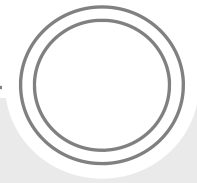


NMGC Resource Guide



afa

**Association of Fraternity Advisors, Inc.
9640 N. Augusta Drive, Suite 433
Carmel, IN 46032**

**317/876-1632
317/876-3981 (fax)**

www.fraternityadvisors.org

ACKNOWLEDGEMENTS

Editors:

Monica Miranda Smalls, University of Rochester, Omega Phi Beta Sorority, Inc.
Christianne I. Medrano, Indiana University, Gamma Eta Sorority, Inc.

Authors:

Christianne I. Medrano, Indiana University, Gamma Eta Sorority, Inc.
Brian Gee, Pi Alpha Phi Fraternity
Denise Pipersburgh, Esq., National Multicultural Greek Council, Inc.
Mario E. Brown, Christian Brothers University, Phi Beta Sigma Fraternity, Inc.
Allison Foster, Alpha Chi Omega Fraternity, Inc.

Acknowledgements:

Jarrold Cruz, Cornell University, Lambda Theta Phi Fraternity, Inc.
Ruby Alvarado Hernandez, Arizona State University, Kappa Delta Chi Sorority, Inc.
Veronica Hunter, Lehigh University, Delta Sigma Theta Sorority, Inc.
Maria S. Iglesia, Clemson University, Delta Phi Lambda Sorority, Inc.
Ben Williams, University of Mississippi, Phi Kappa Tau Fraternity, Inc.
Gordon Wong, Pi Alpha Phi Fraternity

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Association of Fraternity Advisors
9640 N. Augusta Drive, Suite 433
Carmel, IN 46032
317/876-1632
info@fraternityadvisors.org
www.fraternityadvisors.org

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INTRODUCTION

“We become not a melting pot but a beautiful mosaic. Different people, different beliefs, different yearnings, different hopes, different dreams.” – President Jimmy Carter

The Association of Fraternity 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 the governing council for seven sororities and three 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 February 2009 there are no campus-based Multicultural Greek Councils (MGCs) that are directly linked to or supported by the NMGC.

Learning Outcomes

The reader will:

1. Gain an understanding of the campus climate and the movement to embrace culture and diversity that led to the establishment of multicultural organizations.
2. Be knowledgeable of the history and purpose behind the establishment of the NMGC.
3. 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.
4. Develop an understanding of the intake practices of NMGC member organizations.
5. Become familiar with terminology used by NMGC organizations.
6. Gain knowledge of the structure of NMGC organizations.

EMERGENCE OF MULTICULTURAL FRATERNAL ORGANIZATIONS

Multicultural fraternal organizations began to emerge on college campuses in the 1980's and 1990's. 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.

Most 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 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 of 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 1990's and early 2000's multicultural fraternal organizations have grown prolifically.

ESTABLISHMENT OF THE NATIONAL MULTICULTURAL GREEK COUNCIL, INC.

By the beginning of the 1980's, 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, as with all of the other organizations, did not seem to provide bicultural or multicultural students the diversity they sought in an organization's infrastructure and governing directives. Not surprisingly, in November 1981 within this climate, the first multicultural sorority, Mu Sigma Upsilon Sorority, Inc., was founded.

The 1980's and 1990's 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-1990's, 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 uniting the Latino fraternal community, the 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. (NMGC).

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 the 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.

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 celebrate all cultures **equally** through our programming, public service outreach efforts and community education. (p.1)

TRADITIONS AND RITUALS

Like those belonging to National Pan-Hellenic Council, Inc. (NPHC) 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 E contains information to assist in identifying which current NMCG-member organizations hold which traditions.

NEW MEMBER INTAKE REQUIREMENTS

For member organizations of the National Multicultural Greek Council (NMGC) 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.

The following chart indicates each NMGC member organization's requirements for participating in the new member intake process. For more detailed information, please contact the specific organization.

