

THE HEART OF THE MATTER: AN HONEST CONVERSATION ABOUT HAZING

Preventing and Confronting Hazing; My Sister, My Responsibility®

Developed by Angela Guillory, Assistant Dean and Director of Greek Affairs at Louisiana State University

TIME | 60 minutes

Objectives:

- Identify the values of the organization.
- Understand the definition of hazing.
- Identify the needs of new members and initiated members and compare their needs with what the chapter provides them through programs and activities.
- Commit to the purpose and the mission of the organization.

Group size:

- Any group size is suitable for this workshop. Everyone in attendance should be an initiated member.

Setup:

- Choose a space where the group can sit and face the facilitator comfortably. A classroom-style space is preferable.
- You will play a PowerPoint presentation during the lesson, so you'll need to connect a laptop to a projector and screen.

Preparation:

- Look up the university and state hazing policies and add them to the PowerPoint.
- Find state hazing policies at www.stophazing.org.
- Be sure to review these in advance to gain a clear understanding of each set and any differences between them.
- Review the Initiation Requirements in the New Member Experience prior to this workshop.

Materials needed:

- Projector and screen
- PowerPoint
- Flip chart and markers
- For each participant: pen/pencil; one blank sheet of paper; two index cards; "Needs of an Initiated Member and Needs of a New Member," "What is Hazing?" and "Suggestions to Improve New Member Programming" handouts

INTRODUCTION | 2 minutes

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

Share:

- The information we discuss today will help you identify the values of the organization, understand the definition of hazing, identify new possibilities for chapter programming and individually better our organization.
- As undergraduates you may or may not understand the details and specifics surrounding hazing. Your definition of hazing and the definition ZTA, university administrators, parents and lawyers use may be two different definitions.
- You have inherited behaviors from older members, and unknowingly, you may be repeating behaviors that could be construed as hazing. After this session you will understand what hazing is. Ignorance cannot be a defense.
- The organization's concern is not about the other chapters on our campus, it's about yours. We are responsible for you and to you.
- As your facilitator, I am not here to judge or condemn you, preach to you or lecture you. I am here to educate you.
- My expectations as a facilitator:
 - » You will have fun.
 - » You will get to know each other.
 - » I will meet your expectations.
 - » I will teach you about ZTA's values and standards of behavior.
 - » You will feel good about yourselves and the organization.
 - » You should have an open mind.

Ask:

- What are your expectations for this program?

FACILITATOR TIP

The goal is to help the participants formulate their image on campus to help build individual fraternal pride which will eventually lead to a discussion about fraternal values.

WHO ARE WE? | 10 minutes

Share:

- When someone sees a member in one of our T-shirts, walking across campus, what do they say? "There is a person who..."
In other words, how is your chapter perceived? How do others characterize you?

The Heart of the Matter: An Honest Conversation About Hazing

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- Identify the needs of new members and initiated members and compare their needs with what the chapter provides them through programs and activities.
- Commit to the purpose and the mission of the organization.

The Facts

- As undergraduates you may or may not understand the details and specifics around hazing.
- Your definition of hazing and the definition of our international organization and university administrators, parents and lawyers use may be two different definitions.
- You have inherited behaviors from older members that unknowingly could be construed as hazing.

Ignorance cannot be a defense.

My Expectations as a Facilitator

- You will have fun.
- You will get to know each other.
- I will meet your expectations
- I will teach you about ZTA's values and standards of behavior.
- You will feel good about yourselves and the organization.
- You should have an open mind.

What are your expectations for this program?

Who are we?

- When someone sees a member in one of our T-shirts, walking across campus, what do they say?
 - How are we perceived?
 - How do others characterize us?
 - What makes ZTA different from other organizations?
 - What makes ZTA different from other sororities?
 - Which of these adjectives are values and which are characteristics?
 - What is the difference between a value and a characteristic?
 - What values did our Founders build the organization on?
 - Again, what makes ZTA different from other organizations?

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- What values did our Founders build the organization on?
- Again, what makes ZTA different from other organizations?

Who are we?

