

Hazing Prevention Summit Summary

Primary Goal and Objective: Reduction and Eradication of Hazing!

Opening words from our Leadership:

Dr. T. DALEY- Be passionate about reducing hazing; make a change (personal, practical, profitable); must implement the ideas shared this weekend

Dr. L. RICE - What's going on? Why can't we stop the hazing? This is not a new issue – We must **Do The Right Thing!**

C. BUTLER-MCINTYRE - This is a serious matter! Take it back to our individual members. Empower them to do better. Individually it is up to us to take care of OUR organization.

B. SMITH (National 1st VP) - greetings on behalf of unfortunate that have been victimized by weak minded sorors that perpetuate hazing and open the organization up to lawsuits, and those that have lost their lives or connection to DST. Let us stand for them all!

Dr. P. Walker (National President) - wear our bands until we can unshackle ourselves from hazing!

Vision: Nowhere in our history was the concept of hazing encouraged or supported...yet it has been allowed to fester and grow...DST has a zero tolerance for hazing.. we must eradicate it from our numbers. We must be reminded that this cancer must be removed from our body...red army will March on to victory in our full armor of salvation Remember - Hazing you are our weakest link....goodbye!

Presentation Topics/Presenters:

School Haze: The Evolution of Hazing, Pledging and Intake™ Rasheed Ali Cromwell, Esq., President, The Harbor Institute

Training versus Trials: Educative Strategies to Mitigate Hazing Liability (Personal and Organization)

Dr. Jason L. Meriwether, Vice Chancellor for Enrollment Management & Student Affairs, Indiana University Southeast

The Invisible Side of Hazing™

Suzette Walden Cole, Risk Management Consultant and Professional Speaker, The Harbor Institute

Redefining Leadership & Tradition: Reclaiming Purpose in Greek Letter Organizations (GLOs)

Dr. Jason L. Meriwether, Vice Chancellor for Enrollment Management & Student Affairs, Indiana University Southeast

** Workshop presentations will be available at a later date to include references, resources, and case studies**

** Delta STOP Hazing bracelets are still available for purchase**

** Sorors are encouraged to submit a STOP Hazing Ad via the Sisters Only Portal**

Historical Perspective: Evolution of Hazing, Pledging and Intake

Early Days:

- Many colleges and universities established pledge clubs
- Pledging often included a modified Rites of Passage (preparation, separation, transition, reincorporation) (Harrell) often due to the struggle in the African American community to determine when we transition from youth to adulthood (no established ritual/loss of cultural identity)

Influences: (dilution and modification to the theory of rites of passage)

- Phase 1 Military - some chapters of fraternities were started as war chapters...discipline is militaristic
- Phase 2 Civil Rights: preparation for non-violent movements (slapping, spitting) prep for protest
- Phase 3 Media/TV (AA representation on TV and depiction of sorority/fraternity life)

Impact: When it happens to one it impacts us all!

- Change In the Process (1990 pledge process to membership intake process across NPHC)
- Divisiveness occurred due to people who did not subscribe/embrace the change
- Caused the development of new terminology, problems that did not previously exist.

Process vs. Performance: (Paradigm shift validating process vs performance)

What does it matter if your process was 9 weeks or 3 weekends if you are not doing anything now!

Invisible Side of Hazing/Reasons members reject change:

it was done to me

it helps build better bonds

it is tradition

Things that are often overlooked / meltdown point - when folks want to do things their own way

* physical/mental health issues

* childhood experience (discipline/not disciplined)

* Who is trained to respond to emergencies (don't tell, don't address injuries, don't get help)

Reclaiming Purpose:

* understand the problem (know when we went off the rails/know the history)

* know the influences (gangster rap, hip hop, NWA, Death Row Records)

* consider influences on line names and how we identified ourselves...no longer names of empowerment or social change "Be careful what you call yourself"

We have folks coming in wanting to be hazed (I want to earn my respect I want to come across the right way, etc.) We no longer know the difference between discipline and abuse. NPHC was established in 1930 but was not yet worldwide. There was no overall regulation of body for unified efforts prior to 1930. We should look at historical representation of how our Founders represented themselves (the so called hazing traditions did not exist!)

We MUST redefine tradition!

We can't say Black Lives Matter on one hand and Haze someone with the other!

