

Housing & Facilities Conference

Presented by the FMC

Scan the QR code or visit the appendix of your workbook to access downloadable materials for this session.



Fostering Sisterhood Through The Facility Experience

Joel Saslaw and Jenny Campfield

**Housing
& Facilities
Conference**
Presented by the FMC

Introductions

- Joel Saslaw
 - *He, him, his*
 - FMC Manager
 - Fun fact: Tennis fan
- Email:
jsaslaw@gammaphibeta.org



Introductions

- Jenny Campfield
 - *She, her, hers*
 - Director of Education
 - Lead Gamma Phi Beta's educational programs
 - Fun fact
- Email:
jcampfield@gammaphibeta.org



Sisterhood In Gamma Phi Beta

- Think about a time you experienced support in Gamma Phi Beta.
 - What was the experience?
 - How did the support you received make you feel?
 - What was the best part about this experience?
- Discuss this prompt with a partner.
 - *Optional: Record your response on Page 35 in your workbook, then discuss.*

Learning Objectives

- Describe how members experience sisterhood in Gamma Phi Beta.
- Define inclusion.
- Describe how sisterhood practices foster inclusion.
- Identify one strategy to create an inclusive facility experience.

Note: None of the HFC sessions should be construed as legal advice. You will need to determine if anything you want to implement following this conference will need to be approved by your board, affiliated house corporation (AHC) membership and local campus. You may need to consult your AHC's legal counsel.

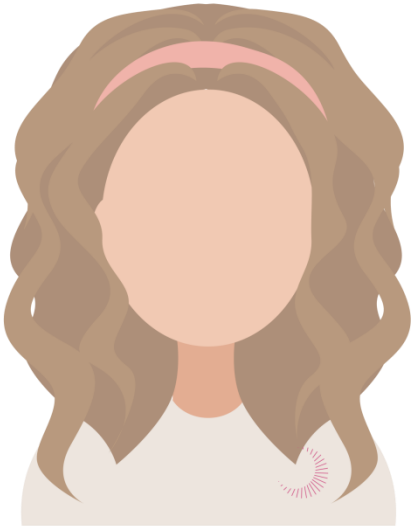


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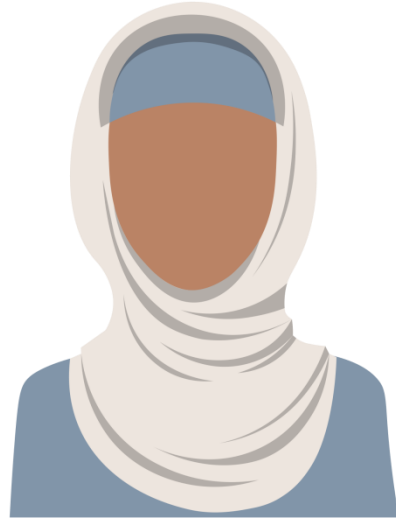
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Sisterhood Schemas

