



LAMBDA 10 PROJECT
NATIONAL ALLY NETWORK

GREEK ALLY RESOURCE GUIDE





MISSION OF A CAMPUS GREEK ALLY PROGRAM:

- To create a safe environment for LGBTQ members and prospective members
- To educate the Greek community on LGBTQ issues
- To build bridges between the LGBT and Greek communities on campus
- To develop a more inclusive Greek community where all forms of diversity are respected
- To strengthen the bonds of brotherhood and sisterhood by supporting LGBTQ members



REQUIREMENTS TO BECOME AN AFFILIATE OF THE LAMBDA 10 ALLY NETWORK:

- The program must have a department, office or organizational unit that is willing to sponsor the program. This might be
 - *Greek Life; Student Life/Activities*
 - *LGBT Resource Center; Diversity Office*
 - *Counseling Center*
- For continuity, the program must have a faculty/staff advisor.
- The advisor can delegate tasks to a graduate assistant.
- The program must have a minimum of five student members.
- Each member must participate in a minimum 2-hour orientation program
- Each member sign Greek Ally Commitment form (*see below*)
- Submit affiliation registration online at: CampusPride.org/GreekAlly



AFFILIATION IS FREE FOR FOUNDING AFFILIATES, SO SIGN UP TODAY!



GETTING STARTED:

Decide if your ally program is going to be a membership organization or a program of the sponsoring office, or a blend. Another option is to be a Greek division of a campus Safe Zones ally program.

Regardless of which office or department sponsors the program, it will be important to build relationships with other offices for training, promotion, etc.

You may also elect to incorporate a peer educators component (students educating other students on LGBT issues). Peer educators require additional training (recommended minimum of 8 hours) by campus faculty or staff members and/or leaders of community organizations.

After you determine your structure you will need to recruit students to be allies.



IDEAL MIX OF PARTICIPANTS

- Gender parity – experience indicates that it will be more difficult to recruit men, so it is important to make extra effort to ensure that the founding members include a good mix of men and women
- Respected campus leaders (essential) – this should include chapter and Greek council executive officers
- Good mixture of class levels (important for continuity)
- Racial/ethnic diversity
- Majority non-LGBTQ (otherwise it will be perceived as an LGBTQ organization, not an ally group) – but it is also important to have strong LGBTQ participation
- Representation from a variety of chapters from all Greek councils



RECRUITMENT IDEAS

- Greek Councils – ask council officers to participate, make announcements at meetings
- One-on-One Meetings with respected Greek Leaders – make them understand that their participation will help recruit others
- Presentations at chapter meetings – go around to all chapters to explain the program. Include some high profile Greek students in making the presentations.
- Incentives – If you have a campus Greek Standards of Excellence or similar accreditation and/or recognition program, see if you can get points assigned for participation in the Greek Ally program. If your program has a peer educator component, you might be able to arrange for academic credit for peer educators.
- Members who were involved in high school Gay Straight Alliances
- Members with LGBT family members or close friends – when making presentations to chapters, ask members to raise their hand if this applies to them
- References from LGBT Greeks – when you meet individually with Greek leaders, ask them for the names of students they think make good allies
- References from sorority women – as mentioned, it may be more difficult initially to recruit men, so ask your sorority members to invite their fraternity friends
- References from non-Greek LGBT students – many know Greek-affiliated friends they can recommend



SAMPLE GREEK ALLY TRAINING OUTLINE

The training should be at least two hours in length (it can be divided into two sections if preferred). It should be facilitated by a campus professional staff member and/or trained peer educators who are knowledgeable about LGBTQ issues. If a campus has a Safe Zones program, Greek Ally can participate in the program's general ally training, followed by a session on how to apply the concepts with the Greek community. As part of the training, consider incorporating a panel of LGBT students or recent alumni (including Greek-affiliated members if possible).

- Introductions
- Ice Breaker Activity
- Review of the Mission of Greek Ally Program (*see above*)
- LGBT Concepts
- Diagram of Sex, Gender & Sexuality (*see module at campuspride.org/GreekAlly*)
- Terminology List - good method of presenting this is to create a game or quiz where participants match terms with definitions (*see module at campuspride.org*)
- Identity Development Models (*see module at campuspride.org*)
- Quick Overview of Current LGBT Issues (marriage equality, employment discrimination, bullying in schools, homeless youth, etc.)
- LGBT Issues in Fraternities and Sororities
 - A. Summarize some key research findings of members (*see module at campuspride.org*)
 - B. Case Studies (*see module at campuspride.org*)
- Ally Skill Development
- Stages of Becoming an Ally
- Tips for Allies (*see page 6*)
- Active Listening and Communication Skills
- Bystander Intervention (*see module at campuspride.org*)
- How to Support a Brother/Sister Who Comes Out (*see page 7*)
- LGBT Resources
- Campus Resources (LGBT Resource Center, Counseling Center, Public Safety, etc.)
- Local LGBT Organizations and Agencies
- National Organizations (Campus Pride, HRC, NGLTF, GLSEN, GLAAD, PFLAG, Trevor Project, etc.)
- Lambda 10 website and these books available for purchase from Campus Pride:
***Out on Fraternity Row*, *Secret Sisters*, and *Brotherhood*.**
- Questions, Answers and Discussion
- Sign Greek Ally Commitment Form



SAMPLE ALLY COMMITMENT FORM



GREEK ALLY COMMITMENT

I, _____, after completing the Greek Ally training agree to serve as an ally for the [name of college or university] campus and Greek communities. I understand that being an ally means that I agree to prominently display the Greek Ally pin/sticker; offer support to those who seek me out as an ally; refer those who need resources; and admit that I don't know everything about LGBTQ people but will learn and understand as much as possible.

