



Washington University in St. Louis

CO-CURRICULAR ADVISORY BOARD

Student Recommendations

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AY 2020-2021



TABLE OF CONTENTS

FINAL REPORT OVERVIEW	3
PURPOSE.....	4
PROCESS.....	4
CAB VISION.....	5
CAB STUDENT PROFILES	6
STUDENT EXPERIENCES AND HARM	7
ACCOUNTABILITY	7
STAKEHOLDERS.....	9
SUSTAINABILITY	9
STUDENT RECOMMENDATIONS	10
SORORITY & FRATERNITY LIFE.....	11
MEMBERSHIP EXPERIENCE	16
DIVERSITY & INCLUSION.....	19
SPACE EQUITY	20
TRAINING & EDUCATION	22
POLICIES & PROCEDURES.....	23
SYSTEMS & OPERATIONS	24

FINAL REPORT OVERVIEW

Charge

The purpose of the Co-Curricular Advisory Board (CAB) was to explore the current infrastructure of our co-curricular experience at Washington University in St. Louis and assess how we can reimagine our processes, policies, and community development in order to embrace diversity, equity, and inclusion.

Prompt:

How do we create a more equitable co-curricular experience?

CAB Self-Defined Purpose

Washington University in St. Louis (WashU) is an institution seeking resolve and change within its co-curricular community for all students, therefore the purpose of this work was to understand the harm students have experienced and to use that information to meet the needs of the students strategically and intentionally by creating a trauma informed community that promotes diversity, inclusion, and equity. Additionally, students have made a commitment to this change by joining the Co-Curricular Advisory Board and their recommendations for change as well as my own will be provided in the following document. This final report includes an analysis, recommendations, and suggestions to capitalize on additional resources moving forward.

Process

This process included the following components:

- Convene Co-Curricular Advisory Board that reflects student body (10 students, Weekly meetings)
- Organize and Assess Focus Group Meetings with Students and Advisors
- Attend Campus Life Meetings
- Participate in conversations focused on Sorority and Fraternity Life
- Review Student Union Forums and Surveys
- Assess Social Media Accounts where WashU students post about experiencing harm
- Initiate conversations with campus partners (Student Conduct, Res Life, CDI, etc.)
- Develop Student Recommendations

CAB Vision

Below is the vision, goals, and priorities of the Co-Curricular Advisory Board (CAB) from the student's perspective:

- Create an equitable and inclusive experience for all students
- Make right a lot of the harm that has already been caused plus intentionally reducing or eliminating harm moving forward
- Develop a community standard and hold each other accountable
- Recommend tangible actions that will offer sustainable and visible change within the campus community

CAB Student Profiles

After an initial open invitation to participate in the Co-Curricular Advisory Board, 10 students were sustained from October 2020-December 2020. These students provided insight in the campus community, developed recommendations to improve the co-curricular experience and hosted focus group meetings. Please see their student profiles below:

Name	Year	Major	Gender	Race	Org Affiliation
Barri Levitt	Senior	B.S.B.A Major in Organization and Strategic Management	Female	White (Non-Hispanic Origin)	Alpha Epsilon Phi (social) WashU Dance Team TAMID
Ben Rosman	Junior	A.B. Major in Anthropology: Global Health Environment	Male	White (Non-Hispanic Origin)	Club Baseball Alpha Iota Gamma Alpha Delta Phi (social)
Cassie Vaden	Junior	A.B. Major in Philosophy	Female	White (Non-Hispanic Origin)	TX WUSA The Women's Network Interrogating Incarceration
Chudi Mbanefo	Senior	B.S.B.A. Major in Organization and Strategic Management	Male	Black (Non-Hispanic Origin)	Alpha Kappa Psi (business) Phi Beta Sigma (social) The Pikers (a capella)
Elizabeth Ayorinde	Senior	B.S.B.A. Major in Marketing	Female	Black (Non-Hispanic Origin)	Gamma Phi Beta (social) Sigma Tau Delta Money Think
Gaby Smith	Junior	A.B. Major in Biology: BioChemistry	Female	White (Non-Hispanic Origin)	Speaker of the Senate Leaders of Interpersonal Violence Education Alpha Epsilon Phi (social)
Michael Ginn	Junior	B.S. in Computer Science	Male	Multi-Racial Non-Minority (Asian/White)	Alpha Delta Phi (social) Club Volleyball After Dark (a capella)
Nash Solon	Sophomore	A.B. Undeclared Major	Male	Not Reported	Beta Theta Pi (social) Lambda Sigma (service)
Rachel Broomer	Senior	A.B. Major in Psychological and Brain Sciences	Female	White (Non-Hispanic Origin)	Alpha Epsilon Phi (social) Dance Marathon
Ranen Miao	Sophomore	A.B. Undeclared Major	Male	Asian or Pacific Islander	SU President

