

Gamma Phi Beta

TRUE AND CONSTANT

GAMMA PHI BETA ELIMINATES PREFERENTIAL TREATMENT OF LEGACIES DURING RECRUITMENT

December 8, 2020

Centennial, Colorado – Following months of thoughtful evaluation, in-depth discussion and careful review of our policy and member perspectives shared in the recent survey regarding preferential treatment of legacies, **Gamma Phi Beta's International Council (IC) decided to eliminate the preferential treatment of legacies during recruitment, effective fall 2021.** The elimination of preferential treatment of legacies during recruitment allows every potential new member to have an equal opportunity to receive an invitation to join Gamma Phi Beta. To learn more about what preferential treatment was given to legacies ahead of this decision, visit the [Your Questions Answered](#) page.

We understand this decision will be met with mixed emotions. For those whose families have been historically excluded from higher education, this may represent a more level playing field and an acknowledgement that Gamma Phi Beta is committed to removing systemic barriers to inclusion. For those who have dreamed of welcoming their daughter, step-daughter, granddaughter, step-granddaughter, sister or step-sister into Gamma Phi Beta, this may represent confusion and uncertainty, not only of their beloved relative's chance of sharing in this sisterhood, but also the worth of legacies within our organization. Both perspectives are real and valued.

Let us be crystal clear. **We honor and cherish the special bond between legacies and legacy-makers every bit as much today as we did yesterday.** Legacies will be welcomed and encouraged to join Gamma Phi Beta. And we are committed to seeking new ways to celebrate that unique relationship. As a result, we are creating a task force to develop new and meaningful ways to honor that bond. We welcome those passionate about legacy celebrations to [apply for the task force in January 2021.](#)

We also want to be transparent about our commitment to making Gamma Phi Beta a place of belonging and inclusion. We have struggled to reconcile the values and importance of belonging and inclusion with a preferential treatment of legacies during recruitment. A policy that knowingly provides extra advantages to those already privileged by affiliation with family members who may have a deep understanding of sorority life, recruitment and Gamma Phi Beta.

We were encouraged to see that out of the thousands of collegians and alumnae who responded to the recent survey, a majority were open to eliminating preferential treatment for legacies during recruitment. Our goal is to continually make the recruitment process more focused on the values and



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merits of each potential new member. By eliminating our practice of preferential treatment, we are respecting and welcoming all women to consider Gamma Phi Beta and valuing each person for who they are as an individual.

In our 146-year history, we imagine with each bold step Gamma Phi Beta has taken to be more welcoming and inclusive, there were many who worried at the time whether it was necessary, trendy or political. We cannot control what happens societally or politically, but we have a duty and obligation to continually strive to apply our values and principles based on our understanding of challenges and opportunities before us. We have a responsibility to listen closely to the experiences of our members and be willing to adapt when we see a path before us that aligns closer to our values. We firmly believe that the more diverse our membership, the more vibrant our sisterhood. We will hold each other in Love as we continue the Labor of Learning about how to make the world a better place, and how to find new and better ways to welcome and include our potential new members while celebrating the Loyalty of those sisters who have come before them.

Please view our [Your Questions Answered](#) page for additional information and frequently asked questions.

ABOUT

Gamma Phi Beta was founded on November 11, 1874, at Syracuse University by four bold and courageous women. The Sorority's mission is to build confident women of character who celebrate sisterhood and make a difference in the world around them. Headquartered in Centennial, Colorado, the Sorority has chartered 190 collegiate chapters across the United States and Canada and has more than 231,000 collegiate and alumnae members worldwide.



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