



JOY IN OUR SISTERHOOD • POWER IN OUR VOICE • SERVICE IN OUR HEART

Program Initiatives 2018-2019



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DELTA EMERGENCY RESPONSE TEAM (ERT)



The mission and vision of the Delta Emergency Response Team (ERT) is to assist the chapters in achieving sound preparedness planning and practices, by developing guidelines and references necessary to aid chapter members in their individual and collective preparation, in order to receive expeditious and swift restoration following a disaster. The Delta Emergency Response Team (ERT) subcommittee will:

- Increase awareness about emergency preparedness activities;
- Provide resource support and guidance for Sorority members and the communities impacted by natural or man-made disasters;
- Provide steps for early response and efficient recovery;
- Provide structured and systematic training for the membership's Readiness, Response, and Recovery efforts;
- Provide effective and immediate communication strategies to facilitate and aid in preparedness and response; and
- Provide steps for early response and efficient recovery.

Sorors, we will continue to emphasize that 60% of Americans aren't prepared for a family crisis or emergencies. Because they're not prepared, their restoration time increases to 10-15 years. We have members of our Sorority who are still in that long recovery process from various past events. As a Sorority, **WE ARE OUR SISTERS KEEPER**. And our first goal is to decrease the number of sorors in that 60% by increasing safety situational awareness. We want our members to be globally prepared for, responding to and recovering from, natural disasters and man-made events.

During the 2018-2019 Sorority year, we will host the **"Are You DELTA Ready?" webinar series**. The first two webinars in this 4-part webinar series were held in April and September of this year. The last two webinars will take place in December 2018 and February 2019. Information on how to register will be sent as the time draws near. To access the content of the April and September webinars, please follow the links below.

"Are You DELTA Ready?"

April 2018: "Role of ERT Coordinator, RED Envelope Campaign and Situation Report"

Webinar Recording: <http://bit.ly/ERTWebinarApr2018>

September 2018: "Evacuation Response Plan #1 and National Preparedness Month"

Webinar Recording: <http://bit.ly/ERTWebinarSept2018>

December 2018: "Emergency Response Plan #2, Chapter Evacuation and Fire Drills"

- ✓ Registration information will be sent in separate mailing

February 2018: "Disaster Readiness, Awards criteria and submission process"

- ✓ Registration information will be sent in separate mailing

Program Initiatives

▲ American Red Cross (ARC)

DST Chapters are encouraged to contact your local ARC office for guidance on partnership service projects.

- ✓ **Blood Drive:** Support national blood bank supply through local DST chapter events.
- ✓ **Pillow Case Project:** Assist ARC with disaster preparedness and family emergency planning for 3rd-5th grade youth.
- ✓ **Home Safety Initiative:** Decrease fires and death by distributing smoke alarm information to identified community for ARC volunteers to install at no cost to resident.

▲ Delta ERT Calendar and Newsletter

To maintain continuity of information to chapters and the communities that you serve, a **Delta ERT Calendar of Monthly Emergency Tips** and **Newsletter** will be disseminated to assist chapter ERT Coordinators with ideas to encourage, support and raise our chapter member's awareness surrounding seasonal changes and disaster preparedness, as well as to provide tips, resources, updates, and training surrounding national, regional, state and chapter disaster preparation, response and recovery processes. **The planned launch is October 2018.**



The form is titled "Delta ERT Emergency Response Ticket" and features a red triangle logo with a white cross inside. It includes fields for "Member Name", "S.O.S. (Soror On Site)", "Emergency Contact", "*Allergies", and "*Medical History". A note at the bottom says "*Please provide Details on the Reverse".

54th National Convention

▲ Awards

The Delta Emergency Response sub-committee will recognize chapters that submit award packages for notable chapter or emergency preparedness, response and recovery community participation.

- ✓ Criteria for submissions will be disseminated later.



SORORS:

ARE YOU DELTA READY?



