

Delta Kappa Epsilon International Fraternity

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REVIEW FOR HOSTILE SEXUAL ENVIRONMENT OF THE PHI CHAPTER OF DELTA KAPPA EPSILON INTERNATIONAL FRATERNITY

I. Background

DKE headquarters was contacted by the Phi Chapter in early January, 2018 after it was approached by a reporter with details of allegations around the culture of their fraternity. The chapter's executive board unanimously voted to request that the national organization conduct an investigation into the culture in the chapter. The investigation was referred by DKE headquarters to the Judicial Committee, which agreed to take the lead.

II. The Investigation Process

As Chairman of the Delta Kappa Epsilon Judicial Committee, I conducted an investigation of the culture of Phi Chapter. The investigation included three distinct components. We interviewed the active brothers of the Phi Chapter. We also met with the Yale University Greek life officer. Before the campus interviews, we surveyed the brothers of Phi.

I was assisted in the investigation by DKE Executive Director Doug Lanpher. Brother Lanpher and I interviewed individual active members of Phi throughout the day on February 8 and February 9. All interviews except two were made on one-on-one basis to ensure we received candid responses to our questions. We conducted the member interviews in the Bass Library.

In order to determine if there was a culture of sexual harassment or repression within Phi, we asked each member if he could recall any acts of aggression or harassment of any female at any time in the chapter houses by DKE brothers. We also questioned the brothers on the extent to which they felt comfortable making an on the spot correction for any such act. We also asked them what they thought could be done to improve the perception of the Chapter. None of the brothers recalled seeing or knowing about any instances of physical or verbal abuse or unwanted contact of a sexual nature by DKE brothers. All of the brothers indicated that they felt the atmosphere in the chapter was such that they could correct another brother who was engaged in any bad conduct.

All of the brothers spoke candidly about the culture in the house as well as the culture of Yale University. The responses of the Phi brothers were very consistent but not rehearsed. The chapter had a number of meetings to discuss and determine the best manner by which to make the house a more welcoming environment.

In addition to the interviews with each of the Phi brothers, we also interviewed Dean Burgwell J. Howard, Associate Vice President of Student Life, Dean of Student Engagement at Yale University. Brother Lanpher and I met with him at his office for approximately 1½ hours. We discussed the details of the university's view of the chapter. Dean Howard was complimentary of Phi, the work they had done to address perceptions of the chapter and the attitude of the chapter. Dean Howard is viewed by the chapter, Brother Lanpher and me as an ally. We also found that the brothers of Phi overwhelmingly held in high regard their chapter's leadership as to other work they have done as well as Dean Howard and Dr. Peter Salovey, Yale University President.

III. The Survey

The survey was delivered to each of the members of Phi via email. It was conducted anonymously. It was intended to help us determine the chapter's perception of and response to the allegations which surfaced in the media.

Question 1 asked, "How would you assess the atmosphere at DKE with respect to whether a hostile sexual environment exists? Rank 1 (No Hostility) to 10 (Very Hostile)." The response was very favorable. All answers were between 1 and 4. Interestingly enough, 88% of scores were 1, 2 or 3.

Question 2 asked, "How would the women answer the same question?" Some 64% of the brothers said that women would score 1-4. Thirty-six percent of responses scored in the 5-7.

Question 3 asked the members to comment on a statement, "DKE provides a safe environment for women at all times." Seventy-six percent of the brothers agreed. However, 20% were neutral.

Question 4 asked the brothers to comment on whether sexual hostility against women is not tolerated within DKE. Ninety-two percent agreed or strongly agreed. The remaining 8% were neutral.

Question 5 asked the brothers to comment on the culture of the house. It asked, "The culture of DKE permits/encourages men to act in a way that makes women feel threatened." Again, 92% either strongly disagreed or disagreed.

Question 6 asked whether members of the Chapter are accountable to each other for their actions. It asked, "If a member exhibits inappropriate behavior toward a woman, DKE takes disciplinary action against that member." Ninety-six percent of the brothers agreed strongly or agreed.

Question 7 asked about the culture of the Chapter with respect to bystander intervention. One hundred percent said that it was totally acceptable in Phi culture for a bystander to intervene.

Question 8, the final question, asked the brothers the extent to which they agreed with the general impression left by the articles in the *Yale Daily News* and the *Independent Business Journal*. Ninety-six percent of the brothers disagreed or strongly disagreed with the impression left by those articles.

