



BROTHERHOOD IS *INCLUSIVE*

The Brotherhood is Inclusive Task Force would like to thank the Kappa Sigma Supreme Executive Committee for its charge to us related to race, diversity, and inclusion. Our Task Force conducted a thorough review of Kappa Sigma operations, historical issues, issues regarding inclusion, volunteer training, and our Brothers in Action Program, which has a focus, in part, on education of our undergraduate members.

The Brotherhood is Inclusive Task Force has issued recommendations in this report for consideration and action by the Supreme Executive Committee. The task force believes implementing these recommendations will not only help the fraternity improve inclusion and diversity, but will improve our core operational programs for the betterment of the entire order. To emphasize this, we have presented the recommendations in this report under the associated Four Pillars of Kappa Sigma: Fellowship, Leadership, Scholarship, and Service.

We appreciate your thoughtful consideration of these recommendations and are prepared to answer any follow-up questions the SEC may have.

A.E.K.D.B.

Kappa Sigma Brother is Inclusive Task Force

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Executive Summary of Recommendations:

Fellowship Recommendations

1. The Supreme Executive Committee should develop an amendment to the Kappa Sigma Constitution, By-Laws, and Rules to enact a non-discrimination policy for the fraternity.
2. The Supreme Executive Committee should develop an Anti-Discrimination Standard of Conduct in the Code of Conduct.
3. The Supreme Executive Committee should direct the Alumni Development Commission to develop a “Train the Trainer” training for DGMs to train chapter executive committees in proper Champion Quest and membership admission procedures.
4. The Supreme Executive Committee should rescind the honorary membership of Jefferson Davis Sr. and remove his name from the rolls of Kappa Sigma.

Leadership Recommendations

5. The Supreme Executive Committee should establish a Diversity & Inclusion Commission.
6. The Supreme Executive Committee should revise our educational materials to undergraduates and volunteers to recommend chapters establish a Diversity and Inclusion chair or committee.
7. The Supreme Executive Committee should direct the recommended Diversity and Inclusion Commission to review the Scholarship-Leadership Awards program.
8. The Supreme Executive Committee should direct the Communications Commission to send communications commemorating Juneteenth, Pride Month, Black History Month, Ramadan, Lunar New Year, and Women’s History Month, and the recommended Diversity and Inclusion Commission should issue recommendations to the Communications Commission on additional diverse and inclusive observances.

Scholarship Recommendations

9. The Supreme Executive Committee should reach out to alumni and proceed with the development of BIA Training videos on diversity and inclusion to be placed on KappaSig.net.
10. The Supreme Executive Committee should include supplemental implicit bias training and bias reduction training to work in tandem with existing diversity and inclusion BIA membership development curriculum.
11. The Supreme Executive Committee should amend the awards criteria or bonus awards criteria to incentivise chapters completing BIA trainings, including and specifically the recommended Diversity and Inclusion Training.
12. The Supreme Executive Committee should amend the Colony Roadmap to require an educational workshop on Diversity and Inclusion.
13. The Supreme Executive Committee should retain a Kappa Sigma member to be an additional American Sign Language interpreter at each Grand Conclave and Leadership Conference, and that individual should have his registration, fees, and travel compensated.
14. The Supreme Executive Committee should invite the brothers of Mu-Iota Chapter and other deaf or hard of hearing brothers to present their ASL ritual at a Grand Conclave or Leadership Conference once every three (3) years.
15. The Supreme Executive Committee should establish a new section of the Kappa Sigma Museum in Charlottesville to highlight the fraternity’s history and evolution on issues of diversity and inclusion.
16. The Supreme Executive Committee should establish a Diversity section on the KappaSigma.org website.



Service Recommendations

17. The Supreme Executive Committee should send a communication either directly to undergraduate chapters, or through District Grand Masters to the undergraduates, to acknowledge the A Greater Cause work that undergraduates did recently on social justice and encourage that it both be logged and continue in the future.

18. The Supreme Executive Committee should adopt Minority Veterans of America (MinorityVets) as an additional beneficiary for the Kappa Sigma Military Heroes Campaign.