ECONOMIC DEVELOPMENT

Financial Fortitude



Delta Sigma Theta Sorority, Incorporated

*Empowering **OUR** Members and Communities Economically*

There are 4 Financial Fortitude Priorities for the 2017-2019 biennium:

- ▲ Decrease debt in the African American community
- ▲ Increase wealth in the African American community
- ▲ Minimize financial fraud and exploitation of Delta Dears
- ▲ Heighten awareness of Delta entrepreneurs

These priorities are realized through five specific Financial Fortitude strategies:

1. Continued implementation of the dfree® Financial Freedom Movement through the Billion Dollar Challenge and dfree® curriculum;
2. Implementation of the dfree® Young Money initiative for young people ages 12-27;
3. Continued informational awareness of financial fraud and predatory practices for our Delta Dears;
4. Development of the Delta Red Pages, a new collaborative project with the National Membership Services Committee; and
5. Continued informational sharing for overall financial wellness of the Sorority and our members.

Financial Fortitude in Action

- ▲ **dfree®** is a Faith-based 12-step program that includes free online educational and financial planning tools. We now have over 100 chapters participating in the Billion Dollar Challenge, with over \$2 million in sorors' debt reduced to date. The dfree® organization stands ready to assist chapters with implementation.
- ▲ **dfree© Young Money** focuses on the economic and financial planning needs of our collegiate members. The dfree© Young Money curriculum topics include: financial goal setting, saving and investing, budgeting, financial risk, borrowing and credit. Collegiate chapters will have the opportunity to participate in their own award competition. Collegiate chapters, stay tuned for more information on the launch of the Young Money Savings competition.
- ▲ **Financial Fraud & Exploitation** focuses on helping to increase our Delta Dears' awareness of financial fraud and predatory practices. The Economic Development sub-committee is available to assist chapters with workshop development.
- ▲ **Delta Red Pages Business Directory** is a collaborative project with the National Membership Services Committee, designed to promote entrepreneurship, particularly soror-owned businesses. The Directory will be a comprehensive listing of soror-owned businesses and soror-directed non-profit organizations.
- ▲ **Economic Empowerment** will serve as the mechanism to keep financial wellness plans on track by utilizing the 30 daily strategies and tips about financial health and wellness, debt reduction, and building wealth.

More information for chapter implementation is included on the next few pages!





dfree® Financial Freedom Movement

Objective

To reduce debt and increase wealth in the African American community through participation in the **Billion Dollar Challenge** (alumnae chapters) and the **Savings Challenge** (collegiate chapters).

Target Audience

Chapter members and Members-at-Large; sorors' families, friends and the communities served by Delta chapters.

Responsible Sorors

Chapter PP&D Committee and/or chapter designee to lead the effort.

Financial Commitment to Chapters

None

Benefit to Chapters/Members

- ▲ Decrease in overspending, reduction of debt and an increase in wealth
- ▲ Support of a nationally recognized program
- ▲ Opportunity for chapters to win cash awards at the 54th National Convention in New Orleans, Louisiana

Implementation Plan for Chapters/Key Dates

Chapters can initiate their engagement with dfree® at any time. Chapters are encouraged to sign up promptly, so their members can begin logging the debt paid down, savings increased, and chapters can be considered for dfree® national awards.

1.	Sign up for the Billion Dollar Challenge as an individual at https://www.billiondollarpaydown.com/
2.	Personalize your spending and debt savings plan
3.	Chapter dfree® lead should create group name DST-“Chapter Name” in the Group Tab
4.	Invite sorors in the chapter to sign up with the Billion Dollar Challenge
5.	Begin your group's Journey to Financial Freedom!
6.	Report your Billion Dollar Challenge statistics in June 2019 for award consideration

Reference Documents:

dfree® Webinar Recording (September 2018)

<http://bit.ly/dfreeDSTwebinar2018>

dfree® Webinar Presentation (September 2018)

http://bit.ly/PPD_dfreeWebinar92018

Relaunch of dfree® Billion Dollar Challenge Chapter Letter (May 2018)

<http://bit.ly/2018RelaunchofDFREE>

Financial Fraud Awareness Campaign: *MONEY SMART & Savvy*



In support of its ongoing efforts to help minimize financial fraud against Delta Dears, chapters will provide access to resources aimed at minimizing financial fraud and exploitation of seniors.

Objective

Launch MONEY SMART & Savvy for Delta Dears, a 2-part series to assist Delta Dears in identifying financial fraud and provide tools to minimize exploitation of seniors.

Target Audience

Delta Dears and seniors in the communities served by Delta chapters

Responsible Sorors

PP&D Committee and/or chapter designee to lead the effort

Financial Commitment for Chapters

None. The FDIC Smart Money Financial Education Program is available at no charge.