- ZTA has a long history based on Ritual, which is founded in values. We are a values-based organization. These values have carried us through World Wars I and II, the Depression, the 60s, Vietnam, Watergate, etc.
- These values remain untouched since the very beginning.
- It is the one thing that unites us as members.
- Why did our Founders come together to create our organization?
- Where are the words "earning your membership," "withholding privileges" and "unreasonable and inhuman requirements?"

PROTECTING AND EMPOWERING HAZING

2020 ZTA ALPHA MY SISTER, MY RESPONSIBILITY

Give them the answer.

- A long history based on Ritual, which is founded in values
- ZTA is a values-based organization. These values have carried us through the Great Depression, World Wars I and II, the 60s, Vietnam, Watergate, etc. These values remain untouched since the very beginning. It is the one thing that unites us as members.

Ask:

- Why did our Founders come together to create ZTA?
- Where are the words "earning your membership," "withholding privileges," and "unreasonable and inhuman requirements?"

FACILITATOR TIP

Have someone review the history of the origination of the organization. After you glean a good synopsis of the reason for the founding, pull out/focus on words they have used and repeat them. You should hear "friendship," "support" and "common bond."

Pause.

Give them the answer after pausing.

- These words and concepts did not exist. Chapters over the years added the extra requirements. Why?

Don't answer; leave as an open ended question.

FACILITATOR TIP

- Distribute index cards.
- Conduct a visual exercise with the chapter. Ask them to close their eyes and relax enough so that they only see a blank screen in front of them. Give them a word (below) and ask what image immediately appears, keeping their eyes closed.
- Pause between each word. They may answer out loud for the first six words.
- For the last two words, “new member” and “initiated member,” ask them to write on the index card the words or image that came to them. Use one side of the index card per concept.
- Make two columns (New Member and Initiated Member) on the flip chart. Ask them to give you the words corresponding to them. Write their responses. Draw a line to separate the lists.

Use the following words in the exercise described to the above.

- Hot
- July 4th
- September
- Internet
- Sisterhood
- Initiation
- New member
- Initiated member

Share:

- Let’s look at the adjectives we use to describe a new member.

Read list.

- Let’s look at the other list.

Read list.

It is common to use words like “innocent,” “timid,” “young,” “vulnerable,” etc. for new member. It is common to use words like “mature,” “empowered,” “self-confident,” “informed,” and “knowledgeable” for initiated members.

- How long does it take to get initiated? About 45 minutes? So, in 45 minutes, a member miraculously changes from...innocent, timid, youthful and vulnerable to empowered and self-confident?

Read the comparative words so they see the disconnect between the two statuses.

- The new member period is for women to determine if our organization is for them, not to prove themselves or earn their membership or be singled out to test their toughness or make them feel unworthy. It is to unveil, slowly, the values, history,

Initiated Member Versus New Member	
<ul style="list-style-type: none"> • Hot • July 4th • September • Internet 	<ul style="list-style-type: none"> • Sisterhood • Initiation • New Member • Initiated Member

Initiated Member Versus New Member	
<ul style="list-style-type: none"> • The new member period is for women to determine if our organization is for them, not to prove themselves or earn their membership. • It is to unveil, slowly, the values, history, tradition and standards we uphold so that they can determine if the organization is a commitment they are willing to live by during their time in college and for life. • We should be selling this great opportunity while being honest about the expectations that WE of course are abiding by. 	

tradition and standards you uphold so that they can determine if the organization is a commitment they are willing to live by during their time in college and beyond. We should be selling this great opportunity while being honest about the expectations that you, of course, abide by.

- Remember what your bid said? “Zeta Tau Alpha invites you to become a member.” It doesn’t say, “invites you to become a member after you’ve proven yourself” or “invites you to become a new member.” It says “member.” Let me explain in greater detail.
- The only difference is that new members haven’t been initiated. The new member period is to learn about the history and traditions to allow them to assess whether this lifetime commitment is something they would like to pursue, not whether they are able to prove themselves through requirements instituted outside of the national organization.

FACILITATOR TIP

Be sure to review the Initiation Requirements in the New Member Experience prior to this workshop.

Discuss:

- What are the Initiation Requirements?

