



## ENSURING DIVERSITY MEASURES IN THE ΑΣΝ APPLICATION AND SELECTION PROCESS

Alpha Sigma Nu welcomes members without regard to race, color, national origin, religion, age, disability, sex, gender identity/expression, or sexual orientation.

First and foremost, like any effort to ensure diversity and inclusion, *all involved parties must be committed to the cause* and may be required to put in extra time and energy to break down a system that has traditionally been white normative. In keeping with the Ignatian tradition of fostering an inclusive, compassionate, and respectful environment while abiding by the Alpha Sigma Nu by-laws, proactive steps may include:

- Advisers and coordinators request a breakdown of race and ethnicity in the initial request for a list of eligible students from the Registrar's office. With this information, chapter coordinators/advisers can reach out to individuals who may not otherwise apply. There may be a question about whether there is "targeting" occurring. The response is that it is about context. If there is care and genuine interest in making the organization more inclusive, it will come out in the tone and language that is used.
- A follow-up personalized email to qualifying students of color from the adviser or coordinator after the original mass invitation is recommended.
- Reach out to the individual colleges for additional communication lines within their departments to reach the qualifying students of color.
- Connect with EOP and other programs for low-income and first-generation students, as well as diversity and inclusion offices, to encourage students to apply if invited.
- When reading applications, be conscious of students who come from different backgrounds and cultures. In some instances, students may not have significant service records because they are maintaining an RA-ship, multiple jobs, or caring for their families.
- For international students, be aware that their responses to essay questions may be brief because English is not their first language.
- Be sure to advocate for those students who cannot afford the lifetime membership dues and alert them to financial assistance from the colleges, the Jesuits on campus, the Mission and Ministry office, or Alpha Sigma Nu.
- Keep in mind that since its founding, Alpha Sigma Nu has welcomed as members any qualified student including those of diverse religious and cultural backgrounds.
- Use the opportunity of selecting honorary members to promote diversity and inclusion.