



Formal Recruitment Guide

Sept. 17 - 26, 2023

IMAGINE.
LEAD.
CONNECT.
GROW.



UBC Sororities

Imagine. Lead. Connect. Grow.

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VISION STATEMENT

We are recognized as one of the best organizations at UBC for developing leaders, and providing members with the opportunity for life-long involvement.

MISSION STATEMENT

We are sorority women at the University of British Columbia. We work together to support and develop visionary leaders who achieve excellence in all aspects of life with a focus on service, leadership, scholarship and social involvement. We accomplish this through sustainable growth, collaboration with the community, and the realization of the values and ideals of our international organizations.

FORMAL RECRUITMENT DAYS

Attendance at all rounds is **mandatory**. It's important to attend all parties for the recruitment process to work. If you have to miss a day or part of a day, please let your Recruitment Counsellors know **RIGHT AWAY!**

Tours, Invitationals and Preference will be held at the Panhellenic House (2770 Wesbrook Mall) and Orientation and Bid Day will be held at the NEST.

ORIENTATION

Sun. Sept. 17 @ 5:00pm - 7:30pm

Check-in information will be sent via email.

During Orientation, you will have the opportunity to meet your Recruitment Counsellors as well as the other women who will be going through the recruitment process with you. Make meaningful connections and ask questions about recruitment, including finances and time commitment.

TOURS (attend one)

Wed. Sept. 20 @ 5:00pm - 9:30pm

-OR-

Thurs. Sept. 21 @ 5:00pm - 9:30pm

Check-in information will be sent via email.

During Tours, you will visit each chapter for 20 minutes. You will receive another email closer to Tours indicating your assigned date. Y

You will be assigned ONE time slot for Tours after Orientation.

INVITATIONALS

Sat. Sept. 23

You will be assigned one of the following start times:

9:00am -OR- 12:45pm -OR- 2:30pm

Check-in information will be sent via email.

During Invitationals, you may be invited to visit up to five sororities for 30 minutes each. Your scheduled time will be emailed to you on Friday evening, so please actively check your inbox!

PREFERENCE

Sun. Sept. 24

You will be assigned one of the following start times:

1:30pm -OR- 2:45pm -OR- 4:00pm

Check-in information will be sent via email.

During Preference, you may be invited to visit up to two sororities for 60 minutes each. Your scheduled time will be emailed to you on Sunday morning, so please actively check your inbox!

BID DAY

Tues. Sept. 26 @ 4:00-6:30pm

Check-in information will be sent via email.

During Bid Day, bids are distributed followed by a brief celebration with all sororities, then you will spend the evening with your new sisters!

GLOSSARY: IT'S ALL GREEK TO ME

Α

Active | An undergraduate sorority woman who is a current and initiated member of her chapter.

Alumna | A sorority woman who has graduated. Alumnae (plural) often assist collegiate sorority women with recruitment.

Β

Bid | An invitation to sorority membership.

Big/Little | A mentorship relationship between older women in the chapter (Bigs) and newer members (Littles).

Γ

Chapter | Another word for an individual sorority at UBC.

Δ

Disaffiliate | A woman who is temporarily “removed” from her sorority in order to assist potential new members during recruitment. Your Recruitment Counsellors and the Panhellenic Council are disaffiliated during Formal Recruitment.

Ζ

Fraternity | Greek-letter sisterhood or brotherhood. Some sororities were founded as “women’s fraternities.”

Ι

Initiation | A ceremony where new members of a sorority become official active members.

Invitationals | The 2nd round of Formal Recruitment, visiting up to 5 sororities for 30 minutes each.

Λ

Legacy | A woman whose grandmother/mother/sister is a member of a sorority. She is a legacy to that sorority.

Ν

National Panhellenic Conference (NPC) | The governing body of 26 international sororities; this includes the 8 at UBC.

New Member | A woman who has accepted a bid from a sorority but is not yet initiated.

New Member Period | The period after Formal Recruitment (~4-9 weeks) where new members learn about their organization and participate in activities to get to know their active sisters before initiation.

Π

Panhellenic Association | A university-based governing body for sororities.

Potential New Member

(PNM) | A woman going through sorority recruitment.

Preference | The last and most formal round of recruitment, visiting up to 2 sororities for 60 minutes each.

Ρ

Recruitment Counsellor | A disaffiliated woman who assists PNMs during recruitment and offers impartial advice.

Σ

Sorority | Greek-letter sisterhood.

Τ

Tours | The first round of Formal Recruitment, visiting 8 sororities for 20 minutes each.

