

# DYAD CHAPTER REPORT BREAKDOWN

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Sample University

## LAMBDA CHI ALPHA

Brotherhood Assessment Report  
Sample University Chapter  
February 2021

To support the Fraternity's Wildly Important Goals of growing collegiate membership and launching two training programs that serve collegiate and/or alumni brothers by June 30th, 2021, Lambda Chi Alpha Fraternity, with support from the Lambda Chi Alpha Educational Foundation completed its first annual undergraduate brotherhood wide survey to better understand the undergraduate experience and establish baselines for a healthy brotherhood culture. Every chapter received communication and regular reminders to encourage brothers to complete the survey. This report is being provided to chapter officers, advisors, Office of Administration team members, and fraternity/sorority advisors.

The purpose of this report is to identify areas of strength and opportunities for growth based on responses reported by your brothers. This information represents the number of members in your chapter who completed the assessment. The higher the percentage of completion, the better the results represent your unique brand of brotherhood. Any percentage above 30% is considered valid data. You can expect your Chapter Support Coach, Health & Wellness Coach, and/or Expansion Development Specialist to review this data and use it in your GS&Rs. It will also be used by the Chapter Support, Growth, Health & Wellness, and Learning Outcomes teams to develop programming and support specifically designed to for the unique dynamics and concerns each chapter has.

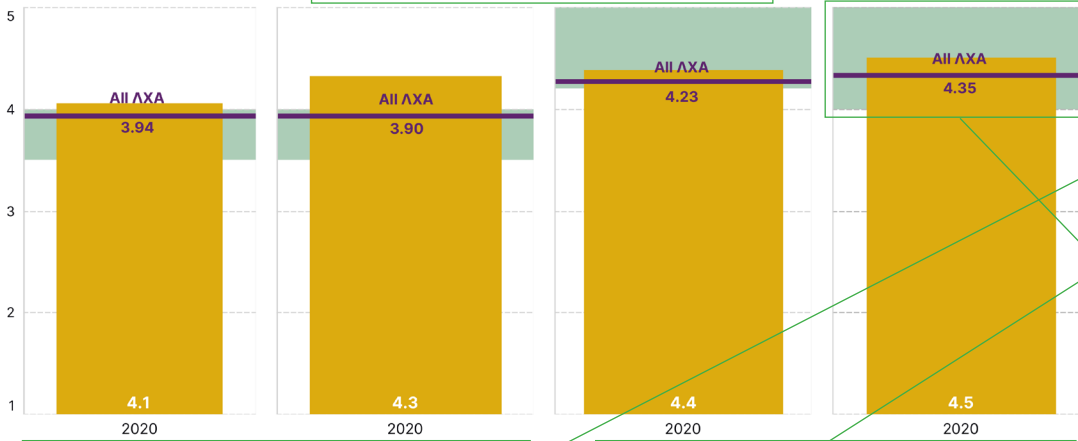
### Chapter Completion Rate

Desired rate at or above 90%

2020  
92%

### Four Types of Brotherhood

Your Chapter, All Lambda Chi Alpha Average, and Ideal Range



#### SOLIDARITY

This type of brotherhood emphasizes loyalty to each other beyond anything. The higher your solidarity score, the stronger a chapter's unity and allegiance is amongst brothers. Solidarity is not inherently bad, but as it gets outside of the ideal range, it opens up a chapter to potential issues.

#### SHARED SOCIAL

This type of brotherhood revolves around friendship. Some men emphasize the social aspects of brotherhood, while others describe it as friendship going above and beyond outside the context of fraternity.

#### BELONGING

This type of brotherhood transcends friendships and social interactions. Men who emphasize brotherhood this way feel connected to Lambda Chi and describe it as "home away from home."

#### ACCOUNTABILITY

This type of brotherhood goes beyond friendship or belonging and emphasizes a mutual commitment to make your brothers better through systems of 1-on-1 and group accountability.

Ideal range: 3.5 - 4.0

Ideal range: 3.5 - 4.0

Ideal range: 4.2 - 5.0

Ideal range: 4.0 - 5.0

Wildly Important Goals: Strategic Initiatives that guide all of the operations of the Office of Administration.

