain additional space on campus for staff offices and meeting spaces
- Improve all partnerships
- Utilize baseline for surveys and assessment
- Implement officer training course in partnership with CL
- Host annual SOE banquet
- Create a 3-year strategic plan
- Increase education and transparency of FSL unit to all of DOS and University
- Improve methods of PHA formal recruitment
- Create education for potential new members prior to recruitment
- Increase accessibility to the FSL community
- Create funding opportunities for leadership development for individual members
- Increase overall GPA by councils
- Outline communication plan with advisors
- Explore funding models to increase financial health of FSL and lower student fees
- Implement organizational management system
- Implement entry and Senior exit surveys
- Reimagine Welcome Institute
- Create new ways of online workshop options
- Increase communication with general membership



EXECUTIVE 2019-2020 SUMMARY

Through campus and community partnerships, research and benchmarking other universities, during the 2019-2020 year, FSLO increased education and prevention efforts around hazing, sexual assault, hate & bias, mental and sexual health, diversity, bystander intervention and leadership development. FSL educated all members of the community on social risk management trainings with a bystander intervention component, continued to weave diversity, equity and inclusion conversations and trainings in all programs, created the safer education curriculum committee focusing on sexual assault prevention, educated 250 student leaders at Greek Leadership Institute, updated curriculum and the name of Welcome institute to improve inclusion. FSLO reached 4000 students with the hazing prevention online modules and hosted discussions related to healthy masculinity. FSLO hosted in-person and virtual workshops/discussions quarterly on all topics listed above. FSLO hired 1 new professional staff, 1 AmeriCorps members and 5 additional student staff support. FSLO conducted the second chapter cycle review program with 9 chapters and 2 committees for review, done virtually. FSL ensured every chapter created and implemented diversity, equity and inclusion plans to assist in development and chapter operations with individual chapter review and suggested revisions on a rolling basis. FSL hosted a community bonding event each quarter to bring IFC, PHA and USFC together in partnership with athletics at a football game. FSL staff attended professional conferences. FSL and 3 councils won 8 awards at AFLV conference for excellence in 4 categories of operation. FSL adapted the SOE banquet to recognize chapter and council accomplishments into an online version for accessibility. FSL continues to support Order of Omega honor society. FSL staff sits on committees across department and student affairs to contribute to campus. winners.