Student Experiences and Harm

This list is not exhaustive, but it includes the main categories of harm some students reported experiencing as a member of the WashU community. This list was compiled based on focus group conversations, social media submissions and the recent incidents outlined by the Office of Campus Life in the 2018 Fraternity and Sorority Life Task Force and Student Union student government.

- Racist Comments or Behavior
- Sexual Harassment or Assault
- Classist Comments or Behavior
- Homophobic or Transphobic Comments or Behavior
- Interpersonal Violence (physical, verbal, mental)
- Religiously Offensive Comments
- Body Shaming
- Hazing

It is imperative to recognize that some students have experienced these harms and more, and some students have experienced more than one form of harm. It is not centralized to one type of student or one type of student organization, this is a campus wide issue.

- There are institutionalized issues that need to be addressed and reformed.
- There are traditions within organizations that need to be redesigned or removed.

Accountability

Everyone is responsible for the campus environment and upholding the standards of the community. Specifically, when students are harmed by their peers or faculty/staff member the person committing the harm should be held accountable for their actions. And students should be aware of the process to support them and trust that it will be seen through to completion. The following recommendations have been made based on perceptions of members of CAB and feedback generated through surveyed populations. Meeting with university administrators from the Office of Student Conduct, the Title IX Office and Human Resources will be an outcome of the recommendations to discuss the role their offices play and the scope of their processes, accountability and the perceptions and feelings shared by some students.

- Students
 - Members of student organizations should be held to the same standards as their peers and when correction or punishment takes place, they receive the same level of enforcement and reprimand.
- Faculty & Staff
 - Held to the same standards, and if reported, fully investigated and held accountable for their actions or behavior, regardless of position, title or tenure.
- Title IX
 - Students consistently expressed feeling failed by this office.

- Student Conduct
 - There is a visible difference within the conduct process for members of Greek Lettered organizations in comparison to their peers/non-affiliated students.

Stakeholders

The following list of stakeholders is not exhaustive, but it highlights the main parties that need to be involved as change is created within the WashU community.

- The Board of Trustees
- The University Chancellor and Senior Leadership
- Undergraduate and Graduate Students & Student Organizations
- Campus Life Staff (specifically)
- Faculty and Staff (advisors specifically)
- National Organizations
- Campus Partners (Student Conduct, Center for Diversity and Inclusion, RSVP, Title IX, etc.)
- Community Partners
- Alumni

Sustainability

There is a full recommendation to sustain the Co-Curricular Advisory Board in some capacity as changes are implemented within the campus community.

- Regular updates about timeline-oriented recommendations
- Maintain open communication with students

STUDENT RECOMMENDATIONS

Sorority & Fraternity Life

Sororities and Fraternities in IFC/WPA and Overall

Initially, the bulk of the conversation and student input regarding Sorority and Fraternity Life supported abolishing IFC fraternities and WPA sororities. However, after further consideration and the time spent in dialogue on this Board, the consensus of the CAB is that these organizations can exist within the WashU community but need to undergo significant change. Suggested reforms are outlined below.

