

Breaking Down Our Past: Discussion Guide

Overview

In the spring 2023 issue of *The Crescent*, Gamma Phi Beta shares an article titled, “Breaking Down Our Past: Uncovering the Unwritten Rules of Discrimination in Our Sorority’s Membership Selection Process.” This article was written by Historical Research Associates, Inc. (HRA) in partnership with Gamma Phi Beta. This article can be found in full [here](#).

The following guide was created to support sisters as they make meaning of the information provided in this article. This guide was designed to serve as a conversation starter. The real meaning-making lies in the conversations that take place between Gamma Phi Betas from all generations as we collectively work together to understand the varied history and context of Gamma Phi Beta membership selection processes.

Discussion prompts contained in this guide are organized into three categories:

- Self-reflection
 - Self-reflection questions are designed to support a sister who wants to engage in individual meaning-making.
- 1:1 conversation
 - 1:1 conversation questions are designed to support a sister who wants to engage in a thoughtful conversation with one other Gamma Phi Beta.
- Group dialogue
 - Group dialogue questions are designed to support Gamma Phi Betas who want to engage in a conversation with multiple sisters.

We recommend beginning with self-reflection questions before engaging in 1:1 conversations or group dialogues. All question prompts are best paired with a journal, notebook or other resource that can be used to reflect, take notes and record meaningful learning.

Self-Reflection Questions

Self-reflection questions are designed to support a sister who wants to engage in individual meaning-making.

Consider one or more of the following questions to help you deepen your personal understanding of the content provided by HRA:

- What emotions did I experience as I engaged with this article about Gamma Phi Beta's history?
- Where, if anywhere, did I experience congruence between my personal experience and with the history and experiences described in this article?
- Where, if anywhere, did I experience dissonance between my personal experience and the with the history and experiences described in this article?
- What is my biggest takeaway from this article about Gamma Phi Beta's history?
- What questions did this article prompt?

1:1 Conversation Questions

1:1 conversation questions are designed to support a sister who wants to engage in a thoughtful conversation with one other Gamma Phi Beta.

Consider one or more of the following questions to help you and a sister make meaning of the content provided by HRA:

- What part of this article was the most surprising?
- What part of this article was least surprising?
- How, if at all, did our Gamma Phi Beta experiences align with the history and experiences described in this article?
- How, if at all, did our experiences differ from the history and experiences described in this article?
- How can we support one another in using what we learned from this article to make Gamma Phi Beta a more inclusive sisterhood?

Group Dialogue Questions

Group dialogue questions are designed to support Gamma Phi Betas who want to engage in a conversation with multiple sisters.

Consider one or more of the following questions to help you and a group of Gamma Phi Betas make meaning of the content provided by HRA:

- What were your initial reactions to this article?
- How might we use what we learned from this article to live out Gamma Phi Beta's Core Values more authentically?
- How might we use what we learned from this article to create a legacy of belonging and inclusion in Gamma Phi Beta?
- How do you think Gamma Phi Beta's Founders might react to this article?
- What, if anything, makes you hopeful about how the future of Gamma Phi Beta might differ from the content contained in this article?

Additional Resources

Consider engaging with one or more of the following additional resources to support you as you continue your learning and growth in alignment with Gamma Phi Beta's principles of belonging, equity, diversity and inclusion (BEDI).

- **About BEDI**
- **BEDI Resources**
- **Belonging and Inclusion Task Force Report**
- **Bias Incident Report Form**
- **Fidelity** (GammaPhiBeta.org > Member > Collegians)
- **How-To Create an Inclusive Sisterhood Guide**

Questions?

Questions about this article can be directed to gammaphibeta@gammaphibeta.org.