List all answers, and then go back and star the ones that are correct and add any that are missing.

- Why does the national organization have requirements?

Pause.

- We must have requirements, but these are our only requirements.
- What do the requirements focus on?

Pause.

- They focus on approved methods of teaching the organization’s history and traditions and an introduction to what fraternity/sorority life is all about: going to meetings, being involved in activities and becoming acquainted with the standards of conduct.

Ask:

- What is Zeta Week, or the week leading up to Initiation?
- How did you feel about your activities the week before Initiation in relation to the intent of Initiation Week?
- Why do some chapters tend to add activities?

Pause before giving them the answer.

New Member Experience

“Zeta Tau Alpha invites you to become a member.”

It doesn’t say, “invites you to become a member after you’ve proven yourself” or “invites you to become a new member”...it says “member.”

- The only difference is that new members haven’t been initiated.
- The new member period is to learn about ZTA and assess whether this lifetime commitment is something they would like to pursue.
- NOT whether they are able to prove themselves through requirements outside of the national organization.

PROVISIONS AND CONDUCTING HAZING

ZETA TAU ALPHA MY SISTER, MY RESPONSIBILITY

Initiation

- What are the initiation requirements?
- Why does the national organization have requirements?
- What do the requirements focus on?

PROVISIONS AND CONDUCTING HAZING

ZETA TAU ALPHA MY SISTER, MY RESPONSIBILITY

Initiation

- What is Zeta Week, or the week leading up to Initiation?
- How did you feel about your activities the week before Initiation in relation to the intent of Initiation Week?
- Why do we tend to add activities?
- What did your bid card say?

PROVISIONS AND CONDUCTING HAZING

ZETA TAU ALPHA MY SISTER, MY RESPONSIBILITY

Share:

- Sometimes, members disagree with the national organization or don't think the requirements are sufficient. Adding activities makes some members feel better about themselves, allows them "pull rank" while making others feel inferior, or makes others "earn" their membership, even when members know that it is wrong.
- You might disagree with this statement. You might believe that making new members earn their membership makes them better members. It makes them more proud. It makes them more committed. You might believe that they want to do things like *[insert examples from the chapter you are from or practices common on that campus.]*. You wanted to do these things. It's fun; it's all a part of sorority life.
- Can anyone tell me why this thinking is inconsistent with what the organization stands for?

Revisit values previously discussed.

- What did your bid card say?

Pause then answer.

- "ZTA invites you to become a member."
- It doesn't say "we invite you to prove yourself to become a member."
- Again, why do we think that we have to add extra requirements?

Don't answer, leave as an open ended question.

FACILITATOR TIP

- Distribute the "What is Hazing?" handout.
- Ask participants to complete it.
- Reiterate what hazing is by choosing a few examples that may be done on campus and have them explain why they constitute hazing.

WHAT IS HAZING? | 5 minutes

Share:

- You are part of a very large national organization. This organization is responsible to you and for you. Depending on what you do, your new member activities could jeopardize ZTA's reputation, history and future.
- We are not trying to take away your fun. We are merely taking this time to educate and work with you to bring awareness and to teach you how to replace these activities, which are considered hazing.

What is Hazing?

- You are part of a very large national organization. This organization is responsible to you and for you.
 - Your new member activities, depending on what you do, could jeopardize ZTA's reputation, history and future.
 - We are taking this time to educate and work with you to bring awareness and teach you how to replace these activities, which are considered hazing.
 - ZTA is not willing to sacrifice an entire chapter, including alumnae who want to have their chapter here, for the decision of a few or of the whole.
- The choice is yours.

PROVIDING AND CONSIDERING ALTERNATIVES

YOU ARE RESPONSIBLE BY ASKING BY RESPONSIBILITY



- The *[insert university/college name]* and ZTA will not tolerate hazing, whether you want to haze/be hazed or not. It's not really your choice. As a national organization, ZTA is not willing to sacrifice an entire chapter, including alumnae who want to have their chapter here, for the decision of a few, or even of the whole current chapter.

WHAT DO WE NEED? | 15 minutes

Ask:

- What does a new member need?