Dyad presents an opportunity to have an extensive outlook on how your chapter fits into the General Fraternity. For example, think of your chapter as a small, unique 'piece' in the General Fraternity 'puzzle'. Each piece (chapter) adds a unique brand of brotherhood to the puzzle (General Fraternity).

The Four Types of Brotherhood represent the four major aspects of Brotherhood: Solidarity, Shared Social, Belonging, & Accountability. These types are measured on a scale of 1 - 5, based on how strongly your chapter identifies with this Type.  
  
1 = Weak Trait  
5 = Strong Trait

Purple line indicates the Lambda Chi Alpha average across all Members who completed the assessment.

Solidarity & Share Social require a balanced range, ideally between 3.5 - 4.0.

Belonging & Accountability should be as strong as possible, or as close to 5.0.

The Ideal Range for each form of Brotherhood has been determined by large amounts of research conducted by Dyad Strategies in what drives a successful chapter culture.

Will you call out your Brother for his mistake? Will you own up to your own mistake? Accountability shows a Brother's openness & willingness to grow. We want this to be as high as possible. Too low might mean no one cares enough to fix their mistakes.

What choices will you support? Too high of solidarity might mean standing behind a Brother when he breaks the law. Too low might mean not caring enough to support him in anything.

The fun side of brotherhood! How likely you are to hangout outside of chapter events. Too high might mean prioritizing the social side of friendship over everything. Too low might mean Brothers don't want to do anything together.

Do you feel like you fit into the Chapter? Can you be yourself with your Brothers? Belonging measures how natural Brothers feel in the group. We want this to be as high as possible. Too low might mean Brothers can't be themselves or feel like they need to change to fit in.

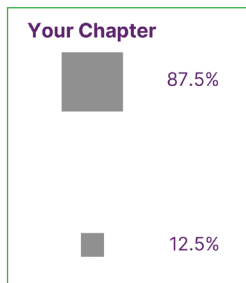
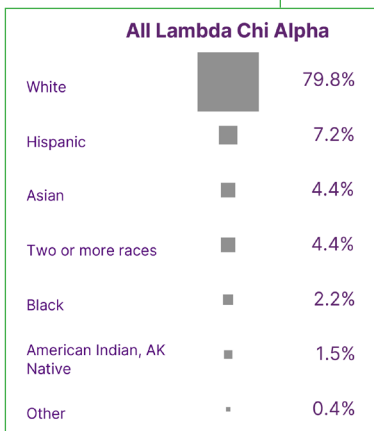
# DYAD CHAPTER REPORT BREAKDOWN

Sample University Chapter

## Member Demographics

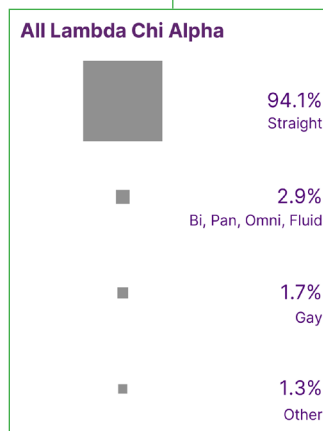
### Racial or Ethnic Heritage

Members were asked to select their racial or ethnic heritage from a list of options, or enter another racial or ethnic heritage. The results show only data from those members who chose to share this information.



### Sexual Orientation Identity

Members were asked to select their sexual orientation identity from a list of options, or enter another defining term.



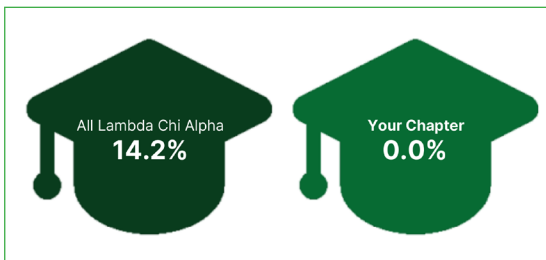
Note that this Demographic data is voluntarily self-reported by Members, and is only representative of members comfortable with sharing their background, heritage, orientation and identity.

Here Dyad breaks down the Racial/Ethnic Heritage and Sexual Orientation and Identity of the General Fraternity, in Fall 2020. This data helps us understand the different groups of Members represented within the Fraternity across North America.