Overall Board Consensus:

- Develop a plan to alleviate financial barriers
- Create a simple to use and easy to find reporting form for harm
- De-house fraternities and re-allocate sorority suites
 - Terminate housing contracts
- Increase leadership training
- Increase policy training
- Increase education on Greek life historical context
- Change perception of chapters and increase engagement with campus community

Elimination of dues. [Primary]

- Fraternities and sororities will have to negotiate agreements with their national chapters so members will not need to pay any dues to participate in the fraternity or sorority experience. (Note that need-based programs is not an acceptable alternative because it forces low-socioeconomic status students to out themselves to their organizations in order to participate, which becomes a barrier to full participation.)
- Institute non-lobbying rule, preventing any funding for fraternities or sororities to go towards political lobbying through FSPAC.
- Start negotiations, update policy by end of 2021
- Might be a long-term goal, in regard to finding funding for organizations
- Stakeholders: national organizations, university administration, funding sources

Elimination of fraternity housing. [Primary]

- By 2024, fraternity row can be eliminated through a university commitment to terminate housing contracts with fraternities on campus after they expire. Fraternities are currently the only student groups on campus with housing: sororities, NPHC, Alpha Psi Lambda, and all other extracurricular groups do not have this space. Houses will be relocated to historically marginalized students, specifically BIPOC (Black, indigenous, and people of color), LGBTQ+, low-income, and differently abled students on campus. Every house will include students of all gender backgrounds and include advisory boards that oversee intersectional diversity + inclusion initiatives within their specific communities.
- To promote equity with other student groups, IFC fraternities will not be allowed to purchase off-campus houses to prevent fraternities from becoming “book clubs.” The punishment for violating this policy will be the loss of accreditation and individual punishments for all students

involved in said house. Fraternities found in violation of this policy will be ineligible to participate in rush for the upcoming cycle.

- De-housing should also include a prohibition on acquiring off-campus facilities, and suspensions for violations (see: Furman University's policy) an effort to preemptively address concerns of students moving into off-campus spaces as well. Violations should be treated as a student group violation that may lead to suspension.
- *(this idea is still being flushed out, end when contracts end)*

Implement zero-tolerance policy for interpersonal violence. [Primary]

- Members accused of IPV will be immediately removed from their chapters until a full investigation can be conducted by the Title IX Office. All rushees accused of IPV will be ineligible to participate in the recruitment process until the next cycle, or until their case is closed.
- An anonymous form will also be created to report incidents of IPV, run by the Title IX Office in conjunction with Campus Life. At the end of every quarter, the levels of IPV reported at every chapter will be reported out in de-identified reports for the entire student body to access. Transparency and accountability will allow students to hold organizations that have pervasive cultures of IPV accountable.
- *Enforce the violations, change how reports are handled*

Implement zero-tolerance policy for hazing. [Primary]

- Reports of hazing to Campus Life will be investigated thoroughly: if they are found to be legitimate, the fraternity or sorority will not be allowed to conduct rush for two semesters until rigorous training has been conducted. A second report will prohibit organizations from conducting rush for two years. A third report will lead to the closure of the chapter.
- Chapters found in violation of rush prohibitions will be closed down. Individual students conducting rush will face harsh individual consequences from the Office of Student Conduct, up to potential suspension. (Violations for individuals would be under offenses A1, A2, A3, A6, A11, A14, A16, and A20. Please view the full list of offenses from the Office of Student Conduct here.)
- *Enforce the violations, change how reports are handled*

Institute oversight committee of students to enforce compliance with policies. [Secondary]

- *See external auditors proposal for more details*
- These students will have power over accreditation of fraternity and sorority chapters, and include guaranteed slots of representation for Student Union, Congress of the South 40, TRUTH, LIVE, and Title Mine. This board must also have disciplinary authority in conjunction with the Office of Student Conduct to eliminate chapters
- Paid, Non-SFL Students
- *Implemented by Fall 2022*

Create appeals process for rejected applicants.

- Students who are rejected should have the right to understand why they are rejected, and have a complaint process to report racial, gender, sexual, religious, ability-based, socioeconomic, or

other forms of demographic discrimination. *rate of rejection & reason for rejection, disciplinary action for organization*

- *(still needs to be flushed out),*

Elimination of date parties. [Tertiary]

- All social events that perpetuate heteronormative social dynamics and impose extraneous costs on students are inherently non-inclusive. Social events must be vetted by students external from IFC and WPA to adjudicate whether these events are appropriate.
- *Solution based changes*

Mandate transparency in terms of recruitment demographics and accepted classes. [In Progress]

- *See demographic transparency proposal for more details*
- Audits of chapters will ensure congruence between the demographic backgrounds of student groups and the broader student body. These numbers will be publicly reported to the university community at the end of every semester.