The survey also permitted individuals to comment on each question. I have not reported on those answers because the comments reflected interview responses.

IV. The Working Group

We commend the chapter for its creation last November of an internal working group ("Working Group") to address the perceptions of the chapter in the Yale community. The Working Group was established on the chapter's initiative, well before the media reports were published or anticipated. The Working Group was thoughtful and thorough in its approach. Further, the Working Group members were sincere in their desire to learn how to create an open and safe environment at Yale. We spoke at length with the members of the working group. They were open-minded in conducting their critical analysis. No sacred cows were permitted to remain unchallenged.

The Working Group's membership spanned all three class years. It included athletes and non-athletes alike. In short, it was a representative cross-section of the chapter. Many (at least 10) active chapter members participated in one or more meetings of the Working Group, even if they were not official members of the Group. When we asked why, the typical response was along the lines of, "I was interested in what their discussions were like, and how it was going." The Working Group was open to all members, and it conducted its deliberations in open meetings. The Working Group has the support and endorsement of the entire chapter.

The Working Group interviewed a wide range of campus organizations. They met with sororities, women's groups, and administration officials. The members felt they had the most to learn from such groups. We commend Phi for its efforts and we support their conclusions and wide ranging action plan. Finally, we believe the chapter is dedicated to implementing the reforms it identified in the Working Group's report, in order to create a long-lasting environment of openness, inclusion, and safety.

The Working Group's final report includes detailed recommendations in four areas in which they intend to make changes. The areas are:

1. Transformation of social culture climate
2. Investment in infrastructure
3. Consequences and discipline
4. General Culture

Within each of these stated goals there are a number of reasoned, concrete actions they intend to implement to meet their goals. The Working Group report was finalized on February 9, 2018. It was given to the various stakeholders as well as the *Yale Daily News*.

We were pleased that Phi has already begun to implement some of their recommendations to begin meeting their goals. We were also very pleased to hear a number of other organizations on campus including other fraternities have begun to implement some of those changes for their events and organizations.

V. Conclusions and Expectations

We found no evidence of a culture of sexual hostility or sexual harassment.

Even before the articles published in January, 2018, the chapter developed the Working Group to address the Yale community's perception of the chapter. They developed a list of actions to take to make the house more welcoming, safer and friendlier.

The chapter's leadership and members are well aware that they will have to implement the plan to be successful in making the house more welcoming to women. We are convinced that the members will follow through to make the reforms they have promised.

The reports of specific incidents of Title IX violations are troubling to the members we interviewed. We find that the chapter addressed those issues immediately and decisively, with both members being removed from the chapter. Any act of sexual violence or misconduct is abhorrent to the men of Phi, and will not be tolerated.

We found some evidence of other incidents in the past two years, where *nonmembers* of Phi behaved inappropriately while visiting the house. The offending individuals were removed by Phi members due to that behavior. Incidents such as these can contribute to a perception of an unsafe culture.

The chapter members sincerely desire to provide a safe space for all visitors to the chapter's houses. Further, we conclude that the image portrayed by recent media reports is not widely shared on campus, although we cannot empirically verify the point. However, we also find that the chapter understands that due to various factors, a reasonable person may perceive that an unsafe atmosphere exists within Phi.

We find that the chapter is dedicated to understanding how their behaviors and other factors within their control can create a poor perception. We also find the chapter is dedicated to developing solutions to address those factors. Their actions demonstrate beyond a reasonable doubt to all members of the Yale community that Phi members are gentlemen in their behavior and are respectful toward women and all guests.

We did identify a number of relatively minor concerns during our investigation. However, none of these issues or concerns impact the core issue of sexual hostility or sexual harassment. The staff of DKE will work with the leadership and brothers of Phi to make corrections in these areas. The result will be an improvement in the overall performance of the chapter as well as greater accountability within the chapter and within the campus community.

We expect that Phi will:

1. Identify and train at least three alumni advisors
2. Develop and execute a minimum of one community service or philanthropic event per semester
3. Appoint or elect a Vice President for Risk Management and implement a Judicial Board process.

4. Ensure attendance at National Convention and other leadership events
5. Require all new members to complete Greek Life EDU upon joining DKE.

Greek Life EDU is online training for sexual assault, hazing prevention and alcohol abuse. Yale students receive similar training in their freshman year.

In the bonds,



William D. Roberts
Chairman