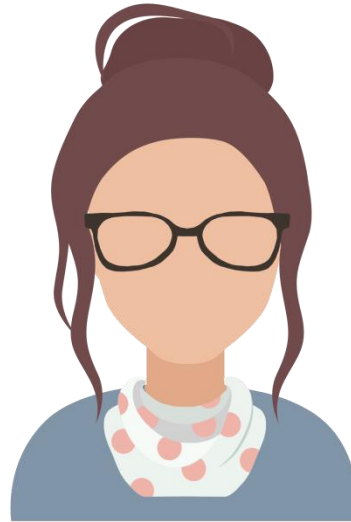
Sisterhood Schemas



Shared Social Experiences



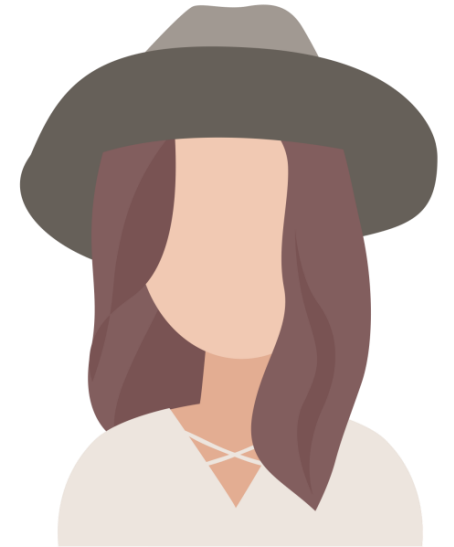
Support and Encouragement



A Sense of Belonging



Accountability



Common Purpose

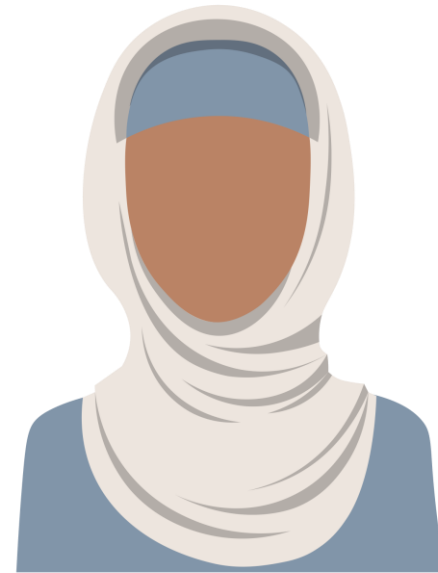
Sisterhood Schemas

- Shared Social Experiences



Sisterhood Schemas

- Support and Encouragement



Sisterhood Schemas

- A Sense of Belonging



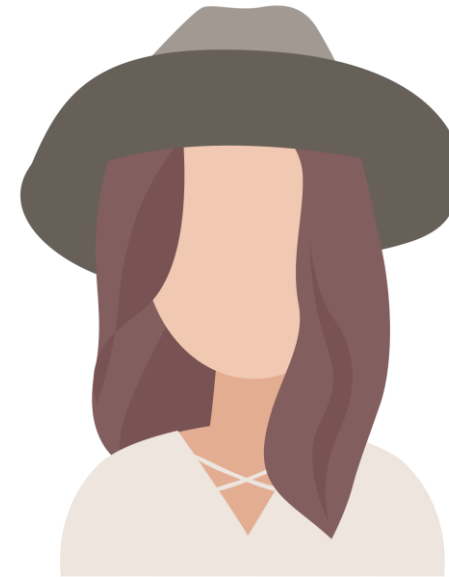
Sisterhood Schemas

- Accountability

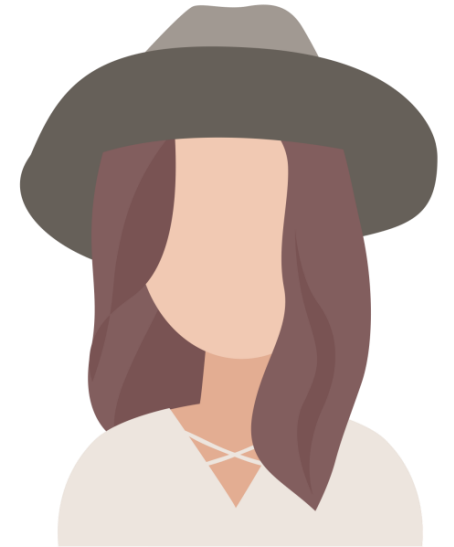
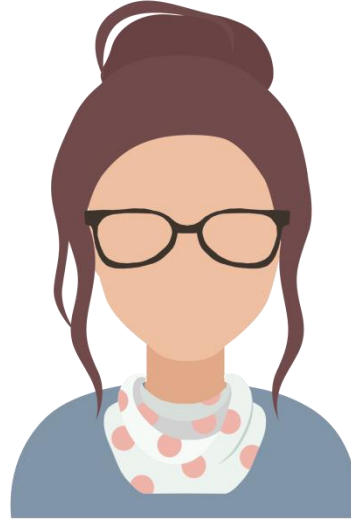
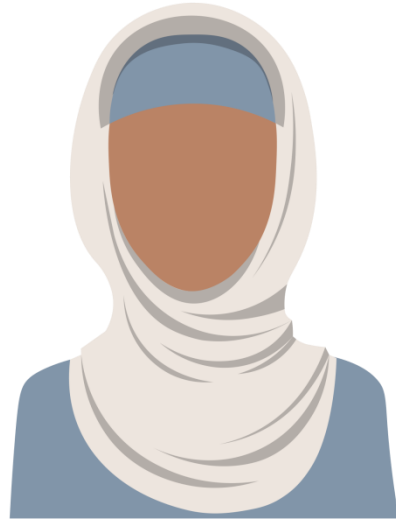
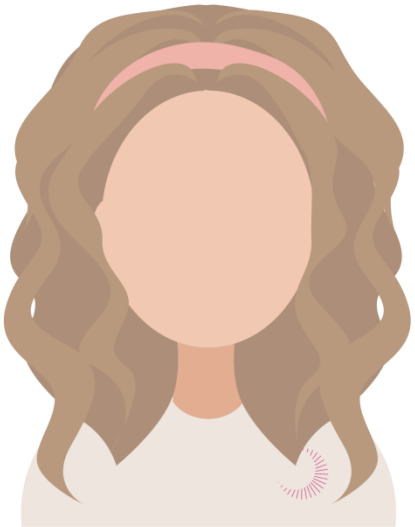