We must continue the dialogue!

Global and Personal Impact of Hazing – Let's Get Real

Soror Walker Speaks:

"We are all paper Deltas. If Delta doesn't have any paper on you.....you ain't no Delta!"

Nearly 1/2 of HS students say they have experienced hazing

90% willing to do something illegal to join group

1 in 2 won't report even if not a participant

Signature aspect of hazing is the code of silence

Real circumstances:

*even though number of incidents are small...the minority is controlling the majority. ..F mentality is overrunning our b+/a- minds.

*There may be a reason why your legacy didn't make line

*Why you writing a letter for someone you don't know cause your non-financial soror asked you too

*if the mom is not a financial/active soror what makes you think her child will be

We need to put things in proper perspective

- Everyone shouldn't be a Delta
- Some Deltas should not have been initiated
- Consequences include: expulsion from Delta, expulsion from school, loss of job/income/reputation
- What have you seen/heard....and not said anything about?
- Do we have 0 tolerance for everybody or is it just until our child is online?

Real examples :

*Alumnae soror flying 2-3 times a week back to her collegiate chapter to help them bring in new lines

* soror that watches but doesn't say anything is prosecuted because they are just as guilty

* Unsanctioned meeting with pyramids; Pyramid has asthma attack; Sorors panic and leave her there and she passes out...Luckily found by custodian and survived...But she didn't want to tell who left her

We must remember that there are psychological issues/consequences for both those that haze and those that allow themselves to be hazed

We must hold every Delta accountable!

Soror McCain Speaks:

"All of my love, peace and happiness gonna give it to Delta " - this is why many want to join DST.

Do you want to give all of your love to something that is hazing you?

We must be the change...we have to set the example.

Don't be afraid to speak up and make that unpopular decision.

They will get over it!

They will be Happy when:

They graduate

They can join an Alumnae chapter

They are Not in jail

Their Chapter still exists

We must be united with our NPHC brothers and sisters. Hazing is not just in the collegiate chapters – we know they are getting it from somewhere (mom, auntie, etc.). When you see something...say something...we must protect each other...Be the change in Delta.

Real Talk from a Legal Perspective (Soror Devarieste Curry, Esq, Legal Counsel)

"All that is necessary for evil to rise is for people to do nothing."

Legal Council is ethically obligated to represent DST not individual sorors.

Legally Delta could lose its properties, treasure and most importantly our reputation/good standing. Also increase in insurance is and will divert resources from our 5 pt. programs

We must not continue to perpetuate the negativity of Hazing.
As an individual (lose credibility, professional opportunities, scholarships, etc.)

We need to evolve and stop staying in a place of what used to be...

- 1) Develop a strong moral code
- 2) Don't practice situational ethics (don't do it because you are seeking higher office)
- 3) Don't let friends ask you to do the wrong thing
- 4)Delta is a powerful force - don't undermine our power.

We cannot stop the actions of those that we unadvisedly took into the organization however following our policies we have and we will investigate and suspend/expel.

Think about who you are and where you want to be!

Summit Summary – Dr. Paulette C. Walker, National President

All seven regions were represented

All registered are now ambassadors for STOP Hazing! Don't become the Hazer!

Grand chapter is ALL of us and we have an obligation to uphold the ideals of DST!

We must Keep the incitement...to protect Delta!

We must Take proper steps to report Hazing!

We must break the code of silence and stop Hazing Now!

Hazing Prevention Summit Charge (C. Butler-McIntyre)

A Deltafied Definition of "CHARGE"

Keep your enemy close to keep your eye on them! - CHARGE!

Take them on one by one! - CHARGE!

When the attack works and the combatants have been trained WE are ready to CHARGE!

We must be ready to have the revolution realized! - CHARGE!

We need Po Po in the house! - CHARGE!

We about to bring some law and order up in here! - CHARGE

WE Must:

***Conquer** (beat and defeat it)

***Control** (REIGN , ORDER AND RULE IT OUT) – We must DOMINATE!

***Change** (AMEND IT, ALTER IT, IF IT DOES NOT ALIGN WITH DELTA – WE MUST TRANSFORM IT)

Bring on the Red Army! Sorors you have received your charge....**STOP HAZING NOW!**