Benefits to Chapters/Members

- ▲ Resources to Delta Dears and chapters to help them identify financial fraud and exploitation that target seniors
- ▲ Opportunities to share MONEY SMART resource guide with Delta Dears, chapter members and families
- ▲ Equip Delta Dears (and chapters) with the tools to mitigate the exploitation of seniors, and how to identify fraud and report financial crimes

Implementation Plan for Chapters/Key Dates

October 2018	Chapters will receive a PowerPoint presentation to introduce sorors to the MONEY SMART & Saavy Series, Part 1 of 2
January 2019	Chapters will receive a PowerPoint presentation to introduce sorors to the MONEY SMART & Saavy Series, Part 2 of 2

Reference Documents

FDIC – Smart Money Financial Education Program
https://files.consumerfinance.gov/f/201306_cfpb_msoa-participant-guide.pdf



Delta **RED** Pages Business Directory

In collaboration with the National Membership Services Committee, the Economic Development subcommittee of the National Program Planning and Development Committee will develop and publish a directory of active Delta members' businesses and non-profit organizations.

The Directory will also serve as a tool for **Reclamation and Retention** for local chapters and members of the Sorority.

Objective

Create and publish a self-sustaining directory of soror-owned businesses and soror-directed non-profit organizations

Target Audience

Financial members of the Sorority

Responsible Sorors

Economic Development subcommittee of the National PP&D Committee, Membership Services Committee, and/or chapter designee to lead the effort

Financial Commitment for Chapters

Subscription for individual soror business-owners & soror-directed non-profits



Benefits to Chapters

- ▲ Potential increase of soror retention and reclamation
- ▲ Enhancing wealth and empowerment for Delta-owned businesses and non-profit organizations

*Soror, are you a business-owner?
Do you want to be listed in the Delta Red Pages Business Directory?*

Sample Proposed Criteria

- ▲ Soror must be financial (Alumnae and Collegiate)
- ▲ There will be a nominal fee to register for the Directory
- ▲ Must be able to provide State Business Certificate of Good Standing
- ▲ Acknowledgement and Acceptance of Agreements and Disclaimers

Final criteria and registration information will be disseminated in the near future

EDUCATIONAL DEVELOPMENT



The Educational Development Committee is proud to announce three initiatives which will be presented to chapters during the 2018-19 Sorority year: updated manuals, awards and the Presidential Youth Conference.

1. Delta Academy and Delta GEMS Updated Manuals

Did you know that according to a 2014 report from the NAACP Legal Defense and Education Fund and the 2017 National Women's Law Center report, "Black girls are twice as likely to be suspended from school as white girls in every state – and it's not because of more frequent or serious misbehavior." In addition, the 2017 report, "Girlhood Interrupted: The erasure of Black girls' childhood" from the Georgetown Law Center on Poverty and Inequality stated, "Across all age ranges, participants viewed Black girls collectively as more adult than white girls." Further, "Responses revealed, in particular, that participants perceived Black girls as needing less protection and nurturing than white girls." Given this information, as well as the fact that Black girls are being paraded across the news for a myriad of reasons, Delta Sigma Theta Sorority's Delta Academy and Delta GEMS programs are needed more than ever for the times in which we live. To assist chapters that have implemented Delta Academy and/or Delta GEMS programs, the National Program Planning and Development Committee has provided manuals to assist sorors with topics for implementing these programs. To that end, the Educational Development sub-committee has been tasked to update the manuals.

Therefore, attached to this report, you will find two DRAFT units that we would like you to try this fall with your Delta Academy and/or Delta GEMS girls. One unit is entitled Juvenile Justice and the second is Reading Clubs. Help us by trying one or both of these units. Then give us some feedback. Would you recommend this unit to another chapter? Overall, how easy did you find the unit to implement? What did you like best about the unit? How might we improve the unit or the structure of the units? We look forward to hearing from you. Send your responses via Survey Monkey by clicking on the following link: <https://www.surveymonkey.com/r/PPDManualsChapterInput>.