Your chapter membership's racial or ethnic heritage can be found here. Comparing this information to your host institution's demographic breakdown will show how closely your chapter aligns with your campus, demographically,

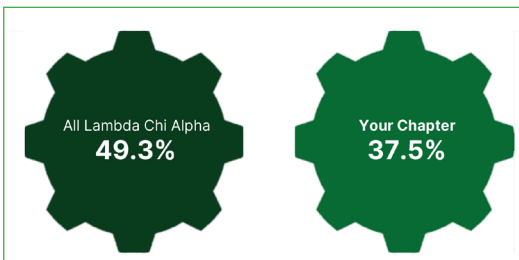
### First Generation Students

Just over 14% of Lambda Chi Alpha undergraduates identify as first-generation students. This means they are the first in their family to attend a college or university.



### Students Who Work

Nearly 50% of Lambda Chi Alpha undergraduates surveyed claim to be working at some level while pursuing their degree.

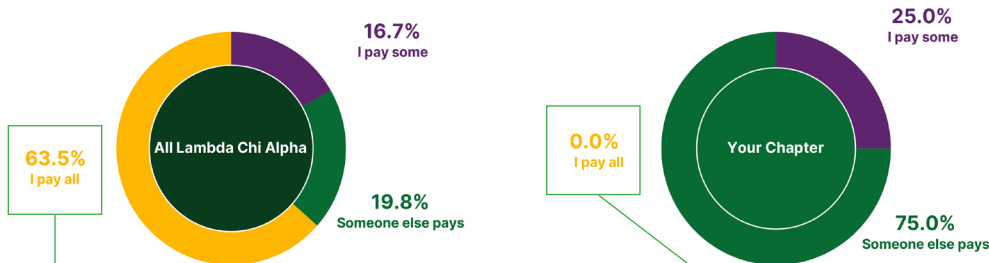


This graphic is helpful in understanding your chapter's outside commitment when scheduling & planning events. For example, over one third of this chapter's membership has a job in addition to their commitment to school & the fraternity.

This chapter has fewer members working than the average group, meaning they may have stronger expectations among Officers for more consistent programming.

### How are Dues Paid?

Members were asked to select how their dues were paid. The breakdown of the 3 categories is shown for the organization and your chapter.



This graphic shows what percentage of your chapter is a First Generation Student. This is helpful in understanding your members' background.

This specific group has no First Generation Students, which might encourage the chapter to think about and discuss why this group is not well represented within our membership at Sample University.

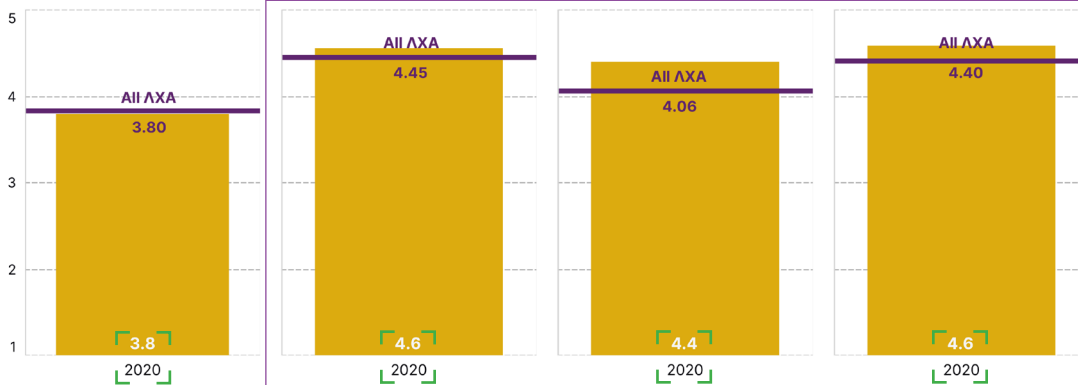
This graphic helps breakdown the importance of "Return on Investment" for members at the local chapter level. Does the chapter feel they are getting their money's-worth? Almost two thirds of the General Fraternity pays dues with their own money. It is important to note that members will expect better returns when they are spending their own money.

