

SOLIDARITY IN PHI SIGMA KAPPA

FACILITATOR GUIDE

Notes to the Inductor:

- This meeting is required to be held as written and must occur directly before Ritual for the Initiation of New Members.
- Sharing your local chapter history should be educational and approved by a Chapter Adviser prior to leading this meeting. Ideas are provided in the section entitled “Local Chapter History” in this meeting facilitator guide.
- Big brothers or older chapter members should be invited to this meeting to share their stories of positive solidarity, as described below.

Total Time: 60 – 90 minutes

Meeting Outcomes:

- Discuss local chapter history.
- Differentiate between positive and negative solidarity.
- Identify situations where positive solidarity is beneficial for brotherhood.
- Listen to big brothers’ stories on solidarity.
- Revise Pledge to Brotherhood.
- Participate in Brotherhood Circle.

Materials & Preparation:

- “Solidarity in Phi Sigma Kappa” worksheets for each associate member
- Materials and information on your chapter’s history, as approved by your Chapter Adviser
- Big brothers should be in attendance and prepared to share their positive solidarity stories
- Associate members should bring a pen or writing utensil
- Consider asking a local alumnus, your local Chapter Adviser, or your historian/public relations chairman to facilitate this meeting

Introduction: 2 minutes

- *Welcome everyone and ask if anyone has any questions regarding last week's meeting or their associate member experience so far.*
- *Introduce the topic of the meeting, explaining that last week was focused on loving others within and outside of Phi Sigma Kappa, and this week is focused on loving your brothers.*
- *Share:*
 - This meeting is going to highlight our Fraternity at its finest.
 - Before we move forward, I'd like to remind us of the ground rules we have for each Brotherhood Circle and the ones we've added:
 - Participate authentically.
 - Actively listen.
 - Stay off electronic or mobile devices.

- Respect your brothers—don't interrupt, make fun of, or react negatively to something a brother says. If you disagree with something, disagree with the idea, not the person.
- Stay open-minded.
- Ask if anyone has any expectations they'd like to add or if they have any questions.
- Briefly review the agenda for the meeting and see if anyone has any questions. Transition into the first activity.

Local Chapter History: 15 - 25 minutes

- **Facilitator tip:** Below are a few ideas on how to share your chapter's history with associate members:
 - Consider asking a local alumnus, your local Chapter Adviser, or your historian/public relations chairman to facilitate this meeting.
 - Bring historical artifacts such as composites, old photographs, awards, or other items to showcase your chapter's history.
 - Lead a campus tour of different landmarks that are meaningful for your chapter, such as a highway or block that the chapter has adopted to clean, letters in concrete or painted around campus, the fraternity and sorority life office, properties that previously belonged to the chapter, spaces on campus that the chapter used to have meetings or events in, etc.
 - Regardless, what is presented should be approved in advance by your Chapter Adviser and/or International Headquarters professional staff.
- Share the story of your chapter's founding, being sure to include the following:
 - Founding date
 - Chapter name
 - Any college or university or Grand Chapter recognitions/awards
 - "Phi Sig-famous" alumni, including current or previous Grand Council Directors, Grand President, International Headquarters professional staff, Phi Sigma Kappa Foundation trustees, or Phi Sigma Kappa Properties board members
 - Interesting facts about the chapter such as old traditions that are appropriate to share, previous events held on campus
- Instruct associate members to answer questions on their worksheets as you follow along.
- **Facilitator tip:** Refrain from turning this into story-time among alumni or older brothers. It's fun to share old funny traditions or laugh at old pictures but make this educational and meaningful for the associate members as well.
- Share:
 - These men that came before us left their legacy on our chapter and now, you have the opportunity to also leave your legacy for future brothers of our chapter.
 - All of this breeds a sense of brotherhood and solidarity amongst undergraduates and alumni from a specific local chapter.
 - Solidarity can be both a positive and negative thing for local chapters.
 - Next we're going to discuss both in order to create a sense of healthy solidarity amongst our chapter.