Introduction

Kappa Sigma's founding, on a cold December night at the University of Virginia on December 10th, 1869, has long been noted as an important event, not only for the founding of our beloved Order, but also for the organization's groundbreaking status during post-Civil War America and Reconstruction. Kappa Sigma has long noted that it was the first college fraternity formed in the southern United States with members from both the North and South. Our BIA for Pledges program describes this lesson thusly:

"These five men, from separate geographic areas of the Country, set all political, regional, and sectional differences aside for the sake of Brotherhood and Founded the Order sowing the seeds of Kappa Sigma's strength through diversity"

This lesson follows a Diversity and Inclusion seminar from a university professional or an alumnus. The message is clear to our new members: Kappa Sigma values diversity, and this is a lesson we draw from our founding ideals.

However, since our founding, Kappa Sigma has not always zealously lived up to this ideal.

For much of our history, Kappa Sigma enforced what was referred to as the "white clause": all Kappa Sigmas must be white, Anglo-Saxon protestants. It was not until 1957, at the 41st Biennial Grand Conclave in Miami Beach, Florida, that the "white clause" was revoked, opening Kappa Sigma to admit members of color, Catholics, Jews, and members of other ethnic groups. This move was contemporaneous with the Civil Rights movement in the United States and even predates several milestones in that movement. However, it still remains that for more than half of our 150 years, Kappa Sigma denied admission to members based upon the color of their skin and the house in which they worshipped.

Kappa Sigma has come a long way since the "white clause" was eliminated in 1957. Today, almost one-third of our Kappa Sigma undergraduates are non-white. According to recent statistics from the Spring 2020 semester, 15% of Kappa Sigma undergraduates identify as Hispanic, 8.5% identify as Asian or Pacific Islander, 4.5% identify as black or African-American, and 1.7% identify as Native American.

Kappa Sigma has embraced even more change in its recent history. We have climbed the ranks of the fraternal world to #1 through our revolutionary programs like Champion Quest, A Greater Cause, and Brothers in Action. Our Kappa Sigma Endowment Fund, through its Chapter Scholarship Fund program, can now offer a scholarship to a member of every Chapter in Kappa Sigma. This fall, Kappa Sigma will thrive where fraternities will wither as we adapt to new opportunities due to the ongoing pandemic.

With the growth of the Fraternity in 2003, Kappa Sigma went to campuses that did not have traditional Greek Systems with the determination to provide the Greek college experience to men who deserve that opportunity. Such growth and development has helped increase Kappa Sigma's diversity as a College Fraternity. Kappa Sigma's evolution to a more diverse and inclusive Fraternity has been shown through our growth in the New York City and New England Areas, California, and Hawai'i.

At the same time, Kappa Sigma Fraternity has not increased its dues since 1991. At present, and for many years, Kappa Sigma has the most affordable dues of all college fraternities. Because of our affordability, Kappa Sigma is able to offer the gift of Brotherhood to men of various and diverse socioeconomic backgrounds.



This moment in North America, a necessary reflection on racial injustice in the United States and Canada, also provides an impetus for Kappa Sigma to change. The Supreme Executive Committee's appointment of the Brotherhood is Inclusive Task Force, and its charge to examine ways to improve all aspects of fraternity operations, is just the latest example of Kappa Sigma seizing the moment and leading where others follow.

The Task Force's recommendations cover almost all areas of fraternal operations. Recommendations cover all major programs. The Task Force also recognizes this important work to promote diversity and inclusion should not end with this task force.

Recommendations are presented under each of our Four Pillars—Fellowship, Leadership, Scholarship, and Service—to highlight that diversity improves all aspects of fraternal operations. As we teach our pledges through the BIA program, “Kappa Sigma’s strength is found in diversity of membership, activities, and leadership.” While the General Fraternity sets strategy, the majority of our success going forward begins and ends with our chapters and what they do on a local level. That includes our efforts this coming Fall 2020 and beyond.