▲ **Draft unit on Juvenile Justice:** <http://bit.ly/DraftUnitForJuvenileJustice>

▲ **Draft unit on Reading Clubs:** <http://bit.ly/DRAFTReadingModule>

2. Best Practice Awards

Have you implemented some programs, activities or practices in Delta Academy, Delta GEMS, or EMBODI of which you are especially proud or from which you think other chapters could benefit? Well, during the 54th National Convention we will present Best Practice Awards for exemplary programs, activities or practices. Later this fall, you will receive applications for the Best Practice Awards. Please look for the applications and apply.

3. The Presidential Youth Conference

We are pleased to invite you to have a Delta Academy, Delta GEMS or EMBODI model program member apply to participate in the Presidential Youth Conference which will take place at the 54th National Convention in New Orleans, Louisiana. The Conference will bring together young people from throughout Delta-Land for an inspirational, energizing and fun time. The participants will have the opportunity to grow and challenge themselves, to network with peers, to learn new things, and to have fun! Expect the applications to arrive later this fall.

INTERNATIONAL AWARENESS & INVOLVEMENT



Through its *International Awareness and Involvement (IAI)* Thrust, Delta Sigma Theta harnesses its vast potential to impact strategically the plight of people living across the diaspora. International Awareness and Involvement will continue to move forward in this 21st Century by strengthening our Awareness and Involvement in Africa and Haiti. For this biennium, as mandated by the National President, our Primary focus will be on women and girls.

IAI Sustainability

As a sisterhood dedicated to service, each chapter can take pride in sustaining our national International Awareness and Involvement Initiatives/Projects, through continued support of the IAI Sustainability Plan. Our Sustainability Plan manages the monies Chapters donate to fund our approved IAI initiatives, according to individual MOUs. Last fiscal year 2017-2018, we received donations from 55% of our Chapters. *“We still have work to do.”* Our scorecard is a process to collect funds and analyze data interpretation to address the individual agreed MOUs for each initiative. We need your donations to continue to keep going and growing to strengthen our IAI not just for the moment but for generations to come.

The projects supported under the IAI Sustainability Plan are as follows:

- ▲ **Training Resources in Family Education (T.R.E.E.)** located in Durban
- ▲ **Adelaide Tambo School for the Physically Challenged** located in Johannesburg
- ▲ **Mary Help of the Sick Mission Hospital** located in Kenya
- ▲ **I Can Fly High School** located in Kenya
- ▲ **Muindi Mbinga School** located in Kenya
- ▲ **Siana Boarding Primary School** located in Kenya
- ▲ **Delta House/Vashti Village** located in Swaziland
- ▲ **Delta Sigma Theta Elementary School (Cynthia M. A. Butler-McIntyre Campus)** located in Cherette, Haiti

Suggested Chapter Programs to Support IAI Fund Contribution

- **Chapter Fundraisers:** to design and develop an event to collect and donate funds to our approved Initiatives, supporting our core policy areas - education, healthcare-hygiene, nutrition, etc.
- **Chapter Partnerships Fundraisers:** (Ex: PPD, Social Action, etc.)
- **Community Partnerships:** to develop plans to educate and update chapters/communities and request support funds/contributions, as well as information/workshops/panel discussions from Local and International Agencies such as State Departments, County Human and Health Services, Embassy's, etc.
- **DST Partners:** Develop plans to contribute supporting our approved partners with joint initiatives - *ex: Kenya Keeps/Melvin Springer*

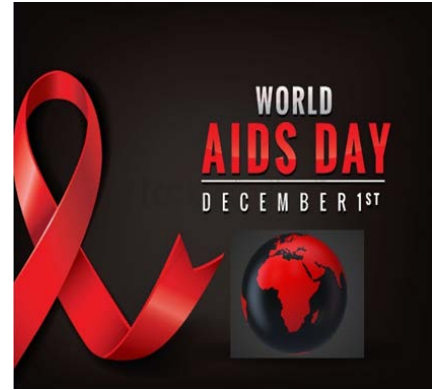
Upcoming Webinars

The National International Awareness & Involvement sub-committee will host two webinars in October to educate and update chapters on the Sorority's Awareness & Involvement. The webinars will also provide current information on our projects in Africa and Haiti, the Sorority's partnership with KenyaKeep, the IAI Sustainability Plan, the collaboration between IAI and the National Social Action Commission, World AIDS Day 2018, IAI Newsletter, and awards/recognition during the 54th National Convention.