Solidarity: 20 – 30 minutes

- *Share:*
 - According to Google dictionary, solidarity is defined as: unity or agreement of feeling or action, especially among individuals with a common interest; mutual support within a group
- *Discuss:*
 - What do you think this means within Phi Sigma Kappa?
 - What are we unified by?
 - *Answers should include:*
 - Cardinal Principles
 - The Phi Sigma Kappa Creed
 - Ritual
 - Brotherhood
 - What do you think of when we say the term “positive solidarity?”
- *Share these quotes about positive solidarity. They are also on the associate members' worksheets.*
 - “There is no stability without solidarity and no solidarity without stability.” – Jose Manuel Barroso
 - “Within each social group, a feeling of solidarity prevails, a compelling need to work together and a joy in doing so that represents a high moral value.” – Christian Lous Lange
- *Share:*
 - Solidarity around the values of the Fraternity, a general interest in Brotherhood, Scholarship, and Character, and supporting brothers through difficult times is what we'd categorize as “positive solidarity.”
 - There are also ways that solidarity can negatively impact the group or others.
- *Share the quote on negative solidarity. It is also on the associate members' worksheets.*
 - “Demands for solidarity can quickly turn into demands for groupthink, making it difficult to express nuance.” – Roxane Gay
- *Discuss:*
 - What do you think this quote means?
 - What are some examples of when solidarity can be a bad thing?
 - *Provide these examples if brothers can't think of any:*
 - Hazing
 - Protecting a brother from getting in trouble when he did something wrong
 - Perceiving the expulsion of members for wrong behavior as “un-brotherly” instead of seeing it as holding members accountable.
 - Groupthink leading to misperceived social norms:
 - Ex. “Everyone {drinks, takes Adderall, has sex after parties} so I should, too.”
 - Groupthink leading to bad ideas that everyone rallies around

- *Share:*
 - Solidarity is power in the form of a group. Power can be used in a positive way, and in a negative way, depending on how the person utilizes it.
 - The same goes for solidarity. We must use the solidarity we inherently have within Phi Sig for good and uphold the Cardinal Principles of our Fraternity.
 - Research shows that solidarity within a chapter can be dangerous, as it can lead to gang-like behavior. Chapters who have too strong of a solidarity typically prescribe to the “I’ve got my brothers’ backs no matter what” mentality. It’s the “no matter what” part of this statement that can be dangerous—as it insinuates that even if a member is toxic or does something to hurt someone, the brothers will protect him—no matter what it takes.
 - However, solidarity can be a positive attribute of a chapter when it’s shown by supporting a brother through their time of need. Now we’re going to hear from a few brothers on when the solidarity they found within the Fraternity helped them.
- *Ask the big brothers present to share the story they have prepared about positive solidarity.*
- ***Facilitator tip:***
 - *Invite all big brothers to share a story, but don’t force everyone to share, especially if you have a large group of big brothers.*
 - *Brothers who would be best for this are members who have gone through some sort of challenge that the chapter and their brothers helped them overcome. Maybe they struggled with their academics, they transferred from another school, had a death in the family, or some other situation where their brothers were there for them.*
 - *It is suggested you have at least two to five brothers (but more can certainly volunteer), and that their stories last less than five minutes.*

Pledge to Brotherhood Revision: 10 minutes

- *Share instructions:*
 - During our second meeting, you created a Pledge to Brotherhood. Now it is time to make your first revisions.
 - Look at your first draft of the Pledge to Brotherhood you wrote during the **Founding** of Phi Sigma Kappa meeting; you should have written a goal of how you would contribute to our Fraternity and our brotherhood.
 - First, make any changes to the content of your Pledge to Brotherhood now that you have learned more about Phi Sigma Kappa and have experienced more of what the Fraternity can offer you. Has your goal changed?
 - Next, list actionable steps that you will need to take in order to achieve that legacy.
 - Use the space below to revise your Pledge to Brotherhood.

After associate members finish their revision, inform them they will have the opportunity to revise their Pledge to Brotherhood one more time during the Ritual for the Initiation of New Members. This will be the final version of what they pledge to do as a brother in Phi Sigma Kappa.

Brotherhood Circle: 10 - 20 minutes

- *Have associate members share their revised Pledge to Brotherhood.*
- *Have them specifically indicate what they changed and why.*
- *Ask them to share some “high points” from one of the big brothers’ or older members’ solidarity stories.*

Closing: 3 minutes

- *Ask if anyone has questions regarding today’s meeting and thank them for their participation.*
- *Share information about the Ritual for the Initiation of New Members such as the date, time and location, what they should wear, and a brief overview of what to expect.*
- *Remind any associate members who haven’t completed all initiation requirements such as GreekLifeEdu or paying their fees, when that needs to be completed.*
- *Share any additional Phi Sigma Kappa or university announcements.*
- *Ask if anyone has additional questions and dismiss.*