RESPONSIBILITIES

- Have an open mind about other people's beliefs, values and choices.
- Educate myself and those around me who may have misinformation about the LGBTQ community.
- Challenge those who express homophobia/transphobia or heterosexism/transgenderism.
- Be a good listener and not feel like I have to "fix" problems.
- Maintain confidentiality of those who seek me out as an ally.
- Work toward providing a safe, inclusive and welcoming environment for LGBTQ persons within the campus and Greek community.
- Provide resource, support and referral information on LGBTQ issues.
- Refer to crisis intervention services or the appropriate campus office or program if a student is experiencing a crisis or harassment.
- To treat everyone with the dignity and respect they deserve.

RIGHTS

As a Greek Ally I also have the right to:

- Not know all of the answers.
- To struggle with issues and to be honest about my feelings.
- To get support when needed.
- Refer to counseling services when I don't feel comfortable with a situation.
- Choose not to be a participant in the program without fear of embarrassment or harassment.

Signature

Date

Greek Chapter

Email

YES, I WOULD LIKE TO HAVE MY NAME LISTED AS A GREEK ALLY ON THE PROGRAM'S PUBLICATIONS AND/OR WEBSITE.

NO, PLEASE DON'T LIST MY NAME AS A GREEK ALLY ON PUBLICATIONS AND/OR WEBSITE.

Adapted with permission from University of Oklahoma's Greek Ally Commitment.



MARKETING IDEAS

- Buttons and with Greek Ally logo – Use the Greek Ally logo or create your own
- You Tube Video (see sample from University of Oklahoma:
(See examples at campuspride.org/GreekAlly)
- T-Shirts, Polo Shirts
- Website – it should be linked to the Greek Life website
- Facebook Page
- Poster Campaign
- Brochures and Handouts
- “Walk Arounds” to Greek Chapters
- Campus and Local Media



ACTIVITY IDEAS

- Safe Chapters Training: (See examples at campuspride.org/GreekAlly)
- Chapter Educational Programs (example: LGBT student panel)
- LGBT Speaker Series (focus on current issues)
- Trainings/Workshops at Campus Greek Retreats/Conferences
- Educational Programs for New Members and Recruitment Counselors
- Ally Training Programs for Selected Chapter Officers
- Confidential Online Advising for the Greek Community.
(See examples at campuspride.org/GreekAlly)
- Hotlines (to report issues)
- Include List of Greek Participants on Website or Publications
(only include those who consent to being included)
- Tabling (New Student Orientation, Campus Open Houses, etc.)
- Greek Week
- Create a “It Gets Better” Video (See examples at campuspride.org/GreekAlly)
- Sponsor Inclusive Gender-Neutral Social Events
- Banner Contests
- Awards (presented at campus Greek Awards program)
- Attend LGBT Conferences (Out and Greek, etc.)
- Present at Fraternity/Sorority Conferences
- Parent Programming (partner with your campus parents program – this may also be a source of funding)
- Co-sponsoring Programs with LGBT Organizations
- Respect Diversity Pledge Cards
- Letter Writing Campaigns (policy changes, legislation, etc.)
- LGBT-Related Community Service Project
- Sell Purple Erase Hate Wristbands (to benefit the Matthew Shepard Foundation)
- Develop a “Fraternities Against the ‘F’ Word” program, pioneered by the Interfraternity Council at Quinnipiac University: (Learn more at campuspride.org/GreekAlly)
- Develop Programs, Banners or Displays Around These Annual Events:
 - National Coming Out Day (October 11)
 - National Allies Week (October)
 - Spirit Day (October) – wear purple for anti-bullying awareness
 - LGBT History Month (October)
 - Transgender Day of Remembrance (November 20)
 - Transgender Day of Empowerment (usually in spring, no set date)
 - World AIDS Day (December 1)
 - Valentine’s Day (February 14)
 - Day of Silence (April)
 - International Day Against Homophobia and Transphobia (May 17)
 - LGBT Pride Parade and Festivals (varies, but most are in June)