The Task Force respectfully submits these recommendations to help Kappa Sigma better live up to its founding ideals – “Not for a day, or an hour, or a college term only, but for Life.”



Task Force Recommendations in Detail:

Fellowship Recommendations

1. The Supreme Executive Committee should develop an amendment to the Kappa Sigma Constitution, By-Laws, and Rules to enact a non-discrimination policy for the fraternity.

Kappa Sigma currently gives our member chapters broad latitude to choose their undergraduate membership within the guardrails of the CBR and our ritual. The current requirements “male persons of at least fourteen years of age or older” with guidance related to “scholarship, conduct, morals, and proficiency.”

Out of respect for the rights of chapters to choose their members, the Task Force affirms that our chapters maintain the ability to choose their members based on “standards of scholarship, conduct, morals and proficiency acceptable to initiated members of the Chapter by which they are initiated.”

The principles of Champion Quest encourage our chapters to pledge as many quality men as possible and then use the pledge process to evaluate the candidates based on the membership selection criteria of “scholarship, conduct, morals, and proficiency.” When a chapter uses the rush and pledging process to choose their members based on the above mentioned standards, a chapter will increase and diversify its membership which is consistent with what Kappa Sigma teaches in Champion Quest.

Therefore, the Task Force recommends amending Kappa Sigma’s Constitution, By-Laws and Rules to enact a non-discrimination policy. This policy should be developed by the SEC in conjunction with the Legal Commission and or an attorney. The policy would be appropriate to be in Article V, Section 1 of the Constitution, which states Qualifications for Membership.

The Task Force Recommends the SEC include the following classes in the policy:

- Nationality
- Race
- Religion or Creed
- Sexual Orientation
- Veteran Status
- Disability

The Task Force recognizes that this is not an exhaustive list; the SEC and chapters have the ability to include additional protected classes.

The Task Force notes that protecting religion or creed is intended to prevent discrimination based upon which religion one practices or believes. The recommendation is not meant to change the requirement that one believe in a higher power to be initiated into Kappa Sigma.

The Task Force recommends that the amendment be developed on a timeline that will allow for it to be voted upon at the 73rd Biennial Grand Conclave in Nashville, Tennessee in 2021.



2. The Supreme Executive Committee should develop an Anti-Discrimination Standard of Conduct in the Code of Conduct.

Kappa Sigma's Supreme Executive Committee has a noted track record for holding chapters accountable who have engaged in online speech or behavior that has been derogatory or racially offensive.

To further enforce Kappa Sigma's stance against discrimination, the Task Force recommends that the SEC work with the legal commission to update the Code of Conduct with a standard devoted to anti-discrimination. Since the Code of Conduct is the document that is the most forward facing to undergraduate members, and reviewed yearly, the Task Force believes that this will be an effective way to keep this top of mind.

The anti-discriminatory standard should include standards for the following circumstances:

- Social Media
- Online Behaviour
- Events at chapter functions
- Conduct at Kappa Sigma chapter houses

Discrimination also should be outlined as including but not limited to: withholding initiation or pledgship that violate the Kappa Sigma Constitution, Bylaws, and Rules; hate speech; inappropriate conduct online; and ill-themed parties.

The anti-discrimination standard should apply to the same classes as in recommendation #1 but with the addition of gender, as this standard should support our Assault and Harassment Standard of Conduct.

The Task Force recommends that the Code of Conduct be updated by the Leadership Conference in Las Vegas January 8-10, 2021.

3. The Supreme Executive Committee should direct the Alumni Development Commission to develop a "Train the Trainer" training for DGMs to train chapter executive committees in proper Champion Quest and membership admission procedures.

The Task Force believes one of Kappa Sigma's greatest assets toward increasing diversity is Champion Quest. Kappa Sigma colonies include many of our most diverse groups in the fraternity. Chapters that follow the principles of Champion Quest—pledge as many quality men as possible and use the pledge process to remove members with risk issues—will most certainly engage in non-discriminatory practices and have more diverse chapters as a result.