Recommendations from NPHC and NALFO Students

- Hire an advisor for the council that will be formed next semester (full time staff member)
- Allocate a physical space that this council and organizations can use for meetings and programming
- Require an advisor for each chapter (chartered and city wide)
- Increase funding for these organizations' programming
- Expansion (invite more multicultural Greek Lettered organizations to campus)

Demographic Transparency Proposal [Priority]

Overview: Fraternity and sorority recruitment processes have historically perpetuated racial discrimination against people of color. Currently, demographic data for Washington University's sorority and fraternity (SFL) community is severely lacking and non-transparent: consequently, we are not able to identify inconsistencies in racial composition amongst members of SFL and the broader Washington University community.

This proposal recommends transparency mechanisms which can help identify racial inequality in the recruitment process, specifically (a) collecting demographic data on all students who participate in the recruitment process and (b) collecting demographic data on all students who enter SFL.

Timeline: This policy should go into place for the Spring 2021 recruitment process. It would simply require every student to fill out a form and self-report identifiable demographic information, and after the end of the recruitment process, we can conduct an audit of fraternities and sororities.

Policy Recommendation: Creating an equitable co-curricular experience requires transparency and the capacity to identify systemic flaws. In the rush process, we recommend the fraternity and sorority life office collect aggregate data on all students who engage in the recruitment process. Demographic data collected would include racial background, with optional questions about gender identity, sexual orientation, or socioeconomic status. (We make these questions optional because they may be personal, and students may not be comfortable disclosing such information – however, they are important considerations when crafting equitable policy.) Race is a demographic identifier utilized by the university in admissions, so we do not believe it is as confidential or private. At the end of the recruitment process, the Campus Life Office should publish de-identified aggregate data on the demographic backgrounds of all students who participate in recruitment.

After the recruitment process ends, every fraternity and sorority chapter should then undergo an audit for Campus Life to collect the same pieces of demographic data. This data will be separated into the newly admitted class, and then the general overall composition of the fraternity or sorority.

If disparities exist, these become areas of concern for student leaders to focus on and improve. Data must be broadly published so (a) future candidates can identify potential spaces where they will experience discrimination, supporting historically marginalized students who decide to enter the recruitment process; (b) the university community can hold fraternity and sorority organizations accountable; and (c) we disincentivize implicit racial discrimination in the recruitment process.

External Auditors for Greek Lettered Organizations Proposal [Priority]

- Each chapter has representatives to be an external auditor to another chapter. There will be 48-96 Auditors in total, a minimum of two from each fraternity and three from each sorority so there are 24 brothers and 24 sisters on this committee.
- The remaining 48 spots will be available for members of the WashU community outside of Greek Life to engage and have a seat at the table. The points in this plan regarding assignment and distribution of members of this committee specifically apply to those who are in Greek Life, and the groupings will change depending on the level of involvement people outside of the Greek system want.
- The 48 Auditors are broken down into 12 groups, 4 people from all different chapters per group. Each group is assigned a chapter that they are not a part of
- Ex: Group 1 is made up of one member from AEPi, A Phi, Alpha Delt and SNU and they are assigned to be the Auditors at Beta for the semester
- Only 2 Auditors need to be present at each event, thus lightening the load of the position
- At the beginning of each semester, the Auditors for the fraternity will introduce themselves to members of the chapter, explain why they are there and explain the accountability structure in place. However, they should limit the amount of time they spend with the chapter outside of events to minimize conflicts of interest
- Just like sober contacts are pictured with phone numbers on the walls at fraternity events, the Auditors will be as well
- Every Auditor has to go through mandatory Event Captain Training, bystander training, Green Dot training, LIVE Greek training, etc. If a chapter does not have enough Auditors, then they are not allowed to have social, philanthropy or recruitment events until the spot is filled.
- The auditors are the point of contact at every event if there a violation of FSL policies, regarding harassment/assault, door scans, racism, homophobia etc.
- At all events, the Auditors are sober but do not replace the sober contacts that the host provides
- Auditors have a direct channel of communication to IFC and WPA presidents, IFC Social Justice Chair and WPA D&I Chair
- If an incident of racism, homophobia etc is reported to an Auditor, and therefore to IFC and WPA Exec, the chapter in question has 1 week to impose sanctions on the brother/sister involved in the misconduct, or the chapter of the perpetrator is immediately put on social probation
- Two reports of misconduct regarding the same brother/sister results in immediate expulsion from the chapter
- IFC, WPA and the Auditors will independently keep records of misconduct to prevent “protection” of the perpetrator
- Most importantly: Auditors are NOT mandatory reporters in the instance that the misconduct that is reported to them is IPV. In cases of IPV, the Auditor does not need to share the information with WPA/IFC exec to minimize the number of people who know the case details. If the survivor wants to report, either to chapter leadership or the Title IX Office, the Auditor can be a resource and a witness.
- This is a **paid position** due to the amount of time and energy required of each Auditor. Depending on the number of Auditors and the FSL budget, this could be a stipend paid once for the semester or payment like any other on campus student job

