



UNDERSTANDING THE LEGACY

FRATERNITY VALUE: HONOR AND RESPECT

SUGGESTED FACILITATOR: VICE PRESIDENT RECRUITMENT

Goals:

- To enhance the appreciation and value of Pi Beta Phi legacies by demonstrating the importance of our legacy polices through real life stories.
- To gain a greater understanding of the impact legacies have on Pi Beta Phi Fraternity.

Room set-up/materials needed:

- Make sure you have enough room for participants to sit comfortably in a large group as well as space for small discussion groups.
- Predetermine the small discussion groups. It is recommended, if possible, at least one legacy is in each discussion group; however, no group should be all legacies.
- This seminar uses audio clips as a tool to generate conversation and share experience. A system to play mp3 files will be needed. Check the volume prior to the workshop to ensure all participants will be able to hear the audio recording.
- You will need a flip chart and markers.
- Prior to the seminar, record the following three questions on the flip chart:
 - Do you think legacies impact Pi Beta Phi as an organization? If so, how? If not, why not?
 - What does Pi Beta Phi owe a legacy, if anything, going through recruitment?
 - Is the value of pledging a legacy more, less or the same as pledging other PNMs? Support your answer.

Getting Started

Talking points are indicated with a callout bullet (☛). Please use these as speaking guidelines but be sure to jazz up the presentation with your own personality. Facilitation instructions are indicated with an arrow (➔) and serve as hints you might find helpful when administering the material. Audio clips are utilized at points in the facilitations notes where you see a speaker symbol (🗣️). Most importantly, have fun!

You may find the following downloadable audio clips on the Honor and Respect section of the *Leading with Values* website (www.pibetaphi.org/leadingwithvalues):

- 🗣️ Finding Pi Phi, on my own
- 🗣️ Modeling the way
- 🗣️ Pi Phi Missed out
- 🗣️ Pi Phi Told my Daughter “You’re not Good Enough”
- 🗣️ I Always Knew I was Going to be a Pi Phi

Instructions

- ➔ Introduce the activity.

- Pi Beta Phi Statutes define a legacy as “a daughter, sister or granddaughter of an initiated member” and calls us to give “special consideration ... to legacies whose qualifications are comparable to those of other potential new members,” but what does that mean? What impact does a legacy and her story have on the Fraternity? Why is there such an expectation we provide “special consideration?” Is that really fair?
- In this seminar we are going to address these questions. We are going to take time to better understand not just the legacy herself, but the story behind her. We’ll think about her experience ,and the experience of Pi Phis in her family. This seminar is a bit different from the others we’ve utilized as a part of *Leading with Values* as this seminar employs audio clips of real-life stories shared with the Fraternity.
- It’s important to note from the beginning this seminar is not intended to say “all Pi Phi legacies must be pledged” or imply that there is greater value in a lesser qualified potential new member who is a legacy verses a more qualified non-legacy. This seminar simply encourages us to think about the legacy experience, and the impact our decisions regarding legacies during the recruitment process have on the legacy, her family, our chapter and the greater Fraternity. We will all gain the most from this seminar by being respectful to the opinions of others in the room and by thinking not only from our current point of view, but from our future point of view and from others’ point of view.

Setting the Baseline

- Let’s start by finding out what you already know.
- ➔ Ask for members to form the small discussion groups, which were predetermined.
- On the flip chart I have recorded three questions. I want you to take a few minutes to discuss each of these questions within your group. Really think about how you feel — provide your group with your honest opinion.
 - Do you think legacies impact Pi Beta Phi as an organization? If so, how? If not, why not?
 - What does Pi Beta Phi owe a legacy, if anything, going through recruitment?
 - Is the value of pledging a legacy more, less or the same as pledging other PNMs? Support your answer.
- ➔ Give everyone time to answer and discuss each question. Listen in on some group conversations to learn what the general feeling is.
- These aren’t easy questions are they! We’re each a part of a very special organization — an organization we want to respect and protect as well as share. Sometimes it just depends on the situation or the role you play as to what your responses are to these questions. Were there any major disagreements within your groups?
- ➔ Take time to learn about what challenges are found within each group, but don’t allow each group to share their response to each question. Each group should be not expected to respond — you are looking for conflicting opinions as to the answers of the three above questions.

Real Life Stories

- ➔ The next portion will utilize the audio clips of stories shared by collegians and alumnae. Call the group back together and be sure they can hear the clips.