- ▲ **Register Here for the October 9, 2018 Webinar:**
<https://register.gotowebinar.com/register/5457973914424886017>
- ▲ **Register Here for the October 11, 2018 Webinar:**
<https://register.gotowebinar.com/register/2607908933345798401>

2018 World AIDS Day

World AIDS Day designated on December 1, is an international day dedicated to raising awareness of the AIDS pandemic caused by the spread of HIV infection and mourning those who have died of the disease. The theme for this 30th Anniversary year is *“Know Your Status”*. We encourage chapters to take this opportunity to unite in the fight against HIV, to show support for people living with HIV, and to commemorate those who died from an AIDS related illness. DST Chapters will have the opportunity to submit reports on their World AIDS Day activities to be considered for awards/recognition during the 54th National Convention and inclusion in the IAI Newsletter. Please click on the links below to access the National President’s message on the 2018 World AIDS Day and the chapter World AIDS Day activities submission form. **Submissions will be due by 11:59 pm EST on Monday, December 17, 2018.**



▲ Message from the National President on the 2018 World AIDS Day

<http://bit.ly/2018DSTWorldAIDSDayLetter>

▲ World AIDS Day Activity Submission Form

https://form.jotform.com/DST_PPD/2018WorldAIDSDay

IAI Newsletter

The IAI Newsletter is the mechanism used to chronicle the outstanding IAI programming implemented Sorority-wide. The Newsletter will include articles on chapter IAI programming conducted between July 1, 2018 thru May 30, 2019.

▲ Program highlights from July 1, 2018 thru December 15, 2018 **must be submitted by 11:59 pm EST on December 30, 2018.**

▲ Program highlights for December 16, 2018 thru May 30, 2019 **must be submitted by 11:59 pm EST on June 15, 2019.**

▲ IAI Newsletter Submission Form: Chapters may use the same submission form for both deadlines.

https://form.jotform.com/DST_PPD/IAI2018-19Newsletter



New Birthing Beds
Mary Help of the Sick Mission Hospital



New Water Well
Kabuoro Primary School
Sponsored by the Joliet Area/South Suburban Alumnae Chapter

PHYSICAL & MENTAL HEALTH

DeltaCare

Guide for Chapter Implementation

Background

African-American women are accustomed to being statistical leaders in our society. We are some of the highest achievers in education, civic involvement, and the workforce. Unfortunately, we also are the statistical leaders in some of the deadliest health epidemics. Embedded in our oath is the charge to practice self-care because even our Founders knew the importance of well women in society. Across our sisterhood, the prayer lists are long and oftentimes we did not even know our sisters were suffering. Far too often, we sacrifice our own well-being in the name of Delta Sigma Theta, Sorority. The Physical and Mental Health subcommittee has been charged by our National President to develop an inward-facing organizational health initiative. **DeltaCare** is a holistic approach to wellness in our sisterhood.

DeltaCare Components

DeltaCare is a call to action for all members of the sorority to practice the ethic of self-care through three components: physical wellness, emotional wellness, and awareness and advocacy. Wellness and what it means to be well is not the same for everyone. Using our *sisterhood* as a mechanism for support, **DeltaCare** will help sorors address the issues that are standing in the way of optimal physical and mental health. National, regional, and chapter programming will focus on organizational wellness and managing the complex intersection of work, life, and Delta.



DeltaCare Programming

The National Physical and Mental Health Committee has developed resources to assist chapters with programming focused on internal wellness. This document contains our general focus areas for the Sorority year. More information on each component will be distributed in separate communications. The focus for October is **Self-Care**.

DELTACARE PROGRAMS

▲ Self-Care: Stop-Start-Continue

Before we can commit to better wellbeing, we must first take inventory of our lives. The **Stop-Start-Continue** activity asks sorors to consider behaviors they need to **STOP** doing, **START** doing, and **CONTINUE** doing for optimal wellness. Goals are likely achieved when they are written down, articulated, and include accountability. Chapters are asked to devote time either before, during or after sorority meeting for sorors to document their “**Stop-Start-Continue**” actions and select at least one accountability soror to report progress, obstacles, and/or success. Chapters should also provide multiple opportunities for members to connect with their accountability sorors throughout the Sorority year.

Action Item for Chapters: Administer the **Stop-Start-Continue** inventory and facilitate connecting sorors with accountability partners if they need assistance. Implementation instructions as well as the personal inventory handout are provided in this mailing.