Conversely, the Task Force also notes that one of the impediments to increased diversity in Kappa Sigma is when chapters fail to embrace Champion Quest. This includes when chapters artificially narrow who they choose to pledge, as well as when individual members abuse their privilege of unanimous ballot to admit new initiates.

The Task Force respects the rights of chapters to choose their members and notes that issues with these Champion Quest-related issues are generally resolved by good coaching from Alumni Volunteers.



Thus, the Task Force recommends that the SEC direct the Alumni Development Commission to augment its training for DGMs, AAs, and other alumni volunteers to have these conversations and properly coach their chapters on this aspect of Champion Quest. The task force believes this can be incorporated into existing training opportunities, but defer to the Commission on where this would be best implemented.

By using this “train the trainer” approach, Kappa Sigma will both strengthen our commitment to diversity as well as our signature program in Champion Quest.

4. The Supreme Executive Committee should rescind the honorary membership of Jefferson Davis Sr. and remove his name from the rolls of Kappa Sigma.

After a thorough review of the life of Jefferson Davis, his contributions to United States history and his personal life, the Task Force unanimously voted to recommend to the SEC that the honorary membership of Jefferson Davis Sr. be rescinded and his name removed from the rolls of Kappa Sigma. While Jefferson Davis Jr. (Xi (VMI), Virginia Military Institute, 1874) loved the Order, and his father was given honorary membership because of the passing of his son, Jefferson Davis Sr.’s actions regarding slavery are in no way shared with the ideals of the Fraternity.

The decision to recommend the removal of Jefferson Davis Sr.’s Honorary membership was agreed to because Jefferson Davis’ actions throughout his life did not reflect the ideals of our noble Order, the Star and Crescent, and are counterproductive to the commitment the Order has made to being both diverse and inclusive.

If this recommendation is adopted, the Supreme Executive Committee should work with the Communications Commission to draft a notice to the Undergraduate Chapters and Alumni members. The communication to the General Fraternity should explain the history of how Jefferson Davis, Sr., was offered this title, how it was celebrated over the course of our history, and why the Fraternity is taking this action at this time.



Leadership Recommendations

5. The Supreme Executive Committee should establish a Diversity & Inclusion Commission.

Since the start of the Task Force, this group of Brothers has been able to have many detailed and important conversations regarding the history of Kappa Sigma, our successes, our shortcomings, and, most importantly, what we think would be next steps to move our Order forward to be inclusive and a diverse organization.

Over the course of six weeks and many hours, one thing became apparent; this was import work that needed to continue. The Task Force recommends that the SEC form a Brotherhood is Inclusive Commission. The immediate purpose of this commission is to help the SEC carry out any of the recommendations that are ultimately adopted. A secondary task of the proposed commission will be to dig deeper into programs, such as the Scholarship-Leadership Awards to examine the selection process and to recommend opportunities to make it more inclusive.

If the SEC adopts this recommendation, and would seek advice on members of the Commission, the Task Force recommends that Brother Lipscomb lead the Commission along with Brothers Hercliff-Proffer, Higgins, and Miller serving on the Commission and Brother Wilson serving as the staff member.

Kappa Sigma should be something that our members enjoy being a part of, and the Brotherhood is Inclusive Commission would make that goal its top priority.

6. The Supreme Executive Committee should revise our educational materials to undergraduates and volunteers to recommend chapters establish a Diversity and Inclusion chair or committee.

Kappa Sigma helps educate our undergraduate chapters on best practices for chapter operations. We do this through coaching from alumni volunteers, BIA for Pledges, the Executive Officers Manual, and other resources.

The Task Force believes that as Kappa Sigma increases resources for Diversity and Inclusion through the recommended commission, chapters should mirror that effort by establishing a Diversity and Inclusion committee or chairmanship at the chapter level. As our committees often complement international commissions, inclusion of this chapter-level committee makes sense.

The Task Force recommends that educational materials on best practices for chapter committee structure be updated to reflect inclusion of this committee. Chapter executive committees should be informed of these materials once edits have been made and new editions are available. The recommended Diversity and Inclusion Commission should develop any materials or guidance for these chapter-level committees as appropriate.

