

Virtual: Phi Program – Module 3

READY: BEFORE THE MEETING

- Announce:** Communicate with new members regularly and provide the group with enough notice of any meeting.
- Online Learning:** Expect new members to complete the online learning module before participation in the discussion.
- Invite:** Invite the following officers/members to the meeting and provide them with an overview of what they are responsible for:
 - MAL and/or vice archon
- Review:** Review the discussion prompts and personalize how you will contribute to the discussion.
- Connect:** Connect with new member(s) who you have not had a chance to connect with one-on-one.

SET: HOSTING THE MEETING

- Get familiar with the interface.** Select and become familiar with the platform you plan to use for your meeting discussions. Practice setting up and using breakout rooms, screen sharing, and chat functions.
- Set the tone.** The meeting is a facilitated discussion. New members should be prepared to participate in conversation and contribute the same way they would in an in-person meeting or online learning.
- Be prepared and consistent.** We want to model professionalism by being prepared. Sticking to the same agenda and format will create an environment new members can count on.
- Stimulate conversation.** We are suggesting that discussions be formatted to encourage close friendships among the new members. New member classes larger than 20 should have *breakout rooms* where they can communicate and make deep connections in the same group of 8-12 new members. Breakout rooms should be the same week to week whenever possible.
- Monitor participation and discussion.** Throughout the meeting you or a member of your committee should quietly keep a tally (hint: use page 23 of the guidebook) of the number of times each new member contributes or engages with the group. Follow up after the meeting with anyone who seems disengaged or may benefit from some one-on-one time and attention.

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GO: LEADING THE DISCUSSION

WELCOME

ENCOURAGE CASUAL CONVERSATION AS PEOPLE LOG ON

ATTENDANCE – *Hint: you can use page 23 in your guidebook*

CREED – Reciting The Creed is optional in this format, but you may find that it helps to naturally cut off casual conversation and focus people into the discussion.

DISCUSSION – Personal Values

TRANSITION: Part of being in a sisterhood, and especially Phi Sigma Sigma, is caring about each other. We learn from one another to help us grow and develop as women. Being a part of Phi Sigma Sigma gives us an opportunity to find the best part of ourselves and to be exposed to new and exciting adventures, as well.

1. What are values? What are some of the values that are important to you?

Listen for: what you believe, traits, standards

2. Where do we learn our values?

Listen for: families, parents, religion, friends, experiences

3. What are values you look for in a friend?

*TRANSITION: We all come to Phi Sigma Sigma with our personal value system in place. Whether by a teacher, your parents, a coach, maybe a friend, we are all taught values that at some point we decide are important to us. In a similar way, the Founders of Phi Sigma Sigma and our sisters throughout the years, have shared the values of **faith, love and sincerity**. Let's talk about what this means.*

4. Can you share what you think each of these words/values means? How would you define them?

Faith = trust/believing in something (is not specifically tied to organized religion)

5. What role might each value play in your day-to-day life as students, women, sisters?

Listen for: trusting sisters, caring or loving no matter what, being real, being honest

6. If we use the definitions you just provided, how will that make our sisterhood stronger?

Listen for: work well together, get along, everyone will know to do their part

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DISCUSSION – Personal & Social Identities

TRANSITION: Phi Sigma Sigma acknowledges and celebrates the women who make the choice to join our sisterhood and contribute the perspective that have uniquely formed through lived experiences and the expression of their values in their daily actions. As an organization and a chapter, we hope to benefit from the diversity in thought and experience. Much of what someone experiences is shaped by their identities.

Everyone has both **personal** and **social** identities. Our identity consists of the various characteristics we use to categorize and **define ourselves (personal)** and the various characteristics that are **constructed by those around us (social)**. Sometimes people only think of identity as those visible characteristics of a person, but sometimes our identity characteristics are invisible.

7. What identity characteristics might strangers attribute to you if they saw you in public?

Listen for: hair color, skin color, handedness, height, age, physical ability, etc.

These identities can be considered **social identities**. They affect how others interact with you and how you interact with others. These can include race, gender, age and other characteristics. Because these characteristics are readily perceived by others, they can be considered visible. However, social identity can also include other characteristics that are invisible, such as sexual orientation, religion, immigration status and others.

Personal identity is made up of identity characteristics that a person would attribute to themselves. These can include traits, behaviors, beliefs, values and others.

8. What are some examples of personal identity?

Listen for: personality traits, hobbies, interests, etc.