Organization	Contact on campus	Contact for expansion	Minimum GPA	Classification Requirements	Length of the Intake Process/ Probate Requirement	Pre-Requisites/ Other Info
Sororities						
Delta Sigma Chi	Campus Outreach Officer	National Executive Director info@dsc1996.org	2.25	Completed at least 12 hours	Approximately 8 weeks/No probate required	Letter of recommendation, interview, participate in rush events and service project, proof of semester enrollment

Organization	Contact on campus	Contact for expansion	Minimum GPA	Classification Requirements	Length of the Intake Process/ Probate Requirement	Pre-Requisites/ Other Info
Sororities, Continued						
Delta Xi Phi	Chapter New Member Educator	National Director of Expansion expansion@deltaxiphi.org	2.4	Accepts first semester freshmen	Minimum 6 weeks/No probate required	Application packet and transcripts
Gamma Eta	Chapter New Member Educator	National Director of Expansion expansion@gammaetasorority.org	2.5	Accepts first semester freshmen	6-8 weeks/No probate; meet & greet to introduce new sisters	Application, interview, letters of recommendation
Lambda Psi Delta	Chapter Intake Coordinator	National Recruitment Officer recruitment@lambdapsidelta.org	2.3	Completed at least 12 hours	Minimum 6 weeks/Probate required	Documentation of a specific number of service hours and study hours, letters of recommendation, transcripts, formal membership application and fee, four essays
Lambda Tau Omega	Chapter President	Directors of Expansion Within the State of NJ internalexpansion@lto1988.org Outside of the State of NJ externalexpansion@lto1988.org	2.5	Completed at least 12 hours	6-8 weeks/No probate required	Participation in interest group known as W.I.L.D (Womyn interest in the Lambda Destiny), application, letter of recommendation, resume.

Organization	Contact on campus	Contact for expansion	Minimum GPA	Classification Requirements	Length of the Intake Process/ Probate Requirements	Pre-Requisites/ Other Info
Sororities, Continued						
Mu Sigma Upsilon	Chapter Vice President	Officer of Expansion expansion@musigmaupsilon.org	2.5	Completed at least 12 hours	6-8 weeks/ Probate required	Questionnaire and essay, series of interviews, new member fees, good standing with the college/university
Omega Phi Chi	Chapter Dean of Recruitment	National Governing Board Expansion. Officer opcgbexpansionofficer@yahoo.com National Governing Board Dean of Recruitment opcgbdeanofrecruitment@yahoo.com	2.3	Completed at least 12 hours	No specific length/ No probate required	None
Fraternities						
Gamma Sigma Tau	Any chapter member		2.5	Completed at least 12 hours	4-6 weeks/No probate required	n/a
Phi Sigma Chi	Chapter Rush Chairman		2.3	Completed at least 12 hours	Approximately 8 weeks/No probate required	Letters of recommendation, interview, participation in rush events and community service project, proof of semester enrollment

Organization	Contact on campus	Contact for expansion	Minimum GPA	Classification Requirements	Length of the Intake Process/ Probate Requirements	Pre-Requisites/ Other Info
<i>Fraternities, Continued</i>						
Psi Sigma Phi	Chapter President	National Director of Expansion	2.3	At least 12 credit hours. Does not accept first semester freshmen	6-8 weeks	Attend at least 3 interest meetings, interview, and have a positive influence and reputation on campus,

ORGANIZATIONAL STRUCTURE

The following chart outlines basic aspects of the organizational structure for each NMGC-member organization.

Organization	Reporting Structure	Does your organization have graduate chapters?	In what region are most of your chapters located?	Does your organization host a "Week" of Events?
Sororities				
Delta Sigma Chi	The first persons to contact are the Chapter Advisor and Chapter President. If the situation does not improve, contact the National Executive Director, who then reports to the National Governing Board for issues pertaining to individual chapter needs or if crisis arises.	The organization is still in the beginning stages of developing this type of structure. Policies for their operating structure and roles are still being developed.	East Coast	No
Delta Xi Phi	The National Board's first point of contact is the Regional Advisor. There are 4 regions (West, Midwest, East & South), which have 1-2 Regional Advisors, depending on the number of chapters in the region.	No, not at this time.	Midwest	Yes, Founders Week
Gamma Eta	The first persons to contact are the Chapter Advisor and Chapter President. If the situation does not improve, contact the President on the National Governing Board for issues pertaining to individual chapter needs or if crisis arises.	Yes, however, they are in the beginning stages. Policies for their operating structure and roles are still being developed.	Southeast/Midwest	Yes, Gamma Eta Week, in the spring