▲ **Mental Health: Mental Health Across the Lifespan Webinars**

Mental health carries a stigma of shame, especially in African-American communities. Mental Health Across the Lifespan Webinar Series will focus on barriers to mental and emotional. Each quarter, sorors will have the opportunity to become more informed of how to achieve mental and emotional wellness and learn of symptoms and risk factors of mental illnesses that affect the quality of life for our members. The webinars are just the starting point. Our goal is to encourage continuing conversation around these topics and contact local resources to provide additional support. The quarterly topics are below and dates and registration information will be sent in a separate communication:

- **October:** Self-Care and Emotional Wellness
Register here for the October 25, 2018, 8:00 pm EST webinar:
<https://register.gotowebinar.com/register/2132910015190234114>
- **December:** Dealing with Grief and Loss
- **March:** Mental First Aid: Knowing the Signs
- **May:** Healing from Delta Hurt

▲ **Advocacy and Awareness: Maternal and Infant Mortality**

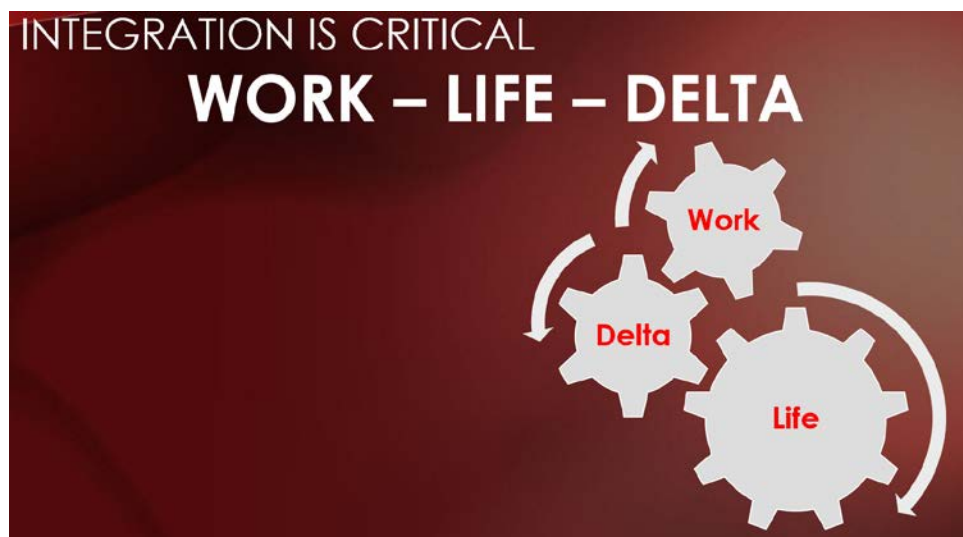
More American women are dying of pregnancy-related complications than any other developed country. For African-American women, the rates are 4 times higher than that of White women. This sorority year, we will focus on maternal and infant mortality awareness and advocate for increased support of prenatal care. We are working with the March of Dimes, monitoring current legislation, and developing resources for chapters to address this important issue affecting mothers and their babies.

▲ **Physical Health: Red S.H.O.E. – Self-Care, Healthy Options, & Exercise**

National data indicate that only 48% of Americans overall achieve recommended physical activity levels. More alarming, only 34% of African American women achieve recommended physical activity levels, representing the lowest prevalence for any race and sex demographic group (CDC, 2014). The Red S.H.O.E. Challenge will call upon sorors to increase physical activity. Details of the challenge will be distributed in November and culminate with the 2019 National Convention in New Orleans, Louisiana.

We want to hear from you! Be sure to document your success and activities using **#DeltaCare** on social media or sending your testimonials to ppd@deltasigmatheta.org.

Putting ourselves, the membership, first, is an investment in Delta Sigma Theta and an investment in Delta Sigma Theta yields returns in the community. The purpose of **DeltaCare** is to ensure the vitality of our sisterhood because when **BLACK WOMEN ARE WELL, ALL IS WELL IN THE WORLD!**





PERSONAL INVENTORY

Instructions for Implementation:

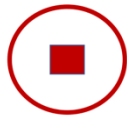
The Stop Start Continue personal inventory is a tool for individuals to take the first step toward wellness by documenting behaviors that affect physical and emotional wellness and utilize our sisterhood as a support mechanism for making changes for better health. Chapters should determine the optimal time to administer the inventory and provide opportunity for members to select and connect with soror(s) to serve as *accountability sorors* to provide support for each other and report success, obstacles, and/or progress.

