

my sister
my responsibility



a program by zeta tau alpha
preventing and confronting hazing

Why I Am a ZTA

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Learning Objectives:



1. Recognize the connections between organizational values and membership behaviors
2. Recognize why members join and what the organization means to them
3. Understand what “hazing” means and what activities constitute hazing
4. Learn more about the individual and chapter risks associated with hazing behaviors
5. Discover what members want to gain from their fraternity experience



Technical Requirements:

Flip chart and markers



Handouts:

What is Hazing? (in the Resources section)

Is it Hazing or Not?

My Values

Time Needed:

Ideal module time is 60 minutes (utilizing all exercises). Module can be shorted by cutting out exercises A and B – however note that these exercises assist in generating thoughts regarding their own membership likes and dislikes.

Group Size:

This module is best facilitated with smaller groups of 10-15, such as executive officers, new members, or small groups of members of various classifications (freshman, sophomores, juniors, seniors).

Physical Setting:

A meeting room on campus, chapter room or classroom — a space that is private allowing for comfortable discussion. This module is designed to be done during or after a chapter meeting, new member meeting or as part of a chapter retreat.

Room Setup:

Classroom style or everyone seated on floor; facilitator at front of room

Preparation:

Look up the university and state hazing policies and add them to the What is Hazing? handout in the Resources section to create a handout that includes all three. Be sure to review these in advance to gain a clear understanding of each and any differences between them.

INTRODUCTION (5 minutes)

The facilitator(s) should introduce himself/herself, welcome and thank everyone for attending the session.

Desired Outcomes



Today, your task is to reflect and think about WHY you chose to join Zeta Tau Alpha and what it actually means to be a Zeta. To get your Zeta sisters thinking about these things we will use several exercises that will require you to think about your personal values, your expectations of others, and what you want others to observe in you and Zeta Tau Alpha. It is critical that we set several ground rules:

- Do your own work when asked
- Be creative and think out of the box
- Be honest
- Listen to others
- Participate openly

In preparation:

- Look up the university and state hazing policies. Put them on the What is Hazing? handout for participants to keep.
- State hazing policies can be found on www.stophazing.org.
- Do not print/read the entire law – summarize it to create a more clear understanding.

WHY I JOINED ZTA! (10 minutes)



Note to the Facilitator:

- On the flip chart paper, draw a chart similar to the ones shown.
- Record responses on the charts.

Why Women Join ZTA

<u>Why Women Join ZTA</u>	
<u>BEST</u>	<u>WORST</u>

Let's start by talking about why women join our organization.



Yell out the BEST reasons WHY you/women choose to join ZTA.

Now yell out the WORST reasons WHY you/women choose to join ZTA.

ZETA ACTIVITIES THAT ROCK (10 minutes)



What You Get Out of ZTA

<u>What You Get Out of ZTA</u>	
<u>BEST</u>	<u>WORST</u>

Now yell out the BEST things you can get out of their membership in ZTA.

Now yell out the WORST things you get out of their membership in ZTA.

For each item on each list ask the members to share reasons for placing that item on the list.

These two exercises serve as a great way to identify how we can be more effective at planning, doing or talking about the positive or best things about being a Zeta or discovering what Zeta activities members like best.

By reviewing all of the “best” answers, officers, new members and members alike can use the information for a variety of reasons. Recruitment and membership officers can utilize the information in preparation for recruitment. New members and members can now, without thinking, tell people what it is about being a Zeta that they like best, OR what it was that made ZTA different and why they chose to join ZTA.

These are all great points to consider in motivating your membership, but let’s talk about some harder topics:



- Why do you remain a member?
- Why do you go to the meetings?
- What do you hope to get out of this membership?
- What do you do when activities are planned that you don’t like?

IS IT HAZING OR NOT (10 minutes)



Note to the Facilitator:

• Distribute the Is It Hazing Or Not? handout. Give participants five minutes to complete it individually.



• On the flip chart, draw a chart similar to the one shown.

• Read aloud each question and ask the members to raise their hands if they answered “Yes” or if they answered “No” to the question. Count the responses and indicate the number of “Yeses” or “Nos” on the flip chart next to the corresponding example behavior. Continue around the group so that the group’s profile emerges.

• Return again to each question and ask the group to identify if the behavior is consistent with Zeta values. Again, count the responses and indicate the number of “Yeses” or “Nos” on the flip chart next to the corresponding example behavior. Continue around the group so that the groups’ profile emerges.



• Distribute the What is Hazing? handout.

Now that we have some idea of what people believe to be hazing or just inappropriate behavior, let’s consider the following points.



- What is hazing?
- How does ZTA define it? How does your college/ university define it?
- Why do members do things to hurt or make fun of other members? Is this productive?

Is It Hazing Or Not?		
Behavior	Yes/No	Yes/No

- Why do members who are hazed go along with the activity?
- What are the risks associated with hazing related behaviors? (*physical safety, chapter reputation, financial, personal liability*)
- Would you intervene if one of your members was being asked to do something inappropriate?
- Do you believe that activities that promote illegal or hurtful behaviors build a strong organization?
- What are examples of activities that promote chapter unity and sisterhood?