WHAT TO EXPECT

As a Potential New Member (PNM), the recruitment process is a whirlwind and you place a lot of trust in us to guide you through. We value this trust and want you to know the standards that we hold ourselves to:

- **Respect:** We value respect for others and for ourselves. We promote respect in our members and in you as a PNM by encouraging positive relationships, dispelling ignorance, avoiding disparaging remarks, and actively empowering each other.
- **Integrity:** We believe that the best way to maintain your trust in us is through honesty and transparency. We promise to provide you with information and to answer your questions honestly and objectively.
- **Diversity:** We value diversity. We enthusiastically welcome women of all nationalities, religions, races, sexualities, and interests to increase the diversity of our membership.

If anyone in our community, be it a Recruitment Counsellor, Council, or chapter member, acts in a way that contradicts these values and standards, please let your Recruitment Counsellor know.

It is a privilege for us to have you as a guest this week and we want you to be comfortable throughout this process. If someone is doing something that makes you uncomfortable, we encourage you to come to us so we can provide you with the support you need.

WHAT WE EXPECT

As a values-based organization, we expect that you will uphold our values while participating in our event and will refrain from engaging in unethical behaviour such as:

- **Making disparaging remarks** about other PNMs, members of UBC Sororities, or a UBC Sororities chapter at any time.
- **Disrespecting or ignoring** UBC Sororities members inside of their chapter rooms during recruitment rounds.

UBC Sororities will release PNMs who do not comply with this policy. If you have any concerns, please speak with your Recruitment Counsellor.

YOUR ROLE IN PROMOTING A VALUES-BASED RECRUITMENT

As an organization, one of our main objectives is to ensure that we facilitate a values-based recruitment event. This means that the focus is placed on meaningful connections made between active members and potential new members. In order to focus on these connections, we as a community strive to avoid unethical recruitment practices. Unethical recruitment practices are actions taken by members or chapters that break our community's code of ethics, which exists to encourage integrity, loyalty, and mutual respect among all sorority women. Please let your Recruitment Counsellor know if you experience any of the following:

- An active member personally contacting you regarding Formal Recruitment and suggesting membership to a specific chapter. This includes contact made through social media by active members you don't have a pre-established relationship with, and interaction with any of your social media accounts.
- A UBC Sororities chapter's social media (not the same as the official UBC Sororities social media) interacting with your account.
- An active member making disparaging remarks about other members of UBC Sororities, or a UBC Sororities chapter.
- An active member expressing that you would be guaranteed membership to a UBC Sororities chapter (eg. "I can really see you as a part of my chapter," "I can't wait until you come back," "You're definitely going to receive a bid").
- An active member attempting or promising to buy, loan, or share something with you in exchange for your membership.
- An alum, or graduated member of a UBC Sororities chapter, directly speaking with you while you are in the room during a recruitment round. This does not include speeches.

We strive to avoid unethical recruitment practices to protect the integrity of our community and the wellbeing of all individuals involved – including you! Please be assured that incidents disclosed to Recruitment Counsellors will remain confidential and will have no impact on your recruitment experience. By bringing your Recruitment Counsellor's attention to incidents that may break our code of ethics, you are helping our community uphold the values we've sworn to live by, and helping us ensure that you have the best recruitment experience possible.

HOW TO PREPARE

Recruitment is like a job interview, but more fun! You will have better success if you **prepare**, instead of winging it. The active members are looking for new sisters to **connect** with and to **contribute** back to their organizations.

Values are central to how we recruit and they guide our members' behaviour, habits, and decisions. If you aren't sure how to articulate your values, don't stress! Our chapters simply want to know what is most important to you.

Below are the seven values of UBC Sororities. Pick your top three and explain why they are important to you:

- DIVERSITY
- RESPECT
- INTEGRITY
- LOYALTY
- COLLABORATION
- DEVELOPMENT
- SCHOLARSHIP

Steer your conversations to your values. For example, if you value scholarship, ask about the sorority's scholarship standards. If you value development, ask about the personal growth women have experienced throughout their membership. If you value integrity, ask if their chapters have made them a stronger version of themselves.

ANSWER THE FOLLOWING

Why I want to join a sorority: _____
My academic goals: _____
My career goals: _____
My campus involvements: _____
What do I want to get out of university? _____

EXAMPLE QUESTIONS TO ASK

- What made you decide to join a sorority?
- What is your favorite part about being in a sorority?
- Who inspires you most in your chapter?
- Do you have an officer position in your chapter?
- Can you tell me more about (big/little sisters, athletics, leadership, philanthropy, alumnae relations)?