It is important we consider what makes us who we are. Think about how a person's different identity categories might create sameness as well as uniqueness.

ACTIVITY – Statements

The following activity will take you through a series of statements about your identity.

1. Draw three columns on a sheet of paper.
2. In column one write:
 - a. I am...
 - b. I can...
 - c. I have...
 - d. I remember...
 - e. I like...
 - f. I will...
 - g. I believe...

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- In column two complete the statement from column one with For each statement, offer one to three different endings.

For example, if the statement begins with “I am,” you can complete the sentence by saying a teacher, happy, a runner.

- Once column two is completed, determine if each statement indicates an identity that is visible, invisible or both.

Allow 8-12 minutes for new members to complete on their own.

<i>I am</i>	1. 2. 3.	<i>Visible/Invisible/Both</i>
<i>I can</i>	1. 2. 3.	
<i>I have</i>	1. 2. 3.	
<i>I remember</i>	1. 2. 3.	
<i>I like</i>	1. 2. 3.	
<i>I will</i>	1. 2. 3.	
<i>I believe</i>	1. 2. 3.	

These are all important pieces that contribute to who you are. Looking at your statements, many of the characteristics may fit neatly into one of the following categories: Gender, Ethnicity, Race, Religion, Socioeconomic Status, Language, Sexual Orientation, Education, Career, Relationship Status?

- When you look back at the statements about yourself:

- Were you surprised by any of your answers?
- How do these statements help you to better understand who you are as a person?
- What are the visible characteristics of your identity?
- Would anyone like to share an invisible characteristic you identified?

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TRANSITION: Your identity has many characteristics and it has and will affect relationships within your community of peers and our chapter while you are on campus. It is important to remember that although we construct our identities to some extent, society does, too.

*Our identities affect the **way we interact with the world.***

*Our identities affect the **way the world interacts with us.***

Source: Teaching Tolerance - "What Makes Us Who We Are", "Unpacking Identity" - tolerance.org

DISCUSSION – Your Commitment to High Standards

TRANSITION: Sorority is supposed to be fun and social - we can have fun but also live the values of Phi Sigma Sigma and take care of one another. This is truly the deeper meaning of sisterhood, being a part of the Phi Sigma Sigma family! It is important to remember that this is likely not the first time you have experienced expectations.

10. In your experiences prior to Phi Sigma Sigma, was there a time when you were held to specific standards? Maybe you were a member of a sports team, an organization or a club that had expectations for your participation in that activity?

Example: if you don't come to practice, you don't get to play in the game. Points, demerits, rewards, awards, etc.

TRANSITION: In the same way your family loves you, looks out for you and holds you accountable for your actions and values – your sisters can be counted on to fill that role.

GUEST PRESENTER: Invite the MAL and/or vice archon to present for 5-10 minutes about the most common and important expectations members are expected to fulfill. They should plan to include:

- *Regular attendance*
- *A commitment to academics and maintaining a balanced life*
- *Compliance with Phi Sigma Sigma and university policies*
- *The role of the standards board*

**be mindful that a lot is up in the air right now and this semester does not mirror previous expectations. Keep the focus big picture about safety and engagement (i.e. not into the specifics of sober sister, event attendance, etc.).*

11. How does accountability contradict what you may have heard or seen about sororities before you joined Phi Sigma Sigma? How might accountability benefit you as a member?

Listen for: safety, contributing, same rules for everyone

TRANSITION: What I want for you all to understand and experience is a sense that the expectations we have for you come from a place of caring about you. To maintain a confident, healthy and empowered sisterhood, we have to promote overall wellness. The habits and behaviors that support a healthy and well-balanced life can grow from the relationships that are established as soon as you join.

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(Omit question 12 if the new members have not been exposed to casual interactions with sisters)

12. How have you experienced or witnessed members of the chapter or the new member class care for one another?

Listen for: _____ sister did _____ for _____

13. What are the benefits of a network of sisters focused on caring for each other?

Listen for: safety, support, unity

14. In what way(s) have members of your chapter assisted in managing a well-balanced life during this period of uncertainty and change?

Listen for: checking on each other, facetime, helping

WRAP UP

Thank you for participating. I hope you know that we see your personal values and identities as an asset to our chapter when we asked you to join and we hope our values of faith, love and sincerity add stability and direction as you navigate your membership in the chapter. If you lose your way, we will help to hold you accountable like family would – because above all else, we care about you.