Sisterhood Schemas

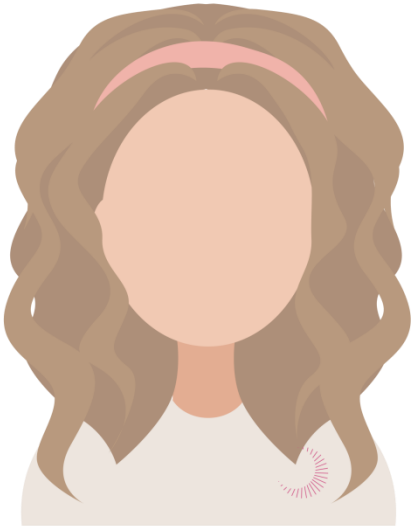
- Common Purpose



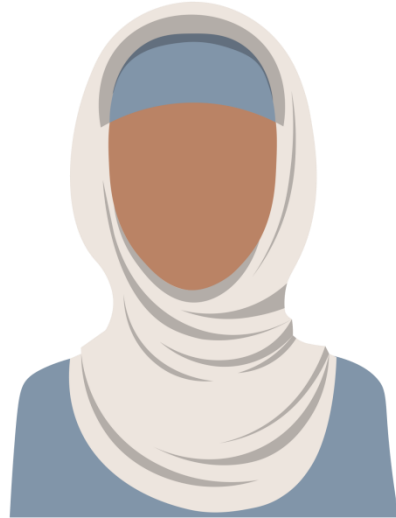
Sisterhood Schemas



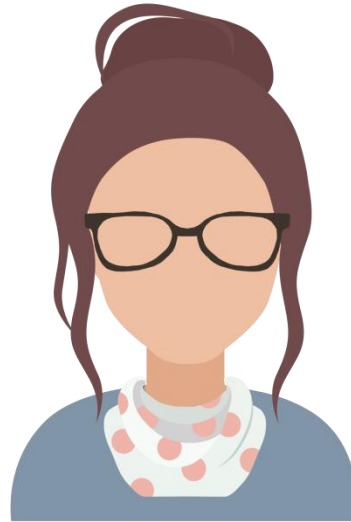
Sisterhood Stories



**Shared Social
Experiences**



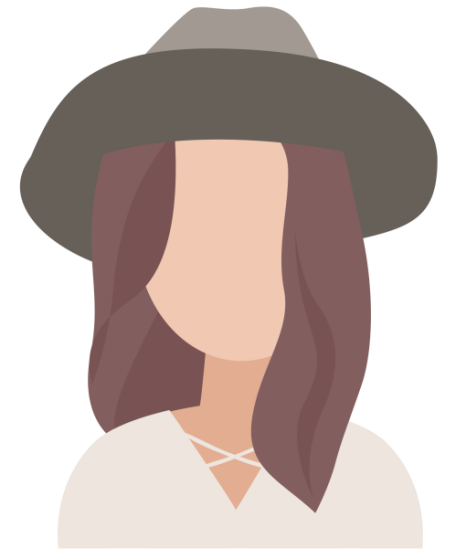
**Support and
Encouragement**



**A Sense of
Belonging**



Accountability



**Common
Purpose**

Sisterhood Stories

- Turn to Page 37 in your workbook.
- Fill in the column marked “Sisterhood Stories.”



Tip: Take a photo of this slide.

Sisterhood Schemas Continued

Members might experience this sisterhood schema in your facility when...				
They watch reality TV together in the living room.	They sit on a comfy couch and talk about a hard experience.	Their culture is celebrated in the food they eat in their dining area.	They complete house chores together with their sisters.	They reach out to another Gamma Phi Beta chapter for ideas about how to make their facility more inclusive.
Shared Social Experiences	Support and Encouragement	A Sense of Belonging	Accountability	Common Purpose

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What is “Inclusion?”

Activity

- Think about a time someone made you feel included.
 - What was the experience?
 - How did being included make you feel?
 - What was the best part about this experience?
- Discuss with a partner.

