



Programming

Programming offers members meaningful personal growth through engaging in important conversations and learning opportunities as sisters, leaders and community members.

This helps ensure Pi Beta Phi sisterhood is both embodying and living the values that ensure inclusivity and belonging.

Educating the Membership

Programming has always played a large role in the Pi Beta Phi membership experience. From the organization's beginnings, chapters have done philanthropic work, but there was no commonality in service until 1910, when the convention body voted to establish and support a Settlement School. The school opened in 1912 in Gatlinburg, Tennessee, and chapters supported the school through fundraisers, sending books and supplies and encouraging

alumnae to serve as teachers and staff members.

As for a standardized member experience, the Initiation ceremony was officially adopted in 1890. Examinations were given to the women who pledged themselves to the organization, and before they would be initiated, they needed to be familiar with the organization's history and purpose. The New Member orientation and New Member Education Program have

evolved over the years. While much information was shared through letters, documents and word of mouth, the Fraternity started seeing shared chapter and member development programming in print in the 1970s.

In the 1970s, a newsletter of programming ideas called "Idea Bank" debuted. Chapters submitted their information to the National Coordinator of the Idea Bank Committee to be

featured. These ideas ranged from New Member education and philanthropy projects to academic and recruitment programming.

After this initial implementation of “Idea Bank,” there was an Idea Bank Procedure notebook put together that outlined details of five separate parts of programming: Fraternity Heritage, Fraternity Orientation, Rush, General Chapter Programming and Mental Advancement. This comprehensive notebook was utilized from the 1970s through 1990s.

Two other Pi Beta Phi programs were then established: “Friend to Friend” and “Aiming Straight.” “Friend to Friend” was created in 1984 and designed to enhance the Pi Phi experience through awareness of alcohol abuse, providing workshops and

opportunities for self-reflection. The goals of this program were to not only educate members on the effects of alcohol but also cultivate responsible decision-making as both individuals and members of our sisterhood. “Friend to Friend” was eventually revamped in 1994 to include both alcohol and drug awareness programming.

“Aiming Straight” had similar intentions, but with the specific goal of educating collegians about drug use. Established in 1986, “Aiming Straight” featured material prepared by professional drug counselors, including a 25-minute video, a notebook with information on marijuana and cocaine and brochures to distribute to members. The Chapter President was responsible for presenting this program to chapter members once a year.

“Aiming Straight” was developed by three Pi Phis: Texas Delta **BEVERLY JAMISON BARRON**, Arizona Alpha **ELIZABETH JORDAN HOLMAN** and past Grand President **CAROLYN HELMAN LICHTENBERG**, Ohio Alpha, who was a member of a pilot drug awareness program.

In 1995, “Images” became another large part of Pi Phi collegiate programming, which included facts, checklists, study cases, pamphlets and more on eating disorders.

In 2002, Pi Beta Phi’s first Values Workshop was released, “Living Our Values.” Traveling Graduate Consultants (now called Pi Beta Phi consultants) were instructed to hold this workshop on their chapter visits, with the Collegiate Province President to provide support.

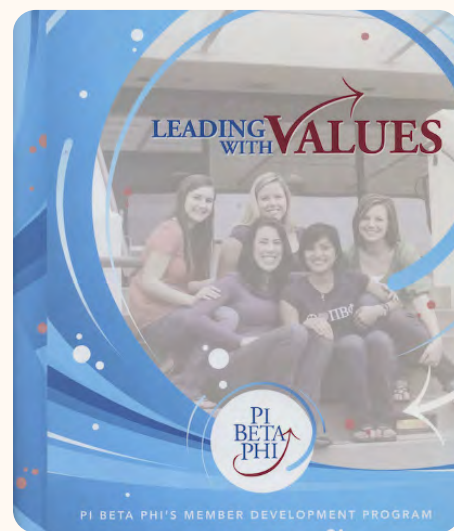
Leading with Values® Today

Living Our Values would soon be transformed into what it is known as today, *Leading with Values*. The launch of *Leading with Values* in 2003 included focused efforts on organizational knowledge, good citizenship, intellectual development and leadership development. At its beginning, it was a four-year program that’s two key components were the New Member Program and Pi Phi for Life.

It wasn’t until a revamp in 2009 that the *Leading with Values* seminars began to look like what is presented today. *Leading with Values* seminars offer collegians

a way to regularly engage in conversations pertinent to the personal and professional development of collegians as leaders and members of their communities. The intent is for collegians to understand the connection between Pi Phi’s core values, *Leading with Values* seminars and real-life experiences.

Today, chapters are encouraged to facilitate *Leading with Values* seminars relevant to their unique needs, covering topic areas such as life skills, community engagement, navigating implicit bias and more. *Leading with Values* programs



may range anywhere from 20 to 40 minutes and are typically facilitated by a chapter member.

From 2014–2015, the components of *Leading with Values* continued to grow and develop. In 2014, the New Member Education Program was revised to incorporate a blended learning approach and utilize Pi Beta Phi's Online Learning Center as well as in-person New Member meetings. The online courses are designed to teach members historical and factual information about the Fraternity and their obligations, while the in-person meetings connect that

information with their specific chapter and provide bonding opportunities for their New Member class. The program is centered around the core values and obligations of the organization, membership and sisterhood.

In 2015, senior programming, Pi Phi for Life, was revamped. The core component of Pi Phi for Life is three Signature Workshops that members experience during their final semesters as a collegian. These workshops replace a regular chapter meeting and provide space for members of the class to reflect on their Pi Phi experiences, their lasting legacy and giving and serving as an alumna. The workshops are delivered by the Director Lifelong Membership, an elected chapter officer.

Also in 2015, Pi Beta Phi's risk prevention education programming Critical Conversations® was launched. Its comprehensive approach educates members on topics such as alcohol and other substance use, mental health, sexual assault, bullying, personal

safety, accountability and more while integrating Pi Phi values. The program offers a wide variety of tools and resources, addressing the unique needs of our members and their support systems and engaging them in the prevention-education process.

Critical Conversations programming includes a Speaker Series, Alumnae Advisory Committee (AAC) topic briefs and New Member Education. Through engagement in Critical Conversations, members will become more informed on the consequences of risky behaviors, empowered to prevent and confront risky behaviors through friendship and equipped to have caring conversations with peers about behavioral concerns.

The implementation of Critical Conversations programming is overseen and managed by the chapter's Vice President Risk Management and Director Policy and Prevention Education. The Fraternity's goal is to ensure each chapter will receive one Speaker Series program during the academic year, and additional resources are intended to enhance current prevention and policy education.

In 2020, Pi Beta Phi emphasized the commitment to addressing recruitment practices to drive inclusivity, which includes annual pre-recruitment bias training for our collegians and AAC members who assist with recruitment activities, whether it be a formal recruitment, Continuous Open

Bidding, in-person or virtual. There is a mix of personal and group sessions, as well as suggested follow-up dialogue. Each session also includes a survey to help Pi Beta Phi continue to evolve and update future resources.

To ensure New Members are properly introduced to the Fraternity's commitment to Diversity, Equity and Inclusion (DEI), Pi Beta Phi developed the Better Together educational program. Better Together is a required inclusion-focused course designed to help New Members deepen their understanding of DEI and how these values strengthen our sisterhood. This program continues our promise to provide a sisterhood where every member feels welcome, is supported and knows they belong from the beginning of their Pi Phi journey. ✨

