



FOR IMMEDIATE RELEASE
Date: July 3, 2020

Contact: Jackie Isaacson
Director of Communications
press@phimu.org
770-632-2090

Phi Mu Fraternity's Commitment to Diversity, Equity and Inclusion Work

PEACHTREE CITY, GA. – Phi Mu Fraternity is committed to supporting our members. At this time in our organization's and our nation's history, we realize that we must be intentional about our support of our Black sisters and our sisters of color – and all members or potential members who are marginalized. To that end, we will continue to prioritize our efforts toward Diversity, Equity and Inclusion (DEI).



We have hired Dr. Shirley Davis, the President and CEO of SDS Global Enterprises, Inc., as a consultant to help Phi Mu create a strategic plan for Diversity, Equity and Inclusion. Dr. Davis brings a unique background as a seasoned human resources and diversity and inclusion global thought leader. She has served as the Chief Diversity and Inclusion Officer for several major Fortune 100 companies. She is also the former Global Head of Diversity, Inclusion and Workplace Strategies for the Society for Human Resources Management. Dr. Davis' work with Phi Mu will begin this month and will focus on the Foundations of Diversity, Equity and Inclusion; Navigating Organizational Politics; Garnering Commitment from Stakeholders; Having Crucial Conversations and Addressing Difficult Topics; Unconscious Bias; and Strategies for Sustained Cultural Transformation.

"This is some of the most important work Phi Mu has ever done," said Darlene Reyes, Kappa Eta (Nicholls State University). "I am proud of the staff and volunteers and particularly proud of so many of our members who shared their concerns and volunteered to help. With their dedication and the expertise

of the professional consultant, I know this will lead to positive outcomes for our members and our Fraternity.”



A Fraternity DEI Working Group Chairwoman was just selected: Sam Hunt, a charter member of our Rho Lambda Chapter at Cleveland State University. She went on to receive her master’s degree in higher education from Kent State University and she now works as a Residence Life Area Coordinator at John Carroll University. Sam served her chapter as Vice President and President. She has previously served on the Advisory Council for both Rho Kappa (Kent State University) and Delta Omega (Case Western Reserve University). Sam is an excellent change agent who is passionate about Diversity, Equity and Inclusion; she is eager to serve Phi Mu in this role to help drive our work forward.

The Working Group concept grew from members overwhelmingly sharing that they wanted to be a part of these solutions. Members were invited to complete an online form to indicate specific ways they wanted to help with DEI work and initiatives. The members of the Working Group, a long-term volunteer commitment, will be selected this month and their work will start right away. Additional interested members will be engaged for other projects related to DEI including developing competencies; moderating online discussion boards; developing resources; and serving as an expert on a panel or focus group. This work will be under the direction of two staff members: Director of Curriculum and Leadership Development Jill Mahar, Epsilon Omicron (Southern Arkansas University) and Assistant Director of Curriculum and Leadership Development Diane Humphreys, Theta Kappa (Huntingdon College).

Although these are all very positive developments and plans, we recognize that this is the beginning, not the end. There is a great deal for Phi Mu staff, volunteers and members to learn – from experts and from one another. This will not be easy; we must engage in difficult conversations in order to make progress. National Council and the Fraternity staff are completely committed to continuing to support this important work, and to listen to our members to ensure that we are truly a welcoming organization – now and in the future. Additional information may be found [here](#). If you have constructive suggestions for the DEI Working Group, please email the Curriculum and Leadership Development Department at programming@phimu.org.

Founded in 1852, Phi Mu is a women's organization which provides personal and academic development, service to others, commitment to excellence and lifelong friendship through a shared tradition. Phi Mu promotes vibrant living, encouraging members to achieve their personal best

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