



June 9, 2020

*This message is being sent to the NPC family.*

Dear Panhellenic friends,

Like each of our member organizations, the National Panhellenic Conference (NPC) is receiving many questions about our level of engagement in and response to the social turmoil and discussions about racial injustices in American society. The NPC Board of Directors is listening, reading and learning from the critical conversations happening all around us. Everywhere we look there are questions, and our task is to ensure that we answer them in ways that drive effective and meaningful change—in both our worldview and in our actions and policies.

We know that words alone won't solve systemic racism, police brutality or lack of diversity throughout the Panhellenic community. We also know this moment demands action, and the Board of Directors and staff are engaged in serious and substantive discussions about strategy and ways NPC can be far more proactive in addressing the effects of racism in our community.

Ultimately, we are committed to making strategic changes that address structural and systemic barriers in our community. We will do so by collaborating and consulting with key stakeholders across the industry and experts on issues like combating implicit bias and building truly inclusive and equitable cultures.

These longer-term efforts must be centered in the perspectives and experience of Panhellenic women of color—and Black women in particular. And those of us who are white must be prepared for careful self-reflection and a willingness to engage in the issue of race in ways that many of us have had the privilege of never *needing* to do.

What follows are a few near-term steps that will be underway in the weeks ahead. NPC is:

- Working with Dr. Suzette Walden Cole, whose research on culture within Panhellenic sororities will help us better understand how race intersects with the sorority experience and strategize about meaningful steps we can take as a community.
- Engaging with NPC public policy advisor Jonathan Coffin and his colleagues on VOX Global's Diversity, Equity and Inclusion (DEI) Practice Group to strengthen our integration of our DEI values and priorities into our work as well as how we engage stakeholders about it.

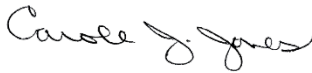
- Joining the National Association of Student Personnel Administrators (NASPA) effort with all umbrella organizations to create industry action steps about diversity, inclusion and equity.
- Developing resources for our College Panhellenics to work from a diversity and inclusion mindset during recruitment, specifically in a virtual setting.
- Contributing to Association of Fraternity/Sorority Advisors (AFA) fundraising for the creation of additional relevant trainings.
- Developing facilitator guides for various stakeholder groups (e.g., College Panhellenic leaders, recruitment counselors, NPC area advisors, chapter advisors) to better have intentional discussions about race and difference.

You can expect to hear more from me in the June NPC Chairman's Message about how I am imagining key components of NPC's longer-term engagement.

Systemic racism is complicated and embedded in the very DNA of our culture and society. Doing our part to address it and break it down will require consistent and substantive action, which we are prepared to take.

As chairman of the Board of Directors, I can attest that we are, and we must be, committed to meaningful change. And I invite each of you to join us in holding ourselves accountable for doing so.

Sincerely,

A handwritten signature in cursive script that reads "Carole J. Jones".

Carole J. Jones  
NPC chairman