

# Week 5: Integrity (Final