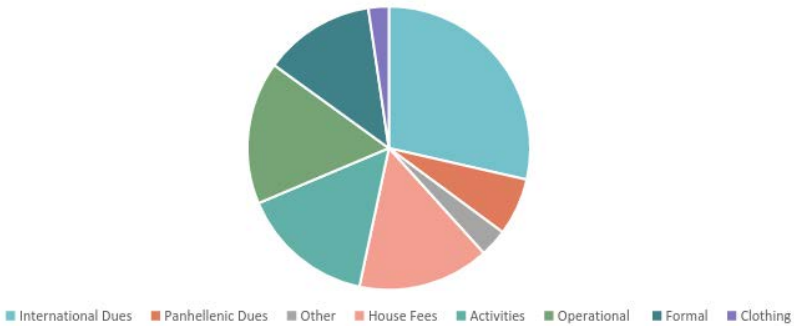
FINANCIAL INFORMATION

As with any organization, membership in a sorority requires dues. Dues cover activities such as UBC Recreational sports, social events, chapter operations, Panhellenic House maintenance, and educational program-ming. When you first join, there will be some one-time fees such as pur-chasing your badge.

The average cost for new members is **\$1,450** for the first year, ranging from **\$1,100** to **\$1,500**.

The average cost for active members is **\$1,200** for the year, ranging from **\$1,000** to **\$1,300**.

For a breakdown of the dues, please see the image below:



Membership in a sorority is a significant investment and although we recognize that the total cost is a substantial sum, if you break it down to a monthly amount, it is comparable to what you would pay for campus life outside of tuition (eg. athletics, social events, etc.).

While some of our members get financial support from their parents, many members work part-time and pay their dues by themselves! Most sororities offer payment plans, which can be divided in monthly or bi-annual installments.

If you have any concerns about finances, talk to your Recruitment Counsellor or a member of Panhellenic Council.

TIME COMMITMENT

Like any UBC organization, joining a sorority requires time commitment. Sorority women place academics first, which means they develop excellent time management skills in order to make the most of their sorority experience while maintaining a high GPA.

Chapter meetings take place on **Wednesday evenings**. During your new member period, you will have an additional new member meeting for an hour either before chapter meetings or another time that works better for the majority of your new member class. If you cannot attend new member meetings due to other commitments, chapters usually work with you to schedule make-up days so that you can catch up with everyone else!

In addition, here are some annual events that most sorority women attend:

Activity	Time	Frequency
Chapter Retreats	1-2 days each	2-3 times/year
Formal Recruitment	6 days	1 time/year
Your chapter philanthropy	4-6 hours each	2 times/year
* Send Off Seniors	2-3 hours	1 time/year
* Pride Of Panhellenic	2-3 hours	1 time/year
* Founders Day	2-3 hours	1 time/year
* Alumnae Events	2-3 hours	1 time/year

Note: This is a general guideline and may vary by sorority. The * (starred) events are mandatory depending on the chapter.

You can shape your membership to suit you! Many activities will be mandatory, however, there are also lots of ways to cater your experience to your interests and schedule. You may choose to invest time in joining one of the many recreational teams offered when you join a sorority. If sports aren't your thing, you can choose to take advantage of the volunteer and social opportunities available.

If you have any concerns about time commitment, talk to your Recruitment Counsellor or look for the "Time Commitment" tab on our website.

WHICH SORORITY DO I JOIN?

You join the sorority that best reflects your values, and their values are best reflected through you. Both you and the chapters will submit selections based on what each of you think is your best fit. Participation in Formal Recruitment does not guarantee you a bid (invitation to membership), nor are you obligated to join a sorority if you participate in recruitment.

Identifying your best fit(s) may be difficult. You'll experience many different emotions and may be a bit overwhelmed throughout the process. This is normal! Feel free to talk out your feelings with a Recruitment Counsellor. They won't tell you what decisions to make, but they will act as a respectful soundboard for your thoughts. We want you to take your time to reflect on where you felt comfortable and can see yourself develop your university experience. Membership is for life and it's a decision that you should make for yourself, not for other people!

You may get invited back to chapters that you never pictured yourself in. Don't worry; this just means they saw their values in you! Chapters are experienced at identifying the women who will make great additions to their sisterhood. Seize the opportunity to meet even more women and remember that you've only met a small percentage of members so far!

Help yourself through this process by knowing what you have to offer, your values, your strengths, your weaknesses, and by keeping track of which conversations you connected with the most!