This graphic is important to keep in mind when setting chapter dues for the term. For example, no members in this particular chapter pay their own dues fully, so the Membership may be more inclined to offer a one-time payment for local dues instead of a "pay-to-play" method, giving members the option to opt-in or opt-out for events like a White Rose Formal.

# DYAD CHAPTER REPORT BREAKDOWN

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## Lambda Chi Alpha Metrics



### GRIT

A positive trait based on your passion for a particular long-term goal or outcome, coupled with a powerful motivation to achieve said goal or outcome. It is comprised of consistency of interests and perseverance of effort.

### INTEGRITY & HONESTY

In a focus group study of Lambda Chi Alpha members who helped design this measurement, integrity and honesty were defined as: doing what you believe is the right thing, even when it is not the easy or popular thing; treating others with respect; speaking the truth in a constructive manner; owning up to your own actions; being straightforward and authentic in your dealings with others.

### SENSE OF DUTY

In a focus group study of Lambda Chi Alpha members who helped design this measurement, sense of duty was defined as: holding up your end of the bargain; giving back to the fraternity; working hard to ensure the fraternity is successful; being there for your brothers when they need you.

### LEADERSHIP

In a focus group study of Lambda Chi Alpha members who helped design this measurement, leadership was defined as: using voice to influence others; having confidence to exert influence; creating an environment that enables others to lead; holding one's self to high standards and leading by example.

These metrics break down individual member metrics within your Chapter: Grit, Integrity & Honesty, Sense of Duty, and Leadership. These metrics help paint a picture of your 'average' member in comparison to the General Fraternity. These should be as high as possible.

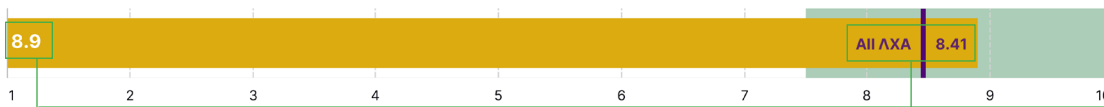
Chapters with high Grit scores also show stronger relationships amongst Brothers. Chapters with high Grit will set high goals and continue to grind out the hard work to achieve them. However, it is no excuse to ever haze.

Integrity & Honesty can be shown through a variety of actions. A few are listed under the definition on this page. This specific metric goes hand-in-hand with the accountability brotherhood metric. A strong sense of integrity & honesty will drive a chapter's accountability.

A sense of duty measures a Brother's work ethic in all times. Will he "work hard behind closed doors"? This is also a good measure of a Brother's willingness to follow the oaths taken during ritual.

Not quite the same as L.D.R.S.H.I.P., this metric measures the membership's willingness to step up in a given situation. There is a strong connection between this metric & accountability. Leadership will often drive sense of responsibility, duty & accountability.

## Membership Satisfaction



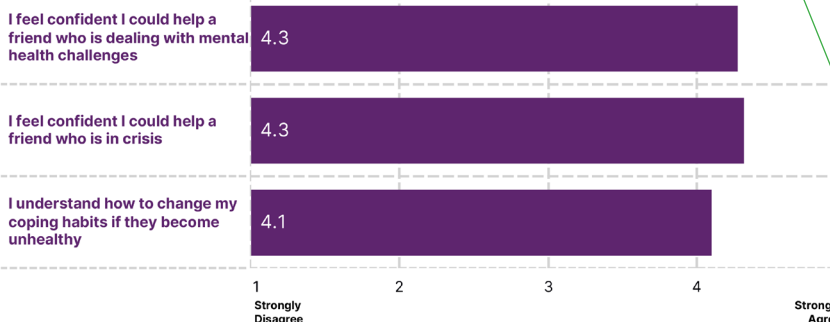
Members of Lambda Chi Alpha are by and large satisfied with their fraternity experience. Despite a global pandemic that significantly altered the on-campus fraternity experience, Lambda Chi had one of the highest satisfaction scores of any of the groups Dyad collected data from in the Fall. **Ideal range: 7.5 - 10.0**

Member satisfaction is given on a 1-10 rating, 10 showing the strongest satisfaction. Despite this being measured during the pandemic under hybrid/virtual operations, this chapter still scored above average satisfaction. This metric can also show if the chapter feels as though they're getting out what they're putting in.

