







Diversity, Equity Inclusion Pin Policy

Revised 6/12/2024

1. There are four pins awarded for varying levels of participation in Diversity, Equity, and Inclusion. No Member shall receive more than one pin of each type during their lifetime.
2. There is a single online application form which encompasses all of the pins. The form is available on the national website. Please visit the [Collegiate Forms and Reports](#) page OR the [Professional Leadership Forms and Reports](#) page to access the form.
3. A diversity, equity, and inclusion activity is broadly defined as any activity that promotes a culture that values everyone's unique individuality while also creating a sense of acceptance and belonging. This includes, but is not limited to DEI training, event collaboration with a DEI campus group, outreach activity with a DEI focus, social media posts related to DEI, hosting a DEI seminar, etc. The Grand Health and Safety Officer is the final judge as to whether a particular activity qualifies.
4. If several members participate in a single DEI activity, all of those members who interacted with the activity may count it toward their requirements.

Requirements for each level:

Level	Pin	Number of Activities Required
Level 1		One activity – preferably some form of training
Level 2		Three activities (two additional above Level 1).
Level 3		Six activities (three additional above Level 2).
Level 4		<p>Ten activities (four additional above Level 3). One of these activities must include a brief (two to three paragraphs minimum) article for <i>The HEXAGON</i>, describing the activity, along with at least one photograph of the event. The Grand Editor will determine if the article is published.</p> <p>If a group of Brothers work together in an appropriate activity, a single article will be sufficient to cover this requirement for all members of the group. But each member of the group must attach a copy of the article to their application.</p>



DEI Pin procedure:

1. A single online application form, which encompasses all the levels, is available on the national website. Please visit the [Collegiate Forms and Reports](#) page OR the [Professional Leadership Forms and Reports](#) page.
2. Each person will need to complete their own form. Events should be listed in chronological order (e.g., Level 1 event dated 2/20/2022, Level 2 events dated 4/1/2022 and 10/13/2022, etc).
3. The National Office staff will review each application to determine whether or not the activities qualify as promoting DEI. The third and fourth level applications also are reviewed by the GHSO. For the fourth level application, the applicant must include digital files of an article and photo for *The HEXAGON*.
4. DEI pins for collegiate members will be sent to the chapter's Master Alchemist for distribution. Chapter members should make every effort to coordinate their submissions to expedite shipping. DEI pins for professional members will be sent to the address listed on the DEI application.
5. Appeals for declined DEI pins (based on eligibility criteria) can be sent to the National Office at reports@alphachisigma.org. The final decision will be made by the GHSO.