Use the following pages to take notes about your time at each sorority in order to help you remember what you talked about and how you felt.

GREEK ALPHABET

A

Alpha
(al-fah)

B

Beta
(bay-tah)

Γ

Gamma
(gam-ah)

Δ

Delta
(del-ta)

E

Epsilon
(ep-si-lon)

Z

Zeta
(zay-tah)

H

Eta
(ay-tah)

Θ

Theta
(thay-tah)

I

Iota
(eye-o-tah)

K

Kappa
(cap-pah)

Λ

Lambda
(lamb-dah)

M

Mu
(mew)

N

Nu
(new)

Ξ

Xi
(zie)

Ο

Omicron
(om-e-cron)

Π

Pi
(pie)

Ρ

Rho
(roe)

Σ

Sigma
(sig-mah)

T

Tau
(taw)

Υ

Upsilon
(up-si-lon)

Φ

Phi
(fie)

Χ

Chi
(kie)

Ψ

Psi
(sigh)

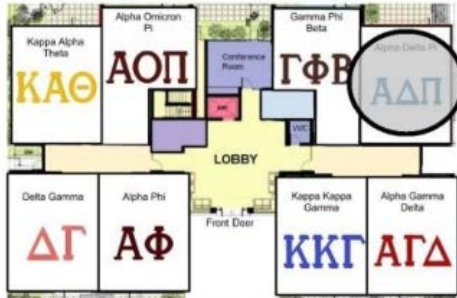
Ω

Omega
(oh-may-gah)

ALPHA DELTA PI

ΑΔΠ

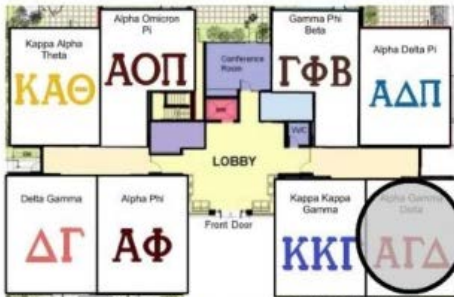
NICKNAME: ADPi
MOTTO: Be The First
COLOURS: Azure Blue & White Woodland
FLOWER: Violet
MASCOT/SYMBOL: Lion & Diamond
PHILANTHROPY: Ronald McDonald House



ALPHA GAMMA DELTA

ΑΓΔ

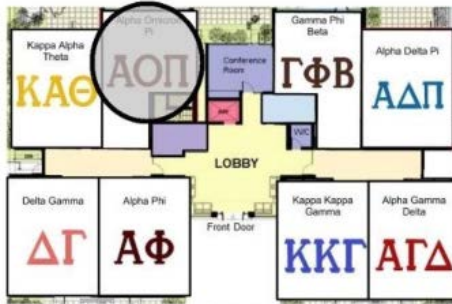
NICKNAME: Alpha Gam
MOTTO: Loving. Leading. Lasting
COLOURS: Red, Buff & Green
FLOWER: Red & Buff Roses
MASCOT/SYMBOL: Squirrel
PHILANTHROPY: Hunger Reduction Initiatives



ALPHA OMICRON PI

ΑΟΠ

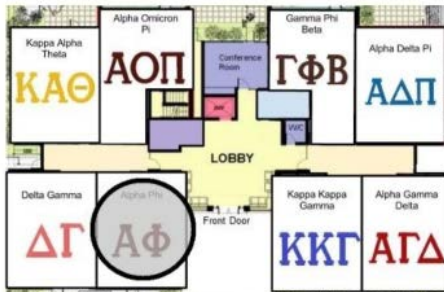
NICKNAME:	AOII
MOTTO:	Inspire Ambition
COLOURS:	Cardinal
FLOWER:	Jacqueminot Rose
MASCOT/SYMBOL:	Panda
PHILANTHROPY:	Arthritis Foundation & The Aboriginal Mother Centre Society



ALPHA PHI

ΑΦ

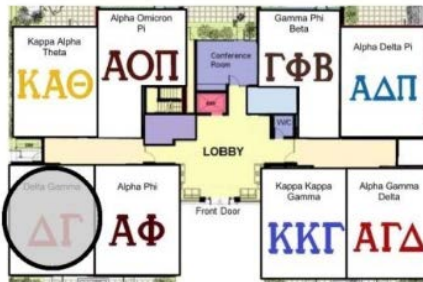
NICKNAME:	APhi
MOTTO:	Union Hand in Hand
COLOURS:	Silver & Bordeaux
FLOWER:	Lily of the Valley & Forget-Me-Not
MASCOT/SYMBOL:	Ivy Leaf & Phi Bear
PHILANTHROPY:	Heart and Stroke Foundation of BC & Yukon and Women's Cardiac Care