## All Lambda Chi Alpha Mental Health Measure

Lambda Chi Alpha undergraduates expressed confidence in their ability to adjust their mental and behavior coping strategies in response to stress. As a reminder, Lambda Chi Alpha has a strong partnership with JED and more information about this partnership can be found: <http://lambdachi.ulifeline.org/>

Need help now? Text "START" to 741-741 or call 1-800-273-TALK (8255)



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Lambda Chi will always prioritize Members' mental health. Assessing how confident and understand your membership is in regard to mental health is essential for maintaining a healthy chapter culture of support. The metrics here can help shift focus towards creating a brave space where members will have the resources and skills to help themselves and each other. These measures also indirectly measure the level of vulnerability your members may or may not have amongst each other.

Lambda Chi has partnered with the JED Foundation to compile a surplus of Mental Health resources for chapters & their members to utilize. The data shown above helps indicate where a chapter might need to focus in regards to Mental Health programming & education. For example chapter with low confidence may look into OOA's JED Programming or 'Seize the Awkward' resources. ULifeline, shown in a hyperlink above, is a program design by JED to provide college students with information about emotional health issues and the specific resources available on their campus. It also offers a confidential mental health self-screening tool.

# DYAD CHAPTER REPORT BREAKDOWN

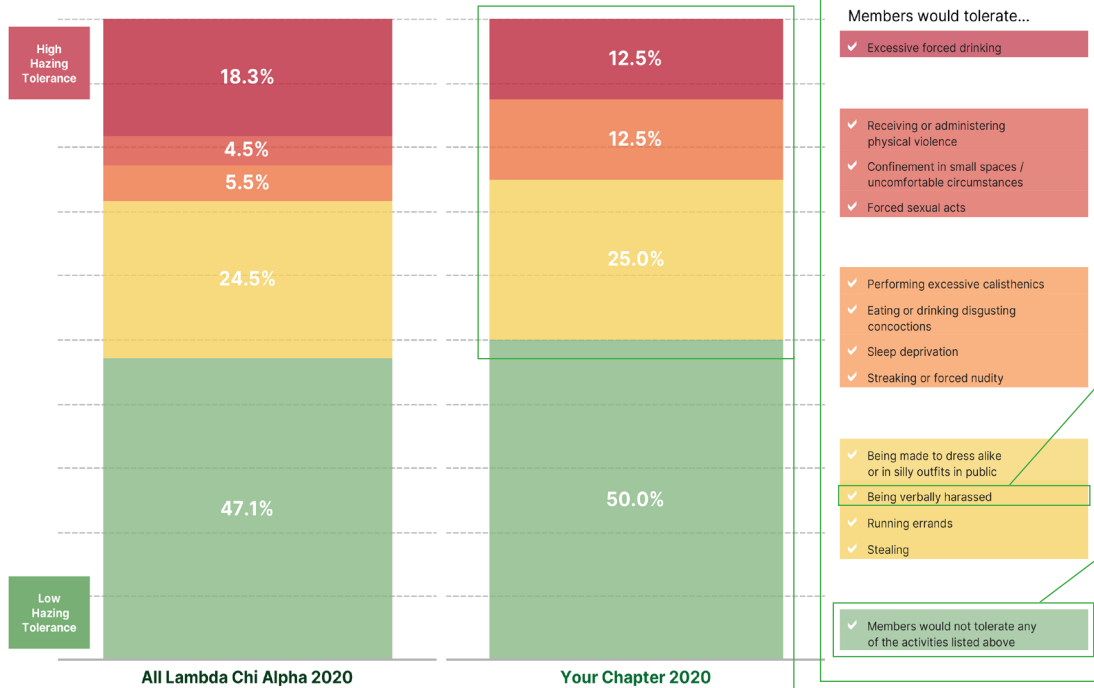
## Sample University Chapter

### Hazing Tolerance

This measure asks students to indicate the most severe form of hazing they would be willing to accept as a new member before leaving or quitting. Participants respond to a hypothetical list of 14 activities that increase in severity. The chart below shows what percent of chapter members answered in each range.