- ▲ **Step one: Distribute the Stop Start Inventory to members and provide them with a deadline for completion.** You can either send the inventory electronically for them to complete or provide printed copies of the handout. **The inventory is not collected by the chapter.** This is simply a tool for the individual to reflect and document changes they would like to make.
- ▲ **Step two: Consider how sorors will find and select accountability sorors.** It should be someone with whom the person is comfortable, so it is not advised to randomly assign sorors to each other; however, the selection of accountability sorors can also serve a dual purpose to build relationships in the chapter. Chapters can help sorors find partners with which they may have common goals. This may require you to first collect information from sorors who need assistance finding a partner and helping them find a match.
- ▲ **Step three: Provide opportunities throughout the Sorority year for check-in.** Once sorors have at least one accountability soror they should commit to and document how frequent they will check in. How often they connect depends on the goals and the amount of contact they feel is necessary to provide support. In addition to individual check-ins, the chapter should coordinate at least 2 opportunities for accountability partner gatherings (i.e. before or after sorority meeting, a designated day of the month, or other pre-determined dates). These gatherings do not have to be long nor formal. It is just an opportunity for accountability sorors to share, if they are comfortable, how they are doing and to be inspired by the others.
- ▲ **Step four: Provide an opportunity for reflection and acknowledgement.** At the end of the Sorority year the chapter should consider an activity for sorors to reflect upon their experience. Chapters can collect testimonials and feature or acknowledge the success stories. This could be an activity connected to your sisterhood month activities in May. Throughout the process sorors may also share their progress on social media with **#DeltaCare**.

Other Suggestions for Successful Implementation

- ▲ **Involve the Leadership.** The chapter leaders are particularly vulnerable for stress and unhealthy behaviors due to the time demands of managing Delta, work, and life. It is recommended that the chapter executive board members and other chapter leaders commit to doing the Stop-Start-Continue inventory to put their own self-care as a priority and to model for the chapter the importance of this initiative.
- ▲ **Keep it Simple.** Check-ins do not have to be complex nor time consuming. By coordinating chapter check-ins you simply provide participants with another opportunity for accountability.
- ▲ **Inclusion is Important.** Do not forget about the sorors that you don't see regularly. In fact, they may be among those who need this type of support the most. Determine how you will reach out to sorors who missed the initial activity. Accountability sorors can meet via phone or video chat.

If you have questions or need additional ideas for implementation, send an email to ppd@deltasigmamatheta.org and a member of the physical and mental health subcommittee will provide you with additional programmatic support.



Stop



Start



Continue

PERSONAL INVENTORY

Let's take a moment to consider our physical and emotional wellness and answer the question: *What behaviors do I want to stop, what behaviors do I want to start, and what behaviors do I want to continue in order to achieve better wellness?*

The items you list do not have to be difficult, just specific. Think of at least one manageable action item that may be step one of a larger goal. Goals are better achieved when they are documented, shared, and accompanied with support. After you have completed the inventory, identify and discuss your goals with your "Accountability Soror(s)". Make a commitment to check in regularly to share success, potential obstacles, and give and receive encouragement.



List a behavior related to your wellness you would like to stop:

(What are things that exhaust you, overwhelm you, or cause feelings of resentment?)



List a behavior related to your wellness you would like to start:



List a behavior related to your wellness you would like to continue:

(What is something you do that brings you joy?)

My Accountability Soror(s)

Name(s)

Phone #

Our check in dates are:



Dear Sorors:

The Risk Management Team of the National Program Planning and Development Committee is in the process of updating all Risk Management reference materials which include the following:

- ▲ Chapter Orientation Training
- ▲ Volunteer Training
- ▲ RM DID Training and Facilitator Workbook

In addition, the RM Team will be providing clarification regarding specific policies and procedures within the Risk Management Manual that pertain to:

- ▲ The number of chaperones needed for the Youth programs
- ▲ Volunteer screening requirements
- ▲ Parental Volunteer requirements

Regional Risk Management Coordinators will be notified when the training materials are ready and provided access to disseminate to the eligible chapters. Please be reminded that Regional Risk Management Coordinators or trained Delta Leadership Facilitators are to provide the DID RM training resources to Chapter RM Coordinators. The trained Chapter Risk Management Coordinators may proceed to provide the Chapter Orientation and Volunteer Training sessions to the Chapter and Volunteers, respectively.