DELTA GAMMA

ΔΓ

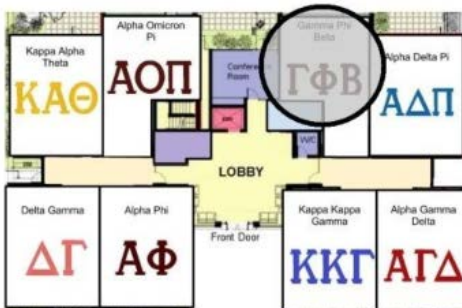
NICKNAME:	DG
MOTTO:	Do Good
COLOURS:	Bronze, Pink & Blue
FLOWER:	Cream Rose
MASCOT/SYMBOL:	Anchor
PHILANTHROPY:	Service For Sight, Canadian National Institute For The Blind, Blind Beginnings & BC Blind Sports



GAMMA PHI BETA

ΓΦΒ

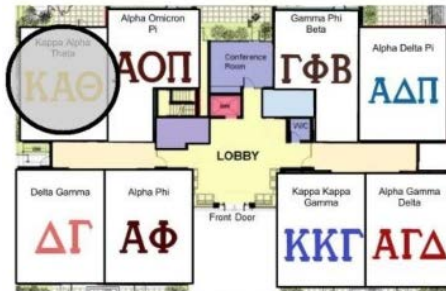
NICKNAME:	Gamma Phi
MOTTO:	True and Constant
COLOURS:	Blush & A-La-Mode
FLOWER:	Pink Carnation
MASCOT/SYMBOL:	Crescent Moon
PHILANTHROPY:	Girls On The Run



KAPPA ALPHA THETA

KAΘ

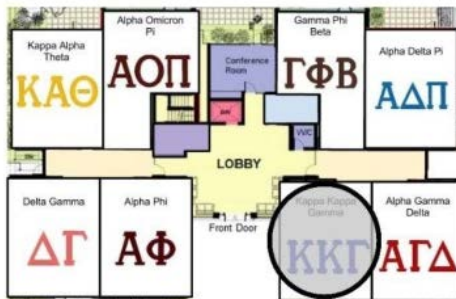
NICKNAME: Theta
MOTTO: Leading Women
COLOURS: Black & Gold
FLOWER: Black & Gold Pansy
MASCOT/SYMBOL: Kite & Twin Stars
PHILANTHROPY: Canuck Place Children's Hospice & Court Appointed Special Advocates



KAPPA KAPPA GAMMA

ΚΚΓ

NICKNAME: Kappa
MOTTO: Dream Boldly. Live Fully.
COLOURS: Dark & Light Blue
FLOWER: Fleur-De-Lis
MASCOT/SYMBOL: Key & Owl
PHILANTHROPY: Canadian Cancer Society & Mental Health and Well-Being Initiatives



RECRUITMENT COUNSELLORS & GROUPS

Recruitment Counsellors are not in contact with their sororities during recruitment and have gone through extensive training to be an unbiased and valuable resource to you. You will be placed in one of the groups below and will be led by 4 Recruitment Counsellors listed below. Although it may be tempting, we request that you do not ask your Recruitment Counsellor which sorority she belongs to and that you not try to find out. You will learn what sorority each Recruitment Counsellor and Council member is in on Bid Day!

MY GROUP NAME IS: *(Circle one)*

Bollert

Brock

Farris

Furstrand

Leeming

Left

Mawdsley

The namesakes for these groups are all important and influential women in our history. If you want to know more about these women and why we chose them, ask your Recruitment Counsellor!

RECRUITMENT COUNSELLOR CONTACT INFO

Bollert

Ivy
Olivia
Sarah H
Shay

Brock

Gracie
Hallie
Jenna
Sarah W

Farris

Kelsey
Mika
Sophia
Soumya

Furstrand

Alex
Ashley H
Shailin
Sunny

Leeming

Ashley E
Ella
Taryn
Taylor

Left

Abby
Amy
Elle
Julia

Mawdsley

Avery
Helena
India
Isabella

PANHELLENIC COUNCIL CONTACT INFO

Ella

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ubcpanhellenicpresident@gmail.com

Emma

VP Governance & Administration
ubcpanhellenicvp@gmail.com

Hallie

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Soumya

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Darcy

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ubcpanhellenicdic@gmail.com

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RECRUITMENT MANAGER CONTACT INFO

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