Organization	Reporting Structure	Does your organization have graduate chapters?	In what region are most of your chapters located?	Does your organization host a "Week" of Events?
<i>Sororities, Continued</i>				
Lambda Psi Delta	The first persons to contact are the Chapter Advisor and Chapter President. If the situation does not improve, contact the Regional staff member. Lastly, contact the National President for issues pertaining to individual chapter needs or if crisis arises.	Yes. Women looking to form a graduate chapter must be approved by the National Board, meet graduate chapter criteria, and undertake a Graduate Process (if not already a member) supervised by Regional staff.	Northeast	Yes, Founder's Week, known as Diamond Days
Lambda Tau Omega	The first persons to contact are the Chapter Advisor and Chapter President. If the situation does not improve, contact the National President for issues pertaining to individual chapter needs or if crisis arises.	No, but this structure will be developed in the next few years.	Northeast	Yes, Founders Week
Mu Sigma Upsilon	The first persons to contact are the Chapter Advisor and Chapter President. If the situation does not improve, contact the National President for issues pertaining to individual chapter needs or if crisis arises.	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 VicePresident@MuSigmaUpsilon.org	Northeast	No

Organization	Reporting Structure	Does your organization have graduate chapters?	In what region are most of your chapters located?	Does your organization host a "Week" of Events?
Sororities, Continued				
Omega Phi Chi	The first persons to contact are the Alumnae Advisor and the Chapter President. If the situation does not improve, contact the National President for issues pertaining to chapter needs or if crisis arises.	Omega Phi Chi does not have graduate chapters. Omega Phi Chi has an Alumni Association. Graduate students who are members may stay active with the undergraduate chapters or join the Alumni Association.	Northeast	Yes
Fraternities				
Gamma Sigma Tau	Contact the National President for issues pertaining to individual chapter needs or if crisis arises.	No	Northeast	No
Phi Sigma Chi	The first persons to contact are the Chapter Advisor and Chapter President. If the situation does not improve, contact the National President for issues pertaining to chapter needs or if crisis arises.	No, but this structure will be developed in the next few years.	Northeast	No
Psi Sigma Phi	The first persons to contact are the Chapter Advisor and Chapter President. If the situation does not improve, contact the National President or the National Public Relations Chair for issues pertaining to chapter needs or if crisis arises.	No, not at this time	Northeast	No

FREQUENTLY ASKED QUESTIONS

Q: *Whom should I contact within the organization should I need to inquire about a specific chapter?*

A: The chart on page 28 contains information about the appropriate representatives to contact. When contacting an organization, please refer to the organization's website for the most up to date information. See Appendix D for more contact information.

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

A: 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

Q: *What practices are most beneficial for fraternity/sorority advisors in working with an NMGC chapter?*

A: 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.

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

A: 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.

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

A: 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.

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

A: 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.

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

A: 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 chart 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.

Q: *What can I do to assist NMGC chapters in being more inclusive of the fraternity/sorority community?*

A: 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.

Q: *If we are interested in bringing an NMGC-affiliated chapter to our campus, what protocol should we follow?*

A: As with many organizations, it is important 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.

Q: *What policies and procedures should college/university administrators know about the organization(s)?*

A: As a council, the NMGC is a fairly new entity in the fraternal community. As a result, many of the council's processes are still being formulated. However, advisors are encouraged to gain as much information as possible through the national organizations and their websites, online forums such as AFA Online Community, and other fraternal professionals to attain more intimate knowledge of the policies and procedures related to NMGC-member organizations.

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APPENDIX A

Terminology

Please note that 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

Alumna - A graduated member of a sorority. Plural Alumnae.

Alumnus - A graduated member of a fraternity. Plural Alumni.

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

Big Sister - An initiated woman that serves as a mentor or guide for the women participating in the new member education process

Brother – An initiated member of a fraternity; used as a term of address when an initiated member refers to another member

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

Dry Rush - The practice of not serving alcoholic beverages at recruitment/rush functions.