All Student Group Membership Experience

Pre-Intake Transparency [Primary]

- Require the release of the following information by the student organization before intake for the consumption of potential new members:
- Intake criteria
 - E.g., Values
- All estimated mandatory financial commitments
- Details about Organization
 - Purpose of organization, activities involved, requirements (time commitments, event types)
- *Approved and released by or implemented July 30, 2021.*

Flexibility in Activities/ Make Costs Upfront [Primary]

- All groups must include in fees/dues all costs associated with mandatory items, events, etc.
- Requirements to maintain membership beyond those disclosed during the intake process should have options for methods of fulfillment that do not require additional financial commitment
- *Implemented by July 30, 2021*

Feedback Mechanisms [Primary]

- All groups hold periodic feedback discussions for current members for (internal) feedback regarding:
- Recruitment
- Policies and Procedures
- Training and Education
- Discussions must be held twice a semester: once immediately after intake, again at end of semester
- All groups must take feedback into consideration
- *Implemented by July 30, 2021*

Reporting Process [Primary]

- Create two different reporting processes for membership operations.
- One is a set of anonymous surveys that are automatically sent out in several situations. This includes to any student who registers/signs up for a recruitment process (rush, tryouts, auditions, etc) upon completion of the recruitment period, but before final decisions are made—typically the “no-contact” period, to new members at the midpoint and conclusion of their semester, and to all members at the end of the year. The survey will contain questions determining if students felt safe and welcomed during recruitment, if they felt discrimination of any kind occurred, if they felt they were turned away based on an unfair reason, if they were harmed or made uncomfortable as a new member, if they have observed problematic behaviors by fellow members or the organization as a whole, etc. The responses for this survey will automatically go to an appropriate parent organization as well as to the organization itself, but it will be for the parent organization/school to determine if some action needs to be taken.

- A second is an easy-to-use form for reporting harm, discrimination, or any other problematic behavior at any point for members or those affected by the organization. The form should be publicized, mentioned by every organization at recruitment and after, and allow the reporter the degree of anonymity they desire. It will not be handled internally, but go directly to some higher recipient—potentially an office of the school—who is more equipped to deal with it impartially.

New Member Experience

- Specific attention to organizations with a new member experience
- Clearly establish the goal/purpose of the new member experience (learning information, developing skills, etc.)
- Collect feedback from new members on the effectiveness of the program
- Assess the process on an annual basis to see if there is any need to adjust procedures/tradition

Executive Board Experience

- Every organization will have a campus life advisor that is familiar with their organization
 - *(Assigned by Summer 2021)*
- Campus advisor is available as a resource to provide guidance for conflicts and SU navigation
- Increase engagement of campus advisor, not just a signature

Mandatory Events Inclusive for Students with Disabilities

- Mandatory events must accommodate the varying abilities of those who ask for it
- *Implemented by July 30, 2021*

No-tolerance Dues Requirement [Primary]

- Immediately institute a no-tolerance requirement for every organization with dues to meet 100% of demonstrated need. This could be met in several ways, including 1) by increasing dues for other members, 2) by fundraising, 3) by reaching out to alumni, and 4) by applying for funding directly from the school. If an organization cannot meet this, they will no longer exist. Students should be able to join an organization without a financial barrier.

No Hidden Costs

- Require organizations to investigate, report, and publicize the “hidden costs” of being a member that may put unfair pressure on lower-SES students. This includes “big/little gifts”, travel expenses, dining expenses, purchasing specific clothes, etc. As needed, institute limits and solutions if these costs are unreasonably high.