These answers should come from the group. If they don't, add them: to be accepted, to be informed, to be supported, to learn about the Fraternity, to be respected and to participate and be involved.

- What does an initiated member need?

These answers should come from the group. If they don't, add them: to be accepted, to be informed, to be supported, to learn about the Fraternity, to be respected and to participate and be involved.



SOMETIMES I FELT... | 10 minutes

FACILITATOR TIP

- Divide the group into smaller groups using birth months, assigning certain sections of the room to each month. You may have to combine months with fewer people.
- Distribute the “Needs of a New Member and Needs of an Initiated Member” handout and ask them to complete the worksheets.
- The members should take each need and define how they meet it. This will allow them to begin evaluating their programs and how hazing activities are not necessary and do not meet any needs.
- Upon completion, ask each group to report back to the large group. Record their answers.
- Distribute the “Suggestions to Improve New Member Programming” handout.
- Ask groups to reconvene and address the needs with new ideas and activities. If the chapter is struggling with Initiation Week issues, give each group a day to design the activities for it. If it is an issue of sisterhood building with the new members, have each group come up with two activities which can be added to an already existing program/activity which would meet the need.
- Upon completion, ask each group to report back to the large group. Summarize the needs of a new member and what could be done to replace hazing activities.
- Have everyone get into a circle. Distribute the blank paper.

Share:

- On your paper, answer this question. “As a new member, sometimes I felt...”
- When you’re finished, wad the paper into a ball and toss it in the middle of the circle.

FACILITATOR TIP

Results should indicate members did feel uncomfortable. If the group is still at the point where they are not acknowledging that their behavior was hazing, further discussion will have to continue. If answers reflect comments like “I liked being hazed...” or ...”I loved everything about my new member time...” a more direct reality check, revisit of the previous information will have to begin again.

After everyone throws in their paper, ask them to pick up someone else’s ball of paper and sit back in the circle. Each person should read the paper ball she picks up out loud.

Without any comment, ask each member to complete the statement below.

- “As a result of today, I...”

WRAP UP | 3 minutes

Discuss:

- Are there any questions from today’s conversations?
- You are now informed about hazing. If you believe in this organization, how can you continue or support hazing behaviors? It is inconsistent with who you want to be. The choice is yours. You hold the future of the chapter in your hands.
- We began with a look into examining hazing activities. These behaviors may be a part of what you learned, and we understand that. We are here to create awareness. Our society, the administration and the organization are no longer tolerant of these types of behaviors because students are dying, being sued, experiencing life-long consequences and not living in the best environment they deserve to live in.
- Does being a member of the sorority/fraternity community at this college help or hurt a student? Only you can answer that question. It is your responsibility to provide the most supportive and nurturing environment possible. As sorority women, it’s your responsibility to support and live ZTA’s fraternal values and follow the policies of the organization.
- So, where do we go from here? We have two options:
 1. You could not do anything and prepare for the consequences, hoping nothing will happen.
 2. You can take action.

Activity

On your piece of paper answer this question:
As a new member, sometimes I felt...

Complete this statement:
As a result of today, I ...

PREVENTING AND CONSIDERING HAZING

IT'S YOUR CHOICE. BE BOLD. BE RESPONSIBLE.



Discuss

- If you believe in this organization then how can you continue or support hazing behaviors?
- Does being a member of the sorority/fraternity community at this college help or hurt a student?

It is your responsibility to provide the most supportive and nurturing environment possible. As sorority women, it's your responsibility to support and live ZTA's fraternal values and follow the policies of the organization.

PREVENTING AND CONSIDERING HAZING

IT'S YOUR CHOICE. BE BOLD. BE RESPONSIBLE.



Where do we go from here?

- We have two options:
 1. Not do anything and prepare for the consequences, hoping nothing will happen.
 2. Take action.

PREVENTING AND CONSIDERING HAZING

IT'S YOUR CHOICE. BE BOLD. BE RESPONSIBLE.



- Where do we begin?
- What will make you different from the leaders of 1983, 1994, 2015?
- What impact are the women of your chapter going to make within this sorority/fraternity community?
- What road will you pave for the future members of your chapter?