This measure illustrates a single individual's hypothetical disposition to experiencing hazing activities and does not predict hazing behavior or indicate that the respondent was hazed. This data is not an indication of hazing culture or activity in a chapter.

**How to interpret:** 24.5% of all surveyed Lambda Chi Alpha members would hypothetically be willing to run errands or be verbally harassed before quitting.



- Members would tolerate...
- Excessive forced drinking
  - Receiving or administering physical violence
  - Confinement in small spaces / uncomfortable circumstances
  - Forced sexual acts
  - Performing excessive calisthenics
  - Eating or drinking disgusting concoctions
  - Sleep deprivation
  - Streaking or forced nudity
  - Being made to dress alike or in silly outfits in public
  - Being verbally harassed
  - Running errands
  - Stealing
  - Members would not tolerate any of the activities listed above

It is important to note that this data shows *hypothetical* disposition, meaning this data does not mean that a specific portion of the Chapter is hazing or being hazed to this severity. However, a higher percentage in the darker color severities can lead to a slippery slope toward a higher level of tolerance.

Each color on this scale represents a different level of severity. A study was conducted to determine the severity of each color group. Although the activities are broken down into five different severities, each activity listed is still hazing. It is important to note that this list does not include all hazing activities. Hazing looks different to each individual person.

As mentioned earlier, hazing activities affect individuals differently. Just because verbal harassment is lower on this scale does not mean it is any less harmful for an individual. Each activity will have a unique level of severity to each unique member.

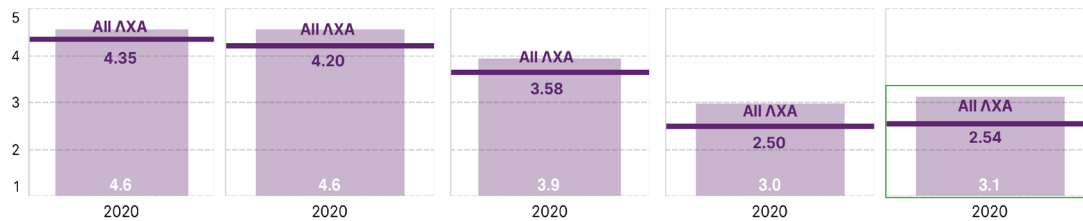
This subset of the chapter recognizes the hazing holds no purpose and that hazing is not the correct method of integrating the membership.

This does not indicate that the half of the chapter is hazing, but simply half of the chapter has some level of hazing tolerance. The OOA Coach/Specialist working with your Chapter can help identify any potential underlying issues in this data.

This section shows your chapter's level of comfort with how Associate Members may be treated during their onboarding compared to the General Fraternity average. These metrics also shine light on any potential justification for hazing membership might have.

### Associate Membership Mindset

This does not mean this is only the associate member mindset, but rather the mentality toward associate member education and how associate members may be treated or educated through their onboarding. This encompasses how a chapter may rationalize hazing behaviors.



#### INSTRUMENTAL EDUCATION

Justifying hazing for instruction or education purposes (i.e. for learning history and values).

#### UNITY & SOLIDARITY

Justifying hazing to create a group dependence (i.e. "I've got your back and you've got mine").

#### LOYALTY & COMMITMENT

Justifying hazing to ensure a newcomer is fully committed to the group and will continue to be once full initiated (i.e. ensuring members will do whatever they need to do to maintain membership in the group and maintain group norms).

#### SOCIAL DOMINANCE

Justifying hazing to reinforce superiority and authority within the group (i.e. servitude, instilling hierarchy).

#### UNETHICAL PRO-ORGANIZATION

Willingness to do something that an individual knows is unethical for the betterment of the organization (i.e. lie about an incident).

This metric measures how comfortable your membership is toward Unethical Pro-Organization.

Example: The end justifies the means. Breaking policy for the "betterment" of the group.

This metric measures how comfortable your membership is toward Social Dominance.

Example: Are you the best AM? Chores & activities just to put "AM's" in their place.

This metric measures how important Instrumental Education is with Associate Member onboarding.

Example: Learning the Greek Alphabet, Chapter History, Core Values, etc.