Campus Life Anonymous Report Form [Secondary]

- Create an easily accessible report form for students to anonymously report harmful experiences to aid in ongoing understanding of the membership experience

Bi-monthly town halls with Campus Life Administrators [Secondary]

- Establishes constant communication channels

Campus Life Board of Students inside and outside of orgs [Secondary]

- Establish a liaison by Fall 2021

Diversity & Inclusion

Diversity, Equity, and Inclusion Chair [Primary]

- Require mandatory executive position for SFL organizations to have a diversity and inclusion chair, that will deal with issues with diversity and inclusion within their respective organization and within the SFL community as a whole
- Needs a job description and training curriculum
- Responsibilities of this position include:
 - Reviewing the newest rush process, procedures, and the demographics of the newest members and current members of the organization to evaluate organizational efforts in diversity and inclusion.
 - Meeting with other diversity and inclusion chairs in different SFL organizations to review the most recent demographics of rushees and the demographics of SFL life. Figure out who Greek life institutions are attracting and why.
 - Go through mandatory training on how to promote diversity and inclusion in work/living areas and how to implement diversity and inclusion training properly and effectively. Track members who have and who haven't fulfilled their own diversity and inclusion training and penalize members who have not gone through the process.
- *Announce Spring 2021, Require implantation by Fall 2021*

Cultural House Collaborations [Primary]

- Incentivize SFL organizations to reach out to the different cultural houses on campus whether for new recruitment opportunities or for philanthropy and social events
- This area can be approved through the following measures
 - Create a social forum for SFL organizations to organize social events. Through this forum, different organizations can communicate and express interest in collective social events and philanthropy opportunities.

Support Cultural Groups [Primary]

- Provide housing and spaces on campus that can be utilized by students and cultural groups where they can host their own events (long term goal).

Campus-wide Survey on Diversity and Inclusion in SFL organizations [Tertiary]

- Send out a survey detailing the diversity and inclusion of SFL organizations individually and as a whole
 - Summary needs to be clear and reviewed by multiple parties
- Compile information and determine the community perspective of diversity and inclusion in SFL organizations
- Have members of WashU Greek life and student life detail why they believe organizations are either diverse or not diverse and whether they promote inclusivity or not
- Have the board of diversity and inclusion chair members and head of SFL life/assistant director of SFL life overview the information gathered and determine additional measures to ensure that WashU SFL is as inclusive as possible

Space Equity

Initially this area was titled community and living space when discussed with students, but it really boils down to space equity and finding ways to use the space that is currently available in more equitable ways. As well as considering new spaces that can be created to support students.

Task Force [Primary]

- First, assign a task force to survey the groups on campus/possible special interest groups that are large enough to potentially have a benefit of having a space and determine whether there would be interest. If there is, begin working on establishing the legal and procedural policies needed (assuming spaces will be used for social events), in conjunction with the next point.
- Listen to student's requests for on-campus community spaces
- *Implement by Spring 2021*

Concretely find out the Administration's stance on repurposing IFC Chapter houses [Primary]

- Have the University evaluate housing contracts with national organizations for IFC fraternities
- See if it is even a remote possibility. Bring IFC Presidents into the conversation, listen to their thoughts about the potential to repurpose houses.
- Fraternity houses be converted into living learning communities
- Include the same permissions to host parties (event management policies in place) or otherwise managing the space in some sort of house management program
- Re-distribute fraternity houses to cultural and affinity groups to establish living learning communities
 - Sorority and Fraternity Life office agrees to let IFC chapters view their individual housing contracts
 - Determine the earliest possible date to suspend housing contracts and take steps to do so

Repurpose Sorority Suites [Primary]

- Cultural spaces or service meeting locations
- Movie showings for classes
- Research area for psych studies
- AFFINITY SPACES!