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

Initiation - The final ceremony in which an individual becomes a member of a fraternity/sorority

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

LiLies Period - Ladies interested in Lambda Psi Delta prior to being offered a bid to the organization

Lily Society, The – The name of the group undergoing the expansion process for Gamma Eta Sorority before being initiated into the sorority

Line Brothers/Sisters - Individuals who are members of the same intake/new member class

Little Sister – Woman undergoing the intake/new member education process who is serving as a mentee to a sister already in the sorority

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

NMGC - The National Multicultural Greek Council, Inc.; the governing body for member multicultural fraternities and sororities

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

PC Name - Pledge class name; the name within the Gamma Eta Sorority that the Big Sisters select for their Little Sisters

PC President – The leader of the pledge class in the Gamma Eta Sorority

PC Sister - Pledge class sister in the Gamma Eta Sorority

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

Sister - An initiated member of a sorority; used as a form of address when one initiated member refers to another member

Silver & Gold Circle – Together, Phi Sigma Chi Fraternity and sister sorority Delta Sigma Chi are known as the Silver and Gold Circle

Soirée - Omega Chi Phi 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

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.

APPENDIX C

Member Organization History

Sororities

Delta Sigma Chi Sorority, Inc. was founded by four women at New York City Technical College on November 27, 1996. Currently the organization has four active chapters, focused on the east coast. During that time there was very little in terms of student life or an atmosphere of that nature at the college. Additionally, there were several Latino organizations developing, but these groups did not address the full nature of the multicultural student attending the institution. At that time the founders felt there was a great need for an organization that would bring women of all backgrounds together. The founders chose the colors royal blue, silver, and black and the birds of paradise flower for the sorority. The organization participates in steps and strolls and has several that were developed by founders dating back to 1997. Additionally, the sorority has several hand signs, which relate back to the chosen sorority flower and the meaning behind the flower and the letters of the organization. For more information, visit the organization's [website](#).

Delta Xi Pi 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, the 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 Psi Delta Sorority, Inc. began at Yale University on March 9, 1997 and currently has 7 active undergraduate chapters. The women were formerly members of a Latina organization, but sought an organization focused on providing women on college campuses an opportunity to not fall within the cracks of a campus but to find an outlet where they could act as leaders for their community and to see and appreciate all cultures equally. The organization's focus is to uplift and empower women and their communities through intellectual leadership development and cultural awareness. Within the organization, the founders created an environment where women could fight for their own cause within their community while uniting all others. The organization developed as a multi-cultural, service-based organization for women, by women and about women. For more information, visit the organization's [website](#).

Lambda Tau Omega Sorority, Inc. began its journey with 16 intelligent, energetic, and independent womyn. Through their trials and challenging times, they remained true to their dream of making Lambda Tau Omega a reality for generations of womyn who would embody it and tell its story. These womyn took pride in their work, and with determination and drive, on October 9, 1988 made that dream a reality. Today members keep the foundation, love, excitement, and mystery of our sisterhood alive. The Sorority's goal since 1988 has been to establish a bond between womyn that will not only unite them forever but empower them as well. Members rejoice and celebrate when diversity enters the circle of sisterhood. Members feel that as females they feel the same emotions no matter what ethnicity, race, or culture they come from and embrace and celebrate their womynhood and diversity. For more information, visit the organization's [website](#).

Mu Sigma Upsilon Sorority, Inc. was founded November 21, 1981, at Rutgers University and currently has 30 active, undergraduate chapters. Mu Sigma Upsilon Sorority, Inc. is the first multicultural fraternal organization. The five founding women 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 Sorority, Inc. was founded at Rutgers University on November 9, 1988, and currently has 12 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](#).

