

# BRAVE AND BOLD DIALOGUES

## OVERVIEW

During the spring 2020 Cross Council Exchange (CCE), members of the University of Tennessee Knoxville (UTK) sorority and fraternity community were asked, “**What themes would you like to explore in future CCE's?**” In return, members expressed their desire to take a deeper dive into Office of Sorority and Fraternity Life’s (OSFL) priority- *Diversity, Equity, Inclusion* (DEI):

- *"Getting deeper into cultural humility rather than surface level."*
- *"More in depth about backgrounds."*

As a result, OSFL aligned with the Division of Student Life’s *Priority 2: Collaborative Excellence* and partnered with the Office of Diversity and Engagement (ODE) in two unique ways: co-funding Harbor Institute’s new e-learning module, **Brave and Bold Dialogues** (BBD), and co-facilitating **Cross Council Exchange**.

**BBD** “is an engaging and interactive e-learning course that walks students through real-life scenarios, increasing awareness and understanding, and providing a four-step approach to becoming a more inclusive member of society: Be aware. Be considerate. Express understanding. Talk about it.” The self-paced modules focus on *Race, Sexual Orientation, Gender, Ethnicity and Socio-Economic Status*. At the conclusion, members receive a certificate of completion demonstrating their intentional educational engagement in diversity, equity, and inclusion.

**CCE** is an interactive educational space to develop cross council awareness and enhance cultural competence within the fraternal community.

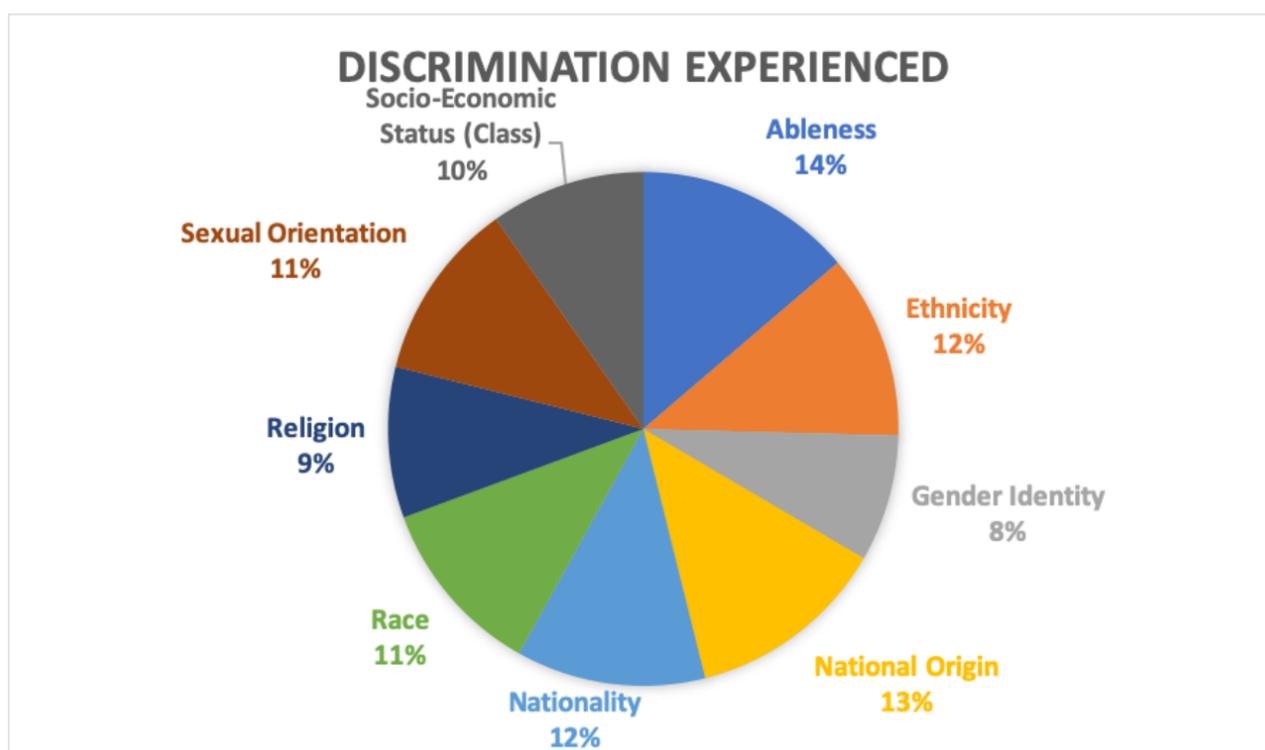
Members from the BBD participant pool were selected to participate in OSFL’s fall Cross Council Exchange on November 3, 2020. OSFL Assistant Director Tenea McGhee and ODE’s Assistant Director of Education and Development Lorna Hollowell co-facilitated *Intersect to Connect: Taking a Deeper Dive to Explore our Various Intersections of Identity*. Due to the pandemic, CCE was hosted in a virtual space but still allowed members to more deeply unpack their understanding of cultural competence.

Following is data from a report of the Brave and Bold Dialogues and Cross Council Exchange participant experience.

# BRAVE AND BOLD DIALOGUES

## LEARNING OBJECTIVE

As a result of the Sorority and Fraternity experience, **75%** of members will increase their ability to identify their own cultural competence.



## DEMOGRAPHICS

**23** Chapters Targeted

**2019** Members Reached

**810** First Year Students

**641** Sophomores

**568** Juniors

**817 (40%)** Initial **Participation** (attempted some parts of modules)

**765 (38%)** Final **Participation** (completed all parts of modules)

(X) equals total number of students; (%) Denotes percentage of participants



## DIALOGUE ENGAGEMENT

**84% (643)** of participants were more likely to have Brave and Bold Dialogues with **friends and family**.

**85% (647)** were more likely to with **individuals outside of their family and friend circle**.

**84% (642)** of participants felt more comfortable having Brave and Bold Dialogues with individuals **who identify differently**.



(%) denotes collapsed responses of Very Likely and Likely; (X) equals total number of students

# BRAVE AND BOLD DIALOGUES

## PERSONAL EXPERIENCE

This course increased **49%** of participants' awareness of their **personal value** and **59%** of participants' **understanding of other people**.

Completing this course increased the majority of participants' understanding of . . .

Diversity **58%** (643)  
Equity **58%** (647)  
Inclusion **57%** (642)



(%) Denotes collapsed responses of Increased Significantly; (X) equals total number of students

## CULTURAL COMPETENCE

**86%** of participants agreed that after successfully taking the course, they were **more aware and sensitive to who they are, and how others might identify**.

**86%** of participants agreed that after taking the course, they were **more likely to ask for permission to talk and will work to create more supportive spaces to talk openly to continue growth and social healing**.



(%) Denotes collapsed responses of Strongly Agree and Agree; (X) equals total number of students

## NEXT STEPS

Based on the **Brave and Bold Dialogues** findings, OSFL's objective to increase members' cultural competence was met. To continue fostering students' cultural humility, OSFL proposes coordinating with UTK's new National Coalition Building Institute (NCBI) team to facilitate small groups for spring 2021 Cross Council Exchange sessions.

It is recommended that those participants who already completed BBD and/or were selected to participate in fall 2020 CCE (62 students) should be the pool of students considered to participate in the spring CCE/NCBI sessions (no more than 75 students). Those organizations who did not participate in BBD this past fall would participate in spring 2021, and then engage in CCE/NCBI training session in fall 2021.

Long term, if UTK moves to training students, OSFL could develop OSFL Community Builders. In return, this would allow students the opportunity to continue to cultivate ongoing DEI development, yielding more globally-competent future professionals.