Inclusion Defined

- **Merriam Webster - Inclusion:** To take in or have as part of a whole or group.
 - Source: [Merriam-Webster.com/Dictionary/Included](https://www.merriam-webster.com/dictionary/included)
- Think about that time when someone made you feel included.
 - Discuss with a partner: How might this definition of inclusion show up in your example?

Tip: Record notes beginning on Page 38.

Inclusion In Gamma Phi Beta Defined

- **Gamma Phi Beta - Inclusion:** "Inclusion is exemplified in Gamma Phi Beta when members intentionally bring historically excluded and marginalized individuals and/or groups into processes, activities, decision/policy making, and sharing of power in a way that empowers and celebrates individual/group diversity."
 - Source: [GammaPhiBeta.org/AboutBEDI](https://www.GammaPhiBeta.org/AboutBEDI)
- Discuss with a partner: How might this definition of inclusion show up in your property?



Tip: Take a photo of this slide.

How Might Inclusion Show Up In Gamma Phi Beta?

Big 8 Social Identities

<p>1. Age: A person's age group or generation.</p> <p>In: 30s to 50s Out: above/below 30s to 50s</p>	<p>5. Race: A person's racial background often defined by skin color.</p> <p>In: white Out: non-white</p>
<p>2. Ability: A person's mental or physical abilities.</p> <p>In: able-bodied Out: disability</p>	<p>6. Religion: A person's spiritual beliefs or lack thereof.</p> <p>In: Christian Out: non-Christian</p>
<p>3. Ethnicity: A person's ethnic background.</p> <p>In: western European heritage Out: non-Western European heritage</p>	<p>7. Sexual Orientation: A person's sexual or romantic preference.</p> <p>In: heterosexual Out: LGBTQIA+</p>
<p>4. Gender: A person's sense of self a male, female, both or neither.</p> <p>In: cisgender male Out: female, trans, intersex, etc.</p>	<p>8. Socioeconomic Status: A person's financial status.</p> <p>In: middle/upper class Out: lower class/poverty</p>



Tip: Take a photo of this slide.

Sisterhood And Inclusion

Members might experience this sisterhood schema in your facility when...

They all eat gluten free deserts and chat about how yummy they taste.

They connect in the hallway about their shared experiences being members of a sorority.

The AHC, in partnership with the chapter, establishes a gender-neutral bathroom so all guests feel welcomed and valued.

All members commit to respecting their facility to help reduce cost impact of continual improvements.

They host an educational program at the facility that celebrates confident women of character from multiple racial backgrounds.

Shared Social Experiences

Support and Encouragement

A Sense of Belonging

Accountability

Common Purpose

Strategies To Promote Inclusion

- Actively solicit resident feedback
- Consider diverse holiday celebrations and food shifts
- Utilize signage in the facility
- Have an accommodation process that members know how to access
- Designate quiet spaces to recharge
- Improve study spaces
- Offer varied bathroom types

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Fostering Sisterhood And Inclusion

Fostering Sisterhood Through The Facility Experience

- Turn to Page 40.
- Respond to the yes or no questions.
 - If you respond “yes,” move to the next question until you reach the last one.
 - If you respond “no,” stop here and create a plan to move you toward a “yes” response.

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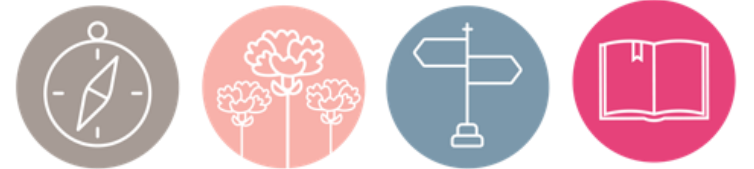
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Your Session Learning

Learning Recap

- Describe how members experience sisterhood in Gamma Phi Beta.
- Define inclusion.
- Describe how sisterhood practices foster inclusion.
- Identify one strategy to create an inclusive facility experience.

Tip: Don't forget to write down your key learning takeaway in your workbook.

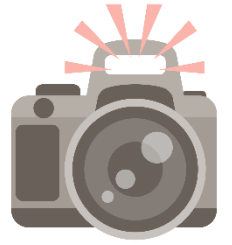


Learning Assessment

Fostering Sisterhood Through The Facility Experience

[GammaPhiBeta.org/Housing-
And-Facilities-
Conference/Resources](https://GammaPhiBeta.org/Housing-And-Facilities-Conference/Resources)





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