Fraternities

Delphic of Gamma Sigma Tau Fraternity, Inc. currently has one chapter and one active colony. The majority of the original, now inactive chapters are located in the Northeast. The organization began in 1871 at the Geneseo State Normal School. The original focus of the organization, which was based at the various state schools in the State of New York, was as a literary society. In the 1930's and 1940's the organization consisted of members from both the

Christian and Jewish faith. In 1953 the state of New York Board of Trustees for the university system banned organizations which were nationally affiliated, a category which at that time included Delphic. In 1987 the organization was re-established at SUNY New Paltz as the first officially multicultural fraternity at New Paltz, and the second founded on the east coast. Delphic of Gamma Sigma Tau Fraternity, Inc. is represented by the colors red, white, and royal blue, which play an important role within the fraternity, and the white rose and dahlia flowers. The organization's mascot is the dragon, and the symbol is the Delphic seven. For more information, visit the organization's [website](#).

Phi Sigma Chi, 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](#).

APPENDIX D

Organization Contact Information

Organization	Greek Symbols	Nickname	Website	Contact Email
Sororities				
Delta Sigma Chi Sorority, Inc.	ΔΣΧ	DSC, Chi	http://www.dsc1996.org	national@dsc1996.org
Delta Xi Phi Multicultural Sorority, Inc.	ΔΞΦ	DXP, D-Xi, Xi-Phi	http://www.deltaxiphi.com	deltaxiphi@yahoo.com
Gamma Eta Sorority, Inc.	ΓΗ	Gamma Etas	http://www.gammaetasorority.org	nationalpresident@gammaetasorority.org
Lambda Psi Delta Sorority, Inc.	ΛΨΔ	LPsiD, Diamonds	http://www.lambda-psidelta.org	nationals@lambdapsidelta.org
Lambda Tau Omega Sorority, Inc.	ΛΤΩ	LTO, Enchanting Mermaids	http://www.lto1988.org	president@lto1988.org
Mu Sigma Upsilon, Sorority, Inc.	ΜΣΥ	The Mu's (pronounced Mews)	http://www.musigmaupsilon.org	president@musigmaupsilon.org
Omega Phi Chi Sorority, Inc.	ΩΦΧ	Omega's	http://www.omephi-chi.org	opcgbpresident@yahoo.com
Fraternities				
Delphic of Gamma Sigma Tau	ΓΣΤ	Delphic	http://www.delphic-gst.org	eboard@delp-hic-gst.org
Phi Sigma Chi Fraternity, Inc.	ΦΣΧ	Phi, FSC	http://www.phisigmachi.org	national@phisigmachi.org ministerinfo@phisigmachi.com
Psi Sigma Phi Multicultural Fraternity, Inc.	ΨΣΦ	PSP, Phimen Almighty Knights	http://www.psisigmaphi.org	info@psisigmaphi.org

APPENDIX E

Quick Facts

Organization	Founding Date	Founding Location	Organizational Colors	Recognized Traditions
Sororities				
Delta Sigma Chi	November 27, 1996	New York City Technical College	Royal Blue, Silver, & Black	Stepping Strolling Hand Sign Call: Chiiiiii!
Delta Xi Phi	April 20, 1994	University of Illinois, Urbana-Champaign	Maroon & Navy Blue	Stepping Strolling/strutting Hand sign Call: d-xiii Response: xiii-phiii Each chapter has their own step or stroll or tradition
Gamma Eta	October 18, 1995	University of Florida	Purple & Teal	Does not officially step, stroll, or have a hand sign or call
Lambda Psi Delta	March 9, 1997	Yale University	Black & White	Stepping Strolling Hand Sign Call: wah-ooo-ah Grip
Lambda Tau Omega	October 9, 1988	Montclair State University	Royal Blue & Light Gray	Stepping Strolling Grip Hand sign Call: Seeeeaquin
Mu Sigma Upsilon	November 21, 1981	Rutgers University	Baby Blue & White	Stepping Strolling Hand Sign Call: Mew
Omega Phi Chi	November 9, 1988	Rutgers University	Pink & Black	Stepping Strolling Hand Sign Grip Call
Fraternities				
Gamma Sigma Tau	October 13, 1871	Geneseo State Normal School	Red, White, & Royal Blue	Hand Sign Call: Del-phil
Phi Sigma Chi	November 16, 1996	New York City Technical College	Crimson & Gold	Stepping Strolling Hand Sign Grip
Psi Sigma Phi	December 12, 1990	Montclair State University and New Jersey City University	Black, Silver, & White	Stepping Strolling Hand Sign Grip No Call