



Association of
Fraternity/Sorority
Advisors

DIVERSITY, EQUITY, INCLUSION & ACCESS

Position Statement

The Association of Fraternity/Sorority Advisors recognizes that diversity, equity, inclusion, and access (DEIA) initiatives are an important facet of the forward progression of both the fraternity/sorority profession and the fraternity/sorority experience. AFA also recognizes that the landscape of DEI in higher education exists on a spectrum of understanding and application, with colleges/universities and fraternal organizations at varying levels in their progress to advance diversity, equity, and inclusion. AFA strongly encourages the leadership of all colleges, universities, fraternities and sororities to actively prioritize the work of diversity, equity, inclusion, and access in order to create increasingly more diverse and caring fraternity/sorority communities.

Every individual brings value to AFA and the fraternity/sorority profession in all of their identities and lived experiences to fully actualize our mission and vision DEI must be integrated into all facts of the work of the Association. AFA believes that the work of diversity, equity, and inclusion means that members of all identities have both opportunity and voice within the Association and the profession. This also means that one singular or majority fraternity or sorority experience cannot dominate a larger narrative, barriers to access and meaningful involvement should be actively challenged, and efforts to center those experiences that have been historically othered* is critical to the equity work of AFA and of the fraternity/sorority profession.

AFA actively condemns any acts of hatred and discrimination including but not limited to discrimination based upon race, gender and gender identity, sexual orientation, ability status, and socioeconomic status. The Association acknowledges how divisive social dialogue impacts its members and continues to assess the culture of the Association in order to implement new ways of approaching equity and inclusion.

*The term "othered" refers to the view or treatment of a person or group of people as intrinsically different from the historical majority.

The AFA Central Office and Board of Directors have worked together to construct position statements on areas that have a substantial impact on the higher education and fraternity/sorority industries. This statement serves as reference for those interested in understanding AFA's position surrounding historical and current issues. AFA will continue to review, edit, and enhance its positions over time. If you have suggestions or feedback, please email us at info@afa1976.org.