This metric measures how comfortable your membership is toward Unity & Solidarity.

Example: How loyal are YOU to the group? Do you CARE about your brothers?

This metric measures how comfortable your membership is toward Loyalty & Commitment.

Example: How far will you go for the group? What will you do to get Initiated?



# DYAD CHAPTER REPORT BREAKDOWN

## Sample University Chapter

### Sexual Assault Mindset



This section displays the chapter's mindset toward different aspects of Sexual Assault. Work with your Coach/Specialist to tackle any underlying issues with this data. For example, this Sample University chapter would most likely benefit from a presentation and/or stronger relationship with the Title IX office on Campus.

This metric should be as high as possible, meaning the chapter is more prone to this behavior. Survivor Support is a positive aspect of chapter mindset towards Sexual Assault that Lambda Chi aims to foster. Because this is below the General Fraternity average, this would be something to especially focus on with the chapter when having conversations.

These metrics should be as low as possible, meaning the chapter is less prone to these behaviors. Social Status Protection, Victim Blaming, and Minimization are all negative aspects of the chapter mindset towards Sexual Assault that Lambda Chi aims to lower. Because these are above the General Fraternity average, this would be something to especially focus on with the chapter when having conversations.

Work with your Coach/Specialist to walk through all of these resources available to your chapter. Fraternity Education & Associate Member Onboarding are key areas of focus with the data in this report. Due to the nature of onboarding and consistent turnover due to graduation, the chapter will need to emphasize any major changes or areas of focus with the newest group of members. Chapter culture is inherently dynamic, but chapter leadership will need to continue to emphasize healthier habits & behaviors.

FrEDx Programming is available to all chapters from their Coach/Specialist. On this list you'll find JED, OneLove, & FHSI workshops offered by the Office of Administration. Although the programming will follow a routine, two year schedule, all still offered at any time.

### Health & Safety Resources

**Prescribed Fraternity Membership Education Program:** Utilize the Fraternity's prescribed new member education program that will be launched during the Summer of 2021. The program will be concise and organized to ensure that chapters and High Kappas (Fraternity Educators) are able to conduct a program that supports both academic and Fraternity success. The Office of Administration will share how to access this program during the High Kappa and High Phi Summit held during the Stead Leadership Seminar this summer. Until that time, we highly recommend that you work with your assigned Chapter Support Coach/Health & Wellness Coach/Expansion Development Specialist to ensure your Fraternity Education Plans are reviewed in advance of implementing them.

**FrEDx Programming:** This encompasses all of Lambda Chi Alpha's current Health & Wellness content, including:

- JED You Can Help a Friend Workshop:** You Can Help A Friend (YCHAF) is a 60-90 minute in-person workshop to help your students learn how to recognize and respond to signs of distress in their peers.
- One Love 10 Signs of a Healthy/Unhealthy Relationship:** This program reviews the ten signs of a healthy and/or unhealthy relationship and helps attendees identify that in romantic and platonic partnerships.
- One Love Behind the Post Workshop:** Picture perfect posts can hide an ugly truth. These 10 short films tell the real story behind social media posts that seem loving on the surface but disguise an unhealthy behavior.
- One Love Escalation Workshop:** Escalation is a film that honestly and compellingly tells the story of an abusive relationship — from its sweet beginnings to the tragic end. The authentic depiction of unhealthy behavior escalating into violence helps you understand and recognize the early signs of relationship abuse. The 40-minute screening is followed by a guided discussion.
- Fraternity Health & Safety Initiatives Programs through Favor & Company:** The Fraternal Health and Safety Initiative (FHSI) is a consortium designed to aid chapters of participating fraternities and sororities in achieving this high-quality experience. Favor & Company offers three unique, research-based curriculums focused on the dangerous behaviors often exhibited by college students.
  - Real Talk: Alcohol & Drug Abuse Prevention
  - Taking A Stand: Sexual Misconduct Prevention
  - Hazing Prevention & Intervention

The programming is administered through a 2 year cycle, but chapters and colonies are encouraged to request one of the workshops at any time. That can be done here: <https://forms.monday.com/forms/5072ffe659bf8b4b09c39bdd493c9df5>