Wrap Up

- Where do we begin?
- What will you make different from the leaders of 1983, 1994, 2015?
- What impact are the women of your chapter going to make within the sorority/fraternity community?
- What road will you pave for the future members of your chapter?

You hold the future of the chapter in your hands.

PROTECTING AND EMPOWERING WOMEN

IT'S ALL ABOUT MY SISTER, MY RESPONSIBILITY



NEEDS OF A NEW MEMBER

How does your chapter, either locally or nationally, meet the needs of a new member by what you provide during membership?

Needs:

- To be accepted
- To be supported
- To be respected
- To be informed
- To learn about the Fraternity
- To participate and be involved

What do we provide?

What could we provide?

NEEDS OF AN INITIATED MEMBER

How does your chapter, either locally or nationally, meet the needs of an initiated member by what you provide during membership?

Needs:

- To be accepted
- To be supported
- To be respected
- To be informed
- To learn about the Fraternity
- To participate and be involved

What do we provide?

What could we provide?

WHAT IS HAZING?

ZTA HAZING POLICY

No chapter, colony, student or alumna shall conduct, participate in or condone hazing activities. Permission or approval by a person being hazed is not a defense. Hazing activities are defined as: “Any action taken or situation created intentionally, whether on or off Fraternity premises, to produce mental or physical discomfort, embarrassment, harassment or ridicule. Such activities may include but are not limited to the following: use of alcohol; paddling in any form; creation of excessive fatigue; physical and psychological shocks; quests, treasure hunts, scavenger hunts, road trips or any other such activities carried on outside or inside of the confines of the chapter house; wearing of public apparel which is conspicuous or not normally in good taste; engaging in public stunts and buffoonery; morally degrading or humiliating games and activities; and any other activities which are not consistent with academic achievement, fraternal law, ritual or policy or the regulations and policies of the educational institution or applicable state law.”

Zeta Tau Alpha does not condone any form of hazing by any member, new member or alumnae member. Such activities conflict with the Fraternity’s ideals and traditions and project a negative image of the organization. ZTA collegiate chapters must develop new member programs that reflect the true meaning and high standards of sisterhood. These programs must not demean, embarrass or endanger members or new members.

STATE HAZING POLICY

(Find each state’s policy on www.stophazing.org.)

UNIVERSITY HAZING POLICY

(Search your university website or ask your fraternity/sorority advisor what your university’s policy states.)

WHO CAN YOU TALK TO?

If you have lingering questions after a *My Sister, My Responsibility* workshop, want further information about hazing or need to talk about something happening in your chapter or on your campus:

1. Contact your New Member Advisor, General Advisor or Collegiate National Officer.
2. You can call International Office at (317) 872-0540 if you are not comfortable discussing the issue with women who work with your chapter.
3. If you are uncomfortable speaking to a ZTA about the activity, you may call the Greek Hazing Hotline at 1-888-NOT-HAZE (888-668-4293).

SUGGESTIONS TO IMPROVE NEW MEMBER PROGRAMMING

1. Plan a weekend or overnight retreat for all members to spend time getting to know each other and having fun.
2. Involve members in planning their own activities.
3. Plan a barbecue with another Greek chapter or ZTA chapter.
4. Plan a gathering with local alumnae.
5. Attend a campus event together.
6. Sponsor a blood drive.
7. Plan a philanthropy gathering.
8. Focus on fraternal components (flower, jewel, history, Founders) and plan interactive educational sessions with new members. Consult the resources for the Sisterhood Chair for ideas.
9. Visit a daycare or nursing home facility.
10. Invite a speaker to talk about a pertinent chapter issue.
11. Invite an alumna to talk about her favorite chapter memories.
12. Adopt a faculty member and host a faculty reception.
13. Host an appreciation party for chapter advisors and corporation board members.
14. Hold a movie night with the chapter.
15. Go roller skating or bowling together.
16. Request resource information from your national organization.
17. Host a sisterhood circle by passing the gavel to share your feelings about each other.
18. Host a theme dinner in costume.
19. Divide into groups and write chapter chants and songs relating to the sorority.
20. Conduct a food drive for those in need.