🗣️ Let's now take a few minutes to hear about the experiences from a different point of view. We're going to listen to a few audio clips. All of these stories were shared by collegians or alumnae — all are real life stories.

🗣️ In this first story, a member of a family, which includes 12 Pi Phi, shares about the legacy experiences she's witnessed. As you listen, think about what it must be like to be a young member of this family, heading off to college and taking part in recruitment.

▶ Play the audio clip "Modeling the way."

🗣️ Before we discuss this clip, I want to share a similar clip about the experience one legacy had of finding out Pi Phi is where she belonged.

▶ Play the audio clip "Finding Pi Phi on my own."

🗣️ So, what do you think? Do you think legacies are under extra pressure during the recruitment process? What do you think our role is in making legacies feel welcome during recruitment? Are there any legacies who have particular insight?

➔ After talking briefly about the stress legacies often experience knowing their family members are hoping they too join Pi Phi, discuss ways Pi Phi can most appropriately and fairly welcome legacies for consideration during recruitment. Then, move into the following more difficult experiences.

🗣️ I want now to share some of the stories that are more difficult to hear. These are often the stories we don't get to hear, but are important to consider. This first clip was shared by a sister, a legacy herself, who hoped her younger sister would too be a Pi Phi.

▶ Play the audio clip "Pi Phi Missed out."

🗣️ What are your reactions? What insight would you offer to this older sister? What loss did the Fraternity suffer by not pledging this legacy? Was the loss worth it?

🗣️ This next clip comes from an upset mother, who has set her daughter up for recruitment success. The mother sites statistics to question if Pi Phi is appropriately honoring the value of a legacy.

▶ Play the audio clip "Pi Phi Told my Daughter "You're not Good Enough."

🗣️ Do you think this mother's frustration is warranted? Have you ever thought about being on this mother's side of the recruitment process? What would you feel if your daughter had a similar experience?

🗣️ The mother in the clip shared that of the 5,300 new members Pi Phi pledged in the fall of 2007, only 572 were legacies (11%). What are your reactions to this statistic? Thinking about one day having a daughter, do these statistics make you nervous?

🗣️ The final clip is one of the most professional and sincere the Fraternity's membership team has received. The legacy sharing her story notes she simply wants collegians to understand what her experience was like. As you listen, put yourself in the role of these mature young women.

▶ Play the audio clip "I Always Knew I was going to be a Pi Phi."

- What are your reactions to this clip? Do you think our chapter always, as this legacy asks us to do, thinks about “how important and special a legacy is” and “how unique and meaningful the bond is” when we are making recruitment decisions?

Circling Back

- Let’s return to the questions from the start of the seminar. I asked you to consider these three questions (reference the questions on the flip chart) in a small group. Looking at these three questions, do you have any different reactions or answers after hearing the clips and responses of these clips from those in the room?
 - Do you think legacies impact Pi Beta Phi as an organization? If so, how? If not, why not?
 - What does Pi Beta Phi owe a legacy, if anything, going through recruitment?
 - Is the value of pledging a legacy more, less or the same as pledging other PNMs? Support your answer.

➤ Give the group time to consider these questions again and discuss any changes in their reactions.

Our Plans Moving Forward

➤ This final portion of the seminar allows the chapter to develop a plan of action going forward. Ask a member to come to the front of the room and record the group’s response.

- Before we end the seminar, I want to take time to get some of your thoughts down of paper as to how we should react to legacy recruitment moving forward. What thoughts do you have as to how we should plan to react to legacies during the recruitment process?

➤ Write down the responses on the flip chart and discuss each.

- Do we all agree with this action plan? Is this something we can all support?
- If so, I am going to ask our membership selection team to continually remind us of this plan and hold us accountable to these actions.

Final Wrap-Up

➤ Closing statements

- I want to thank you for your participation in this seminar. I hope you found value in considering how we honor and respect our Fraternity through valuing the experience of legacies and their families. As we move forward, I hope you’ll always consider multiple perspectives when making recruitment decisions and make decisions that are in the best interest of Pi Beta Phi ... I know you will.

➤ Thank everyone for coming.

Evaluation: Don’t forget to help the Fraternity assess this program! The program facilitator as well as a member of each class should be asked to visit the *Leading with Values* website, www.pibetaphi.org/leadingwithvalues, to fill out a quick survey. Remember, the name of this seminar is Understanding the Legacy.

The chapter’s Vice President Member Experience should remember to record the presentation of this program in the chapter’s monthly regional report.