The Task Force recognizes any decision to form a committee or chairmanship is a decision of the undergraduate chapter.



7. The Supreme Executive Committee should direct the recommended Diversity and Inclusion Commission to review the Scholarship-Leadership Awards program.

The Task Force took time to engage in conversation with Headquarters Staff and the Kappa Sigma Endowment Fund regarding the Scholarship-Leadership Awards (SLA) program. The Task Force reviewed the application as well as an overview scoring process.

The Task Force is sensitive to concerns that while the SLA applications and scoring are relatively straightforward, the program may result in results that do not reflect the diversity of Kappa Sigma. The Task Force came to the determination that this issue deserves in-depth review. However, to review these concerns will likely require analysis of actual applications, analysis of the percentage of chapter members that applied in an awards cycle, and other factors that might affect the fairness of the program.

Thus, the Task Force recommends that the recommended Diversity and Inclusion Commission, if formed, conduct the in-depth review of the SLA program to determine if fairness issues exist.

The Task Force also discussed the issue of whether certain SLA awards might be directed to Brothers from under-represented demographic groups. The Task Force recommends that the recommended commission discuss these issues with the Kappa Sigma Endowment Fund as part of its review of the SLA program.

8. The Supreme Executive Committee should direct the Communications Commission to send communications commemorating Juneteenth, Pride Month, Black History Month, Ramadan, Lunar New Year, and Women's History Month, and the recommended Diversity and Inclusion Committee should issue recommendations to the Communications Commission on additional diverse and inclusive observances.

Kappa Sigma commemorates numerous holidays and observances on social media and through other communications to our members. The Task Force recognizes that we can increase our inclusivity through the celebration of and outreach to diverse demographics by including more diverse observances in this social media and communications calendar. These are some of the most effective ways to celebrate our members and recognize the diverse backgrounds of our Brothers.

The Task Force recommends that, at minimum, Kappa Sigma commemorate the following additional holidays and observances on its social media and communications calendar:

- Juneteenth
- Pride Month
- Black History Month
- Ramadan
- Lunar New Year
- Women's History Month

The Task Force recognizes there will be other diverse holidays and observances for Kappa Sigma to commemorate in addition to these minimum additions. Thus, the Task Force recommends the recommended Diversity and Inclusion Commission, if formed, work with the Communications Commission on identifying additional opportunities for the fraternity to commemorate more diverse holidays and observances.



Scholarship Recommendations

9. The Supreme Executive Committee should reach out to alumni and collaborate in the development of BIA Training videos on diversity and inclusion to be placed on KappaSig.net.

The Task Force understands that training is of great value to both alumni and undergraduate members, as membership development is a prime benefit to membership in Kappa Sigma. The topics of diversity and inclusion are so important, and these topics are becoming more of an everyday conversation that we should be having with our members on a regular basis. This is why we recommend the SEC place training videos on diversity and inclusion on KappaSig.net.

In order to develop content, we encourage the SEC to reach out to our current alumni base and seek brothers who are currently employed in or have been heavily educated in an area that deals with diversity and inclusion such as counselors, special education teachers, social workers, and many more. A special sub-committee made of the alumni members would be formed with the task of creating the content and recording modules by November 2020 with the goal of introducing these videos the weekend of Leadership Conference 2021.

10. The Supreme Executive Committee should include supplemental implicit bias training and bias reduction training to work in tandem with existing diversity and inclusion BIA membership curriculum.

The Task Force felt strongly that implicit bias training and bias reduction training should be included as a part of the BIA membership development curriculum. Implicit bias training is imperative especially among the undergraduate chapters. It is important that our undergraduate members are aware of implicit bias and learn how to avoid acting on preconceived opinions of people during the rush and pledging periods. Chapters being more inclusive during rush will only help the fraternity grow and allow members to benefit from the many talents of brothers of all backgrounds.

Due to the importance of this matter, the Task Force recommends that the SEC recommends Chapters seek out training from campus professionals with expertise in the topic of implicit bias and bias reduction as part of their Chapter BIA or Diversity and Inclusion Program.