PERSONAL AND CHAPTER VALUES (15 minutes)



Note to the Facilitator:

- Distribute the My Values handout. Give participants five minutes to complete it individually. They should individually rank order their values from 1 to 10, with 1 being their most important value.



- On the flip chart, draw a chart similar to the one shown. Use the Facilitator Chart handout to guide the discussion.



- Ask each member to share their number one value and place a check on the flip chart next to the corresponding value.
- Continue around the group so that the groups' profile emerges. Discuss similarities and differences among everyone.

My Values		
Values	Mine	Chapter's

- Do your behaviors regularly correspond to your personal values? ZTA values?
- What do you do, OR have you done, to make your sorority better than when you joined?
- Are you doing all you can to represent your sorority to the best of your ability?
- How does this relate to hazing?

CLOSING (5 minutes)

Zeta Tau Alpha, like (*fill in the name of your campus*), is a unique organization with a mission all its own and values and qualities that distinguish it from other sororities and student organizations.

As a member of Zeta Tau Alpha it is your responsibility to represent all that is good about Zeta AND spread the good word about your chapter and all that it does to exemplify ZTA values.

As a result of these four simple exercises, you should be able to share with ANYONE—"I AM A ZETA BECAUSE I STAND FOR ..."



- So to finish, what are your personal values? Shout them out!
- What are Zeta's values? Shout them out!

Remember always that the foundation precept of Zeta Tau Alpha was Love, "the greatest of all things."

Why I Am a ZTA: Is It Hazing Or Not?

Behavior	Do you consider it hazing? Yes or No	Is it consistent with ZTA values? Yes or No
1. You are a new member on a large campus, and each time you encounter an older member it is suggested that you stop and introduce yourself.		
2. As a chapter officer, you expect that the new members will kidnap you, tie you up, and drop you off at a fraternity house as part of a chapter tradition.		
3. All members must complete 50 hours of community service during the school year.		
4. Members of the intramural athletic team perform calisthenics at practice or before a game.		
5. While participating in a chapter activity, you lose your pin and are required to sing a song in front of the chapter to get it back.		
6. New members are encouraged to participate in a drinking game with upper classmen that involves reciting historical information about the organization.		
7. Chapter leaders yell and berate new members in a line-up as a means of addressing poor performance before recruitment.		
8. Chapter members participate in a semester-long scavenger hunt in order to find out information about academic success resources on campus.		
9. Members are required to sit by "pin-number" in meetings with all legacies on the front row.		
10. Senior members from the house participating in a chapter holiday activity, remove lawn ornaments from yards in another neighborhood as a part of a class holiday decorating contest.		
11. As a new member you are required to use the back door to enter the house.		
12. New members who are a part of a competitive dance team must perform calisthenics as part of their training.		
13. Officers require members to weigh-in before recruitment for placement purposes.		
14. New members are scheduled to meet for pledge tests and or activities during the school week.		
15. Older members are tied up and rolled in the mud by new members.		
16. New members are required by leadership to drink something as a part of a new member activity.		
17. New members are required to introduce their dates to older members at all date-party functions.		
18. All members are required to attend Founder's Day activities.		
19. New members are required to setup and cleanup equipment at chapter activities.		
20. Members who are involved in alcohol-related incidents at chapter activities are required to complete an alcohol awareness program on campus.		

Why I Am a ZTA: My Values Facilitator Chart

Value	Mine (rank order: 1= high to 10 = low)	Chapter Ranking	What ZTA Value (from The Creed) Corresponds <i>Examples</i>
Individual Integrity			<i>To be true to ourselves, to those within and without our circle</i>
Community			<i>To think in terms of all mankind and our service in the world</i>
Public Image			<i>To have the welfare and harmony of the Fraternity at heart, striving ever to make our lives a symphony of high ideals, devotion to the Right, the Good, and the True, without a discordant note</i>
Sense of Accomplishment			<i>To be humble in success, and without bitterness in defeat</i>
Inner Harmony			<i>To find satisfaction in being, rather than seeming, thus strengthening in us the higher qualities of the spirit</i>
Long-life Education			<i>To see beauty, with its enriching influence</i>
An Exciting Life			<i>To be humble in success, and without bitterness in defeat</i>
Family Security			<i>To find satisfaction in being, rather than seeming, thus strengthening in us the higher qualities of the spirit</i>
A World of Beauty			<i>To see beauty, with its enriching influence</i>
Positive Attitude			<i>To look for the good in everyone</i>

Use the above values found in The Creed of Zeta Tau Alpha to generate conversation regarding the values that they identified as being most important to them and those of ZTA. Discuss the realities of certain activities that require individuals to possibly compromise their individual values. Refer back to comments made during the discussion related to what is considered hazing behavior and what isn't.

Why I Am a ZTA: My Values Member Chart

Value	Mine (rank order: 1= high to 10 = low)	Chapter Ranking	What ZTA Value (from The Creed) Corresponds
Individual Integrity			
Community			
Public Image			
Sense of Accomplishment			
Inner Harmony			
Long-life Education			
An Exciting Life			
Family Security			
A World of Beauty			
Positive Attitude			