



Sigma Alpha Iota

INTERNATIONAL ♦ MUSIC ♦ FRATERNITY

November 25, 2024

Dear Members of SAI,

I hope this correspondence finds you well and excited for the upcoming holiday season! I am reaching out to share the DEI training resources that were overwhelmingly advocated for during our SAI Data results from our Belonging Survey from 2023. We are so excited to provide these resources to our membership and thank the DEI Education Committee, led by Dr. Elizabeth Palmer and her committee of dedicated SAls, who worked tirelessly to provide high quality materials with research-based best practices to increase belonging in our organization.

For context, based on data we received, many SAI members expressed needing introductory materials to understand diversity, equity, and inclusion and belonging concepts for themselves as individuals and potentially for chapter use with coaching and support. It is possible for harm to occur when people engaged in belonging work are not proficiently trained. Therefore, these materials were created with that in mind and are intended for individual use. That is the recommended best way to use these materials to build personal proficiency in providing access and belonging for others who do not share your immediate experiences or identities in our chapters.

If there are a large number of chapter members who wish to engage in these introductory materials together, we recommend those chapters sign up to join our pilot program for Chapter DEI Committees. This program will provide planning, coaching, and support for chapter leaders, POs, and ROs in the new year. Otherwise, we suggest these materials be used individually by opting in. The materials include links to videos and asynchronous workbooks to work through the sessions and define terms that we want SAI members to internalize. There are also reading resources to support members!

To receive these trainings, please email National Headquarters at: nh@sai-national.org.

If you have any questions regarding acquiring the DEI training materials, please reach out to Dr. Keena Day at: sigmaalphaiota.dei@gmail.com. We want to remind you that these materials are opt-in only and **SHOULD NOT** be used in any punitive or mandatory way. If you do not want the materials, that is perfectly fine; you do not have to reach out to Dr. Day to express anything beyond wanting to opt into receiving the materials. We thank the members requesting this support and hope it is viewed as a helpful resource for individual SAls!

In SAI,
Dr. Keena Day
Director of Diversity, Equity, and Inclusion, 2022-2025