11. The Supreme Executive Committee should amend the awards criteria or bonus awards criteria to incentivise chapters completing BIA trainings, including, and specifically, the recommended Diversity and Inclusion Training.

The Task Force recognizes that Kappa Sigma's Founders Award of Chapter Excellence (FACE) and the fraternity's overall awards program emphasize, appropriately, our key programs within Kappa Sigma. The awards criteria encourage and provide positive incentives for our chapters to engage in these programs.

The Task Force notes that of our major programs, only Brothers in Action (BIA) is not included in FACE Criteria. Given this, and the Task Force's recommendations to add training opportunities for undergraduate chapters, our awards program provides an opportunity to provide positive incentives for chapters to engage in these BIA membership development programs.



Thus, the Task Force recommends the SEC amend FACE awards criteria to provide points or bonus points for completing BIA training programs. This should include, once available, the recommended Diversity and Inclusion training. While the Task Force does not want to limit options for the Supreme Executive committee related to this recommendation, one potential idea discussed was awarding bonus points for the chapter completing X number out of Y number of training modules, such as Diversity and Inclusion, My Brother's Keeper, etc.

12. The Supreme Executive Committee should amend the Colony Roadmap to require an educational workshop on Diversity and Inclusion.

Kappa Sigma colonies are required to complete a number of educational workshops as part of the Colony Roadmap to earn a charter. Some of these workshops are operational in nature. Others, like My Brother's Keeper and the Sexual Assault Awareness Workshop, focus on being decent human beings and reducing risk. Encouraging Diversity and Inclusion very much fits in with this second set of educational workshops.

Thus, the Task Force recommends that the Supreme Executive Committee amend the Colony Roadmap to require an educational workshop on Diversity and Inclusion, The Task Force recommends that this be a workshop that is co-facilitated by an alumnus volunteer and campus partner.

Requiring this training of colonies puts our colonies on the road to success and puts them on par with undergraduate chapters in having diversity and inclusion training available to them.

13. The Supreme Executive Committee should retain a Kappa Sigma member to be an additional American Sign Language interpreter at each Grand Conclave and Leadership Conference, and that individual should have his registration, fees, and travel compensated.

After speaking with Brothers from Mu-Iota at Gallaudet University, we were made aware that there have been some times at Grand Conclaves and Leadership Conferences that brothers are not able to participate in break-out sessions such as ritual workshops, as well as the model initiation. Brothers who are able to interpret sometimes are able to attend Conclaves and Leadership Conferences; however, they do so at their own cost.

In order to be more inclusive for Brothers who are hard of hearing, the Task Force recommends that the SEC retain a Kappa Sigma member to be an additional American Sign Language interpreter at each Grand Conclave and Leadership Conference as to serve as an interpreter for all ritual-related workshops and model initiations.

The brother selected as an interpreter should have his registration fees, accommodations, and travel expenses reimbursed.

14. The Supreme Executive Committee should invite the brothers of the Mu-Iota chapter and other deaf or hard of hearing brothers to present their American Sign Language ritual at a Grand Conclave or Leadership Conference once every three (3) years.

In order to be more inclusive of brothers with disabilities, the Task Force recommends that the SEC should invite members of the Mu-Iota chapter or other deaf or hard of hearing brothers to present the American Sign Language ritual at Grand Conclave or Leadership Conference every 3 years. This could either be at a main ritual session or at a breakout session.



The Task Force believes that the American Sign Language version of the ritual is something of value that should be displayed for all Brothers to see and would be a welcome addition to Grand Conclave and Leadership Conference educational programming.

15. The Supreme Executive Committee should establish a new section of the Kappa Sigma Museum in Charlottesville to highlight the fraternity's history and evolution on issues of diversity and inclusion.

The Task Force recognizes the importance of knowing the fraternity's history: the good, the bad, and how we have overcome historical issues on diversity and inclusion. To illuminate our history, we recommend that Headquarters staff establish a new section of the Kappa Sigma Museum in Charlottesville to highlight the fraternity's history and evolution on issues of diversity and inclusion.