GENERAL TIPS FOR ALLIES

- Understand your own values and feelings concerning LGBT issues.
- Understand your own culture, socialization, prejudices, and privileges.
- Respect the religious or spiritual beliefs of others and don't attempt to impose your beliefs on others. If you come from a religious background that teaches that homosexuality and gender variance are sinful, be willing to consider other interpretations of the teachings of your faith.
- Use inclusive, non-gender specific language (e.g. "partner" or "date") that does not assume heterosexuality in others. Use inclusive language in conversation and also in written materials.
- Educate yourself on LGBT issues. Learn and use correct terminology.
- Do not assume that everyone you meet is heterosexual and/or cisgender.
- Take care to refer to people, especially transgender individuals, by the names and pronouns they prefer. If in doubt, ask. Likewise, use their preferred title for their spouse or partner.
- Assume that in every setting there are likely LGBT people, some of whom are wondering how safe the setting is. Provide safety by making your support clear.
- Be a good listener. Ask people about their experience without presuming what their responses will be. Allow a person to lead the direction of the conversation and make their own choices.
- Avoid the urge to make an out LGBT person a "spokesperson" for all LGBT people.
- Respect confidentiality at all times. Never "out" people; only disclose the sexual orientation or gender identity of others if given clear permission to do so. Many LGBT people are out to different degrees (maybe to their friends, but not to their parents; or out to people at work, but not to their church). Inadvertently outing someone can be harmful and even dangerous. On the other hand, don't assume that their sexual orientation or gender identity is "secret" that they want hidden. If in doubt, however, always err on the side of non-disclosure.
- If someone has not come out to you, don't assume the person doesn't trust you. They just may not be ready to be open about their orientation or identity.
- Talk with and learn from LGBT friends, classmates, teachers, advisors, colleagues, relatives and co-workers. Don't be afraid to ask questions about things you don't understand. Be reassuring and ask how you can support them.
- Invite the partners of your LGBT friends and colleagues to social events and other activities, just as you would for any other friend's partner.
- Provide correct information when you hear myths and misperceptions about LGBT people.
- Respond appropriately to homophobic or transphobic remarks and jokes.
- Read local and LGBT publications and/or visit LGBT websites (e.g., www.advocate.com)
- Talk with friends informally and openly about LGBT events or issues in the news. Mention LGBT family or friends you might have.
- If people jump to the conclusions regarding your sexual orientation or gender identity, resist the temptation to treat the assumption as an accusation or as something that must be denied.
- Wear or display an ally button, poster or sticker, for example a rainbow themed "Respect Diversity" poster or Human Rights Campaign equality logo bumper sticker.
- Become involved in a Safe Zones and/or Ally training if offered on your campus.
- Attend campus LGBT events and activities and local LGBT Pride parades and festivals.
- Become familiar with the resources available from Lambda 10 (campuspride.org/lambda10).
- Know when and how to refer someone to outside help and to get professional adult intervention when necessary.
- Don't proceed with an interaction if personal boundaries or safety have been violated.
- Realize that you don't have to know all the answers and you don't have to "fix" everything.
- Risk discomfort, and take risks to learn and grow as a person. It's okay to make mistakes if you learn from them.



HOW TO SUPPORT LGBTQ FRATERNITY BROTHERS AND SORORITY SISTERS

- Listen and keep an open mind. Ask questions. Be honest about your feelings and be willing to learn.
- Respect the privacy of LGBT members. Allow them to make their own decisions on how, when and with whom to reveal their sexual orientation or gender identity.
- Ask LGBT members how you can support them.
- Don't make assumptions about members' sexual orientation.
- Discussing LGBT topics is a way to communicate that you are open-minded.
- Refrain from ridiculing persons on the basis of sexual orientation or gender identity, such as through jokes, name-calling and displaying demeaning images or messages.
- Confront others who may ridicule or harass persons on the basis of sexual orientation or gender identity.
- Invite a panel of LGBT students make a presentation to your chapter.
- Have members become involved in a Greek Ally program on your campus – or start one if you don't have one.
- Stand up for LGBT members as you would for any other members.
- Don't be worried about how other chapters on campus may respond if you have members who "come out." Lead by example and remember that there are LGBT members in every chapter.
- Don't treat LGBT members any differently than you would any other member – that includes holding LGBT members to the same standards.
- Make it known that same-sex dates are welcome at chapter events.
- Include nondiscrimination statements (sexual orientation and gender identity and expression) in your chapter bylaws.
- During recruitment, make it clear that your chapter is inclusive and respects diversity. Let potential members know that LGBTQ members are welcome in your chapter.
- Understand that some LGBT members may no longer feel comfortable in the chapter after their sexual orientation or gender identity is disclosed. Let them know that if they choose to disaffiliate, you'll still be their friend.



COMING OUT TIPS FOR LGBTQ FRATERNITY/SORORITY MEMBERS



- Develop a strategy – who will you tell first, how will you tell them, etc. Decide if it's best for you to tell members one at a time or to tell the entire chapter at once.
- Select a comfortable time and environment.
- Find a brother/sister who will be an ally and who will support you.
- Be prepared for both acceptance and rejection.
- Realize that it may take members time to feel comfortable about having an openly LGBT member. Be patient.
- Let members know that you welcome their questions.



© Copyright 2015 Campus Pride. All rights reserved.



Campus
Pride

www.CampusPride.org

info@campuspride.org
704-277-6710