Sorors, we appreciate your time, support and efforts in complying with Delta's Risk Management policies and procedures. The Risk Management Team will continue to provide you with information that will minimize the risks and accelerate the potential for high quality youth programs implemented by all Chapters of Delta Sigma Theta Sorority, Inc.

Risk Management Updates

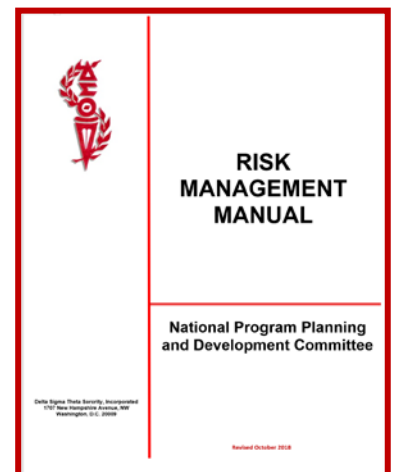
IMPORTANT NOTE:

All youth program volunteers must be screened by November 15, 2018. *No exceptions!* Chapters will be notified when background screenings will resume.

There have been several significant changes/clarification of policies found in the Risk Management Manual. Therefore, we ask that you read, review, and familiarize yourself with the updated Risk Management Manual to ensure that your chapter remains in compliance with the Sorority's risk management policies. You may refer to the Risk Management Manual and the Summary of Changes found in the links below.

The most significant changes are the following:

- The language on Background Screening has been updated to reflect the policy that all volunteer background screenings must go through the approved background screening company as designated by National Headquarters. The updated language can be found on **page 11, Section 3.2 (B-1) (#6)**.



- The Sorority’s legal counsel has approved the modification of the youth chaperone policy. The new policy can be found on **page 16, Section 3.2 (D) (Supervision)**.
- Language in **Section 3.4 (E), Out of Program Activities and Contact with Program Participants, page 22**, has been updated to reflect that there will no “**unsanctioned** contact between volunteers and youth participants outside of youth initiative activities without the express written permission of the Parent/Guardian, or unless the Parent/Guardian is also present.”
- Language throughout the Risk Management Manual has been updated to reflect that your Regional Director must be notified at any time an Incident Report is generated **AND** when media is involved, found on **page 29, Section 3.4 K, First Aid Kits and page 30, Section 3.4 K First Aid**.
- For consistency, **statement #10 in Appendix A8, page 48**, has been updated to reflect “I will not have **unsanctioned** outside contact with any youth participant...”
- In light of the Sorority’s policy on approved volunteers only having to go through the volunteer application/screening process, triennially (every 3 years), volunteers are now required to annually sign the **Confirmation of Volunteer Status and Information Update form** found in **Appendix 11 on page 52**.

We ask that your Regional Risk Management Coordinators be your first point of contact for risk management related questions or concerns. A list of the appointed Regional Risk Management Coordinators is listed below.

Regional Risk Management Coordinators

▲ Central LaKesha Wooten Jill M. Hall	▲ Eastern Jillian Joseph	▲ Farwest Marion Gilmore Bonita Kitt
▲ Midwest Kim Coleman Adrianna Williamson	▲ South Atlantic Azzie Conley Diane Reese	▲ Southern Elaine Campbell Martha S. Lue Stewart
	▲ Southwest Terri Coates Cassandra Dillon	

Risk Management Documents:

- ▲ **Risk Management Manual (updated October 2018)**
<http://bit.ly/RiskMgmtManualOct2018>
- ▲ **Summary of Changes (updated October 2018)**
<http://bit.ly/RiskMgmtSummaryofUpdatesOct2018>
- ▲ **Background Screening Process (updated October 2018)**
<http://bit.ly/RiskMgmtBackgroundScreeningInstructionsOct2018>

NATIONAL PROGRAM PLANNING & DEVELOPMENT COMMITTEE

2017-2019

We are looking forward to implementing outstanding programming with:



Joy in Our Sisterhood... Power in Our Voice... Service in Our Heart

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- ▲ Dr. Regina M. Milteer-Rock (SA)
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