The museum should highlight the fraternities troubled past regarding issues such as the white clause, but should also highlight the diversity the Order is striving for today and successes in better accomplishing these goals. The Task Force also recommends that after the museum exhibit and materials have been curated and installed, these materials should be utilized by the Brothers in Action Commission and Headquarters staff to create corresponding content to be included in the Bononia Docet and the BIA for Pledges program, so that these important lessons are included in our new member education programs.

16. The Supreme Executive Committee should establish a Diversity section on the KappaSigma.org website.

In order to further the transparency into Kappa Sigma's history with those visiting our website, the Task Force recommends that the SEC establish a diversity sub page on the KappaSigma.org website where a summary of the fraternity's history as it relates to diversity and inclusion is provided along with a visual timeline with key dates/events highlighted and explained.

The task force recommendations submitted to the SEC on July 31, 2020 are also recommended by the Task Force to be displayed on this page of the Fraternity's website.

This website section should also relay statistics related to diversity and inclusion and provide other information that furthers the goal of having men of diverse backgrounds feel welcome within Kappa Sigma and seek to join our fraternity,



Service Recommendations

17. The Supreme Executive Committee should send a communication either directly to undergraduate chapters, or through District Grand Masters to the undergraduates, to acknowledge the A Greater Cause work that undergraduates did recently on social justice and encourage that it both be logged and continue in the future.

During the past several months, members and chapters have reached out to this Task Force and to Kappa Sigma leadership to encourage participation in social justice causes. The Task Force has noted many chapters participated in marches, philanthropic donations, and advocating for these causes. The Task Force notes that these are all activities that fall within A Greater Cause's call to service and philanthropy. The Task Force believes that some chapters or members may not realize this work is A Greater Cause eligible. We believe that these chapters should be recognized for their work, but in order to do that, the chapters and individuals need to record their AGC hours.

Thus, the Task Force recommends that the SEC send out communication encouraging brothers to record their hours/dollars raised during this time. Chapters and individuals who participate should also be highlighted on HQ's social media pages. The purpose of this is to reward members for giving back to the community and showcase that the Fraternity supports chapters that are involved in social justice causes.

The Task Force notes this communication can either be made directly to undergraduate Executive Committees or can be delivered by District Grand Masters to their chapters. Regardless, this communication is important to support members' work and ensure they get credit for their donation of talent, time, and treasure.

The Task Force recommends that A Greater Cause events that focus on social justice should be encouraged and recognized by the General Fraternity.

18. The Supreme Executive Committee should adopt Minority Veterans of America (MinorityVets) as an additional beneficiary for the Kappa Sigma Military Heroes Campaign.

Since its inception, the Kappa Sigma Military Heroes Campaign has made a significant impact on a number of charities focused on improving the lives of military veterans. Kappa Sigma's continued success in this campaign has allowed the fraternity to support additional charities over the years. Supporting a charity that performs outreach to minority veterans makes sense, as Kappa Sigma can help make a difference to members of minority communities through a key program.

A Greater Cause Commissioner Michael Hall researched several veterans charities focused on minority outreach, and he presented several options, after vetting, to the Task Force.

After deliberation, the Task Force recommends the Supreme Executive Committee adopt Minority Veterans of America, a.k.a. MinorityVets, as an additional beneficiary of the Kappa Sigma Military Heroes Campaign.

MinorityVets is a non-partisan, 501(c)3 non-profit organization designed to create belonging and advance equity for underrepresented veterans, including women, people of color, LGBTQ, and religious minorities. The organization is based in Seattle (WA) with chapters in Atlanta (GA) and Richmond (VA). MinorityVets performs case-work to help minority and underrepresented veterans in need access social services and increase financial stability.

The Task Force noted that Minority Vets is a younger charity, founded in 2017, meaning the Military Heroes Campaign can make a significant impact on the charity. The Task Force also noted this charity's mission, which focuses on equity, inclusion, and empowerment, should resonate to undergraduate members who have expressed a desire for Kappa Sigma to support organizations that promote such values.

