

GAMMA PHI BETA'S COMMITMENT TO ANTI-RACISM

June 5, 2020

We want to start with an apology.

On Saturday, we posted a statement on Facebook and Instagram. Our attempt at allyship fell short. To our sisters who were further hurt, disappointed or let down by that initial post, we are deeply sorry.

Since that time, we have received an incredible amount of passionate and humbling letters from our members across North America asking us to do better, asking us to do more, asking us to enact change.

You are demanding immediate action against racism. We are demanding the same and, just like you, we are looking to start within this sisterhood.

Let us be clear and explicit in our message – we can and will do better.

No statement is enough for us to convey our sorrow and anger over the recent deaths of Breonna Taylor, George Floyd, Ahmaud Arbery, Sean Reed, Tony Mcdade and every other Black or Brown person who has senselessly died because of racism. **Black Lives Matter.** No statement is enough for us to undo the role fraternities and sororities, including our own, have historically played in explicitly and implicitly contributing to systemic racism in the United States.

As an organization, we are called to make a difference in the world around us. To that end, we know that simply using our voice to amplify the message is not enough. We can and must do more.

This is not an exhaustive list. This is a starting point.

We are committed to be an anti-racist organization and are taking steps now to demonstrate that commitment.



Initial Steps

- Eighteen months ago, International Council (IC) enacted a Belonging and Inclusion Task Force (BITF), whose work was presented to IC this year. International Council accepted the recommendations of the BITF and chartered a committee to review, prioritize, and with IC agreement, begin to enact the work. The BITF report will be made available to all our members within the next two weeks. As soon as it is posted, you will find it under the Members section of our site here:

[Collegians](#)

[Alumnae](#)

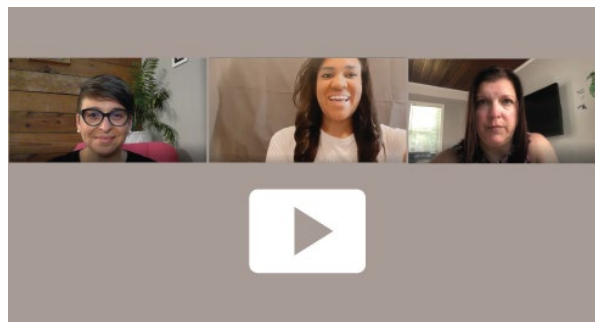
[Volunteers](#)

- **A Belonging and Inclusion Committee** has been chartered as a result of the task force work and will begin to immediately address the recommendations of the task force. [Click here](#) to view the charter. You can also view or apply for the **Committee Chair Position on our website**. Once the Chair is selected, be on the lookout to apply as a committee member.
- We created a chapter resource for **engaging in activism, raising funds and social media communication**.
- An **anti-racism webpage** dedicated to educating our members and providing resources on anti-racism has been published. This webpage is not intended to provide a comprehensive education, but rather it is designed as a starting place for you to:
 - Explore your own identities.
 - Define key social justice terms.
 - Identify the role you play in systemic racism as well as ways to be anti-racist.
 - List ways for you to take action, including where to donate.



What's Next

- On Wednesday, June 10 at 6 p.m. PT/7 p.m MT/8 p.m. CT/9 p.m. ET, three of our sisters requested to host a table to invite Black, Indigenous and Women of Color (BIWOC) and their allies to connect, share feelings and hear about the work of the Belonging and Inclusion Task Force. They will also listen and take in the recommendations and thoughts of our sisters. These facilitators – Victoria Lopez Herrera (St. John's), Rachel Ward (Texas A&M-Corpus Christi) and Maribeth Flakes (Bridgewater State) – are long time Gamma Phi Beta volunteers, members of the BITF and proactively offered to facilitate these important connections.



For a link to join the discussion, please email gammaphibeta@gammaphibeta.org.

Gamma Phi Beta can do better and we will, with your help. In addition to the change we are enacting at International Headquarters, it will take your support and local action to move Gamma Phi Beta forward.

We are committed to an evaluation of our organization at all levels through the lens of anti-racism.

Together we can and will be an organization committed to anti-racism.



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