Create spaces that can be used by any group on campus. [Secondary]

- Currently, classrooms can be rented, but this is both fairly expensive and not useful for many types of student activities.
- One potential action is allowing groups to rent out fraternity house basements for social events (although the legal requirements for this could get tricky).
- *Implement by Fall 2021, pending COVID restrictions*

Gargoyle/Performance Space [Secondary]

- Give back or replace the Gargoyle/performance space for cultural arts organizations
- *Implement by Fall 2021, pending COVID restrictions*

Provide student run space on campus to host events with alcohol [Secondary]

- Neutral and accessible venues for student groups to host events with alcohol (event management policies in place)
- Groups contractually obligated to clean/care for space
- *Implement by Fall 2021, pending COVID restrictions*

Training & Education

For organizations that have selective processes (fraternities, performing arts, etc.) [Primary]

- Require Implicit Bias training before recruitment periods (facilitated by the CDI or T.R.U.T.H)
- The CDI could potentially offer a series of trainings at the start of every semester that orgs/members sign up for
- Have all current members take an implicit bias training, D&I training, and anti-hazing training

Create a consolidated resource that summarizes all of the relevant WashU administrative offices and the issues they address [Primary]

- *Implement January 2021*
- Students are not completely aware of what resources to use to report incidents within their organization
- The corresponding offices that address the types of harm that we've identified
- Organizations with more than 15 members should establish a position that is well versed on the resources that are available to students on campus. Should a member have a concern that arises due to their membership, they have a peer in the organization who they can turn to for insight and guidance
 - Organizations should establish and fill these positions by Fall 2021

Have all first-year students/transfers participate in a mandatory diversity and inclusion training [Primary]

- Preferably within the first two weeks of Fall semester
- Consider including during orientation programming
- Student should attend before activities fair

Policies & Procedures

Official Individual Accountability Procedure - External [Primary]

- Identify individual offenses
- Establish contact for report
- Establish investigation procedures
- Establish disciplinary actions fitting severity of offense
- Establish procedures for appeal
- *Approved and released by July 2, 2021*

Official Group Accountability Procedure - External [Primary]

- Identify group offenses
- Establish contact for report
- Establish investigation procedures
- Establish disciplinary actions fitting severity of offense
- Establish procedures for appeal
- *Approved and released by July 2, 2021*

Individual Accountability – Internal [Primary]

- For the purpose of attendance and participation:
 - Eliminate fines/fees for unexcused absences from mandatory events
 - Implement ways for member to compensate for their absence
 - Make them participate in a meeting by requiring them to present something you're meant to discuss, make them do extra work at another event, etc.
 - Absence from Recruitments/Intake and Major Events involve disciplinary hearing
 - Excessive absence involves disciplinary hearing
- *Implemented starting July 30, 2021*

Have a set policy on guidelines and expectations for student groups [Primary]

- This policy should include every student group, and should list suggestions for how to hold intake, how to maintain education and training, and should list consequences if standards are not being met (could be removal of funding or loss of recognition as a student group)
- *Effective January 25, 2021 (beginning of Spring semester)*

Institute a much stricter policy for fraternities [Primary]

- Level of infraction needed to lose their housing is much lower. This could occur if they fail to meet new financial guidelines, have too many incidents reported, etc.
 - The goal is to take away the status of fraternity houses as a “right” and establish that they are a privilege for organizations which are promoting the values we want on campus
- *Effective immediately*

Systems & Operations

Rewrite Bylaws [Primary]

- Campus Life works collaboratively with student groups and with appropriate WashU offices to write bylaws that correctly address issues of Racism, Sexism, Classism, Sexual Harassment, Homophobia, and IPV, and that also outlines procedural operations that need to be undertaken when an issue is brought up. Each student group would then be beholden to incorporate these bylaws into their own bylaws/system of governance, ensuring that all chapters are held to the same procedural and logistical processes when dealing with the aforementioned issues.
- *Timeline:* work on language Spring 2021 so that by **Fall 2021** all student groups will be expected to have made requisite changes

Annotated Student Life Docs [Primary]

- Important Campus Life documents need to be annotated and have shortened versions that allow student group leaders to quickly access and understand important information.
- Created by a committee of staff and students
- *Timeline:* Spring 2021/Fall 2021

Student Run Conduct Review Board [Primary]

- Have a set group of students and faculty (no mandatory reporters) that can review reports of misconduct.
- This would be for the purpose of ensuring that a specific group does not have repeated allegations or concerns and would also provide an opportunity for a student to report to an entity that is not necessarily going to report anything to officials
- *Timeline:* Fall 2021