



To the Jayhawk Community,

The National Panhellenic Conference states that "we are committed to relationships built on trust through transparency, accountability and mutual respect." The University of Kansas Panhellenic Executive Board recognizes the call and the need for actionable change. In June, we, as Panhellenic leadership, committed to exploring options of how we can better ourselves as leaders and better the community. This included exploring New Member education curriculum, future educational programming, and more surrounding diversity and inclusion. The intent of this letter is to provide an update on the work of Panhellenic leadership and share with the Jayhawk community the latest on our actions and our forthcoming plans.

The Panhellenic Executive Board remains committed to making effective changes, even as we acknowledge that these changes will take varying amounts of time, some immediate and some longer-term. Our ultimate goal is to create lasting, and sustainable changes that make a positive difference in defining Sorority and Fraternity Life as a more equitable and just community that welcomes all.

To this end, we have identified three core pillars that will drive our work: (1) recruitment, (2) membership education and policy change, and (3) connecting with various KU communities. We have started making these changes in the following ways:

- Recruitment and member experience
 - We are promoting reporting systems and resources that can be utilized during recruitment and throughout the year to identify issues of discrimination, bias, and other wrongdoing.
 - We are educating Recruitment Counselors on how to support all potential new members through the recruitment process so they feel heard, validated, and protected.
 - We have begun discussions with chapter leadership and the Panhellenic Executive Board to reflect on personal and organizational responsibility and accountability to the implicit biases and barriers that exist within our organizations and our community.
 - We are seeking members for Panhellenic's Diversity and Inclusion committee with the goal of ensuring that all chapters are represented. This committee will be charged with identifying programs and resources for our members as well as helping to keep our community up to date on current events through research and communication.
- Education and policy change
 - We have contacted SAPEC to discuss New Member education surrounding anti-racism and anti-oppression through the Leadership Studies department.
 - We are actively reviewing our College Panhellenic bylaws and policies in search of exclusive language in order to suggest changes in the Fall semester.
 - We have engaged the National Panhellenic Conference staff to seek guidance and gain insight on what is within a College Panhellenic's authority as we consider reforms and new protocols.
 - We are creating and sharing educational resources with the Sorority & Fraternity Life (SFL) community through our social media.

- Connections with various KU communities
 - We are working with SFL staff and advisors to re-establish relationships with fellow Greek councils.
 - We have engaged the KU Office of Diversity and Equity to review programs and policies.

We are committed to long-term growth and change in our community. While we understand that change cannot happen overnight, we strive to continuously work towards making our community more inclusive and welcoming to our members and those in the KU community.

We will continue to urge our chapters and our members to reflect on their position of privilege and consider what they can do to aid in our pursuit of change. We want to use our positions for change, and we invite you to be a part of the betterment of our community and the KU campus. We are listening and learning, and we hope to find more ways to be an ally for those that have typically felt ostracized from the Panhellenic community. Most importantly, we are committed to keeping the community updated on our work in the weeks and months to come.

Fraternally,

The Panhellenic Association Executive Board at the University of Kansas