

INCLUSION IN PHI SIGMA KAPPA

FACILITATOR GUIDE

Notes to the Inductor:

- This topic is required but can happen at any point during the associate member experience.
- Instead of conducting this meeting as written, consider having associate members attend a diversity-focused workshop on campus or bring in an outside speaker/facilitator to cover this topic.
- If following this meeting facilitator guide to cover the Inclusion topic, the “**Inclusion** in Phi Sigma Kappa” associate member worksheet is important for this meeting.

Total Time: 60 minutes

Meeting Outcomes:

- Explore individual identity.
- Discuss scenarios related to perceptions of others.
- Describe fast-and slow-thinking.
- Define unconscious bias.
- Participate in Brotherhood Circle.

Materials & Preparation:

- Audio/visual equipment to play video
- Scenarios for unconscious bias section printed on slips of paper; one for each anticipated group/pair/individual
- Associate members should bring a pen or writing utensil
- Consider utilizing an outside facilitator for this meeting

Introduction: 5 minutes

- *Welcome everyone and ask if anyone has any questions regarding last week's meeting or their associate member experience so far.*
- *Introduce the topic of the meeting, explaining this is going to focus on being inclusive of others within and outside of Phi Sigma Kappa.*
- *Share:*
 - This session might be a little uncomfortable for some of us; it might challenge us to think differently, but hopefully will be rewarding for all of us.
 - Before we move forward, I'd like to remind us of the ground rules we have for each Brotherhood Circle and the ones we've added:
 - Participate.
 - Actively listen.
 - Stay off electronic or mobile devices.
 - Respect your brothers—don't interrupt, make fun of, or react negatively to something a brother says. If you disagree with something, disagree with the idea, not the person.
 - Stay open-minded.

- *Ask if anyone has any expectations they would like to add or if they have any questions.*
- *Briefly review the agenda for the meeting and see if anyone has any questions. Transition into the first activity.*

Understanding Identity: 15 - 20 minutes

- *Share that a benefit of being in Phi Sigma Kappa is the opportunity to interact with a lot of people that are different from you.*
- *Share a personal example of a brother of yours who is very different than you. Maybe he is from another state or country, is a different race or sexual orientation than you, has very different interests and passions, or grew up in a very different environment than you such as a big city versus a rural area.*
- *Discuss:*
 - There are a lot of external factors that influence who we are.
 - What factors do you think influence who you are as a person?
 - *Possible answers (share if they are not said):*
 - Parents/friends/family
 - Environment you grew up in: location, schooling,
 - Media/news
 - Social identities such as race, ethnicity, nationality, sexual orientation, gender identity, etc.
 - These experiences and perspectives inform what we value, how we make decisions, and ultimately how we perceive the world.
- *Instruct associate members to look at the first question on their worksheets. Walk them through each identity, providing these examples:*
 - First Language: Spanish, English, Chinese, etc.
 - Religion/Spirituality: Religion you prescribe to, spiritual beliefs, or non-beliefs; Muslim, Christian, Lutheran, Atheist, Agnostic, etc.
 - Age: How old you are
 - Race: Black, White, Latino/a, Native American, Asian, biracial, multiracial, etc.
 - Ethnicity: Country of origin; i.e. American, Puerto Rican
 - Class: Socio-economic status; working class, middle-class, poor, etc.
 - Sexual orientation: Homosexual, heterosexual, bi-sexual, asexual, etc.
 - Gender identity: Male, Female, genderqueer, transgender, etc.
 - Ability: Physical, mental, or emotional disabilities; able-bodied, disabled, learning disability, mental disability, etc.
- ***Facilitator tip:*** *Associate members may not take this activity seriously. It is your job as the facilitator to continue to ask them to stay engaged and emphasize the importance of diversity within Phi Sigma Kappa. Additionally, some associate members may question why “gender identity” is one of the items in the list since Phi Sigma Kappa is a fraternity. The Grand Chapter recognizes members who may have identified as something other than male prior to, or after being initiated into the Fraternity.*
- *Share:*
 - These are open-response questions so you can write any word you identify with for each of those categories or not write anything at all if you’re unsure of what to write.

- We will not share our answers unless you choose to, so feel free to answer them completely and honestly.
- Go ahead and complete the first question on your worksheet, filling in the blanks of your social identities.
- *Give them a few minutes to think and write, then instruct them to move on to questions one and two if they have not already. When all associate members have completed listing their identities and answering questions one and two, move on to the discussion.*
- *Discussion questions:*
 - Which of the identities were easiest to answer?
 - Which of the identities was hardest to answer?
 - Why is it important to understand our identities?
 - Do you see these factors influencing who you are as a person? Why or why not?
- *Share:*
 - We just talked about how we perceive our identities. Now we're going to talk about how we may perceive others' identities.

Unconscious Bias: 20 - 30 minutes

Understanding Others' Identities

- *Break associate members into groups if they are not already there. Give each group/pair one of the following scenarios. You can repeat scenarios if needed.*
- **Facilitator tip:** *For smaller associate member classes, have members do this individually or have them act as one group.*
 - *Scenario #1: A couple celebrated their five-year anniversary with dinner and a concert on Friday evening. Describe the couple.*
 - *Scenario #2: You just witnessed a robbery at the gas station convenience store. You are making a statement to the police officer at the scene. Describe the situation and the thief.*
 - *Scenario #3: The librarian at your local public library is trying to help the child find the perfect book for their next reading adventure. Describe the librarian.*
 - *Scenario #4: A CEO walks into a board room to begin preparing for a meeting. The CEO's assistant asks if there's anything they can help with. Describe the CEO and the assistant.*
 - *Scenario #5: A server in a local diner isn't very nice to your table and overall seems in a negative mood. It's frustrating for you and your friends since you came to have a good time together. Describe the server.*
- *Have associate members take notes on their worksheet, answering the question in each scenario.*
- *Then ask each group/pair/individual to share their scenario and the description they came up with.*
- **Facilitator tip:** *The reactions within your group may vary greatly. Some brothers may be completely confused, others may be uncomfortable, and some may have immediately understood the purpose of the activity which might have influenced their answers. Regardless of how brothers react to this*

activity, lean into the conversation and ensure the points are made at the end of this section.

- *Discussion questions:*
 - What were some of your initial thoughts after reading the scenario?
 - What did your group/pair (if applicable) discuss?
 - What was it like to be asked to make judgements based on so little information?
- *Share:*
 - You may have made assumptions about the individuals such as the librarian is an older, white woman, or the server is an annoying teenager, or the CEO is a clean-cut white man and his assistant is a young, attractive woman; this is part of human nature.
 - Whether we like to admit it or not, this is something our brain is doing constantly. This video explains the science behind our brain conducting what we call “fast thinking.”
- *Show “Brain Tricks – This Is How Your Brain Works” video by ASAP Science, on YouTube: <https://www.youtube.com/watch?v=JiTz2i4VHFw>. This video is 4:40 seconds; watch it in its entirety.*
- *Discussion questions:*
 - What are your initial reactions to the video?
 - What do you think this has to do with how we perceive other people?
 - How does the “priming” piece play into what we discussed earlier with the scenarios?
 - How can we better utilize slow thinking when meeting new individuals for the first time?
 - Where in your Phi Sig experience do you think fast- and slow-thinking really come into play?
 - *Make the following points if not already said:*
 - Recruitment
 - Making assumptions about other fraternities and sororities on campus
 - Being frustrated with brothers when they don’t meet your expectations
- *Share:*
 - How we grew up, what we see in the movies, TV and the media, and everything we know about the world has caused us to have pre-conceived notions about others regarding their identities.
 - This is what is called “unconscious bias.” Because each of us have individual worldviews based on our backgrounds and identities, as we discussed earlier, we each make different assumptions and have different preconceived notions.
 - We don’t even realize it, but our brain is “priming” or using previous information we’ve received to help us quickly make sense of what we are seeing and fill in the blanks of what we cannot immediately see.
 - Therefore, fast-thinking isn’t something to be ashamed of, because as humans we all do it—it’s science. However, it’s something to recognize and be aware of as we strive to uphold the Cardinal Principles in caring for all humans.

- Grand Council recently adopted a Member Discrimination Policy and is included in Phi Sigma Kappa's Policy Manual:
 - Phi Sigma Kappa is committed to providing an environment for its members and alumni present within the organization that is free from discrimination based on any personal factor unrelated to qualifications or performance. Such "irrelevant personal factors" include (without limitation) race or color, citizenship, national origin or ethnicity, ancestry, religion or creed, political affiliation or belief, age, sex or sexual orientation, gender identity or expression, physical or mental disability, marital status, pregnancy status, parental status, height, weight, military service, veteran status, caretaker status, or family medical or genetic information.
- *Ask:* What do you think this indicates about Phi Sigma Kappa as a national organization?

Brotherhood Circle: 15 - 30 minutes

- *Share:*
 - We talked a lot today about how our brain works against us sometimes, causing us to make assumptions about others.
 - Others have probably made assumptions about you, too. Maybe you realized it, maybe you haven't.
- *Discussion questions:*
 - When was a time you felt misunderstood or someone made an assumption about you? How did that make you feel?
 - How does addressing our biases and learning to be more inclusive tie back to our Cardinal Principle of Character? What about Brotherhood?
 - Love is the foundation of true brotherhood.
 - Where does love show up in brotherhood?
 - Where does it show up in your family and friends?
 - Where does love show up in our community or society?
- *Share:*
 - We've explored our own identity, recognize the perceptions we have about others, and learned about our unconscious biases.
 - As an organization that is exclusive in nature (as in we don't offer our membership to everyone), we still need to work to be inclusive.
- *Discussion questions:*
 - How can you be more inclusive as a person?
 - How can Phi Sig be more inclusive to others on campus?
 - What can you do as an individual to instill inclusivity amongst the groups you belong to, either within the Fraternity or outside?

Closing: 5 minutes

- *Ask if anyone has questions regarding today's meeting and thank them for their participation in this especially difficult topic.*
- *Encourage anyone that still has questions regarding anything discussed today talk to you or their big brother.*

- *Share information about the next associate member meeting, when and where it will take place, as well as the focus of the meeting.*
- *Share any additional Phi Sigma Kappa or university announcements.*
- *Ask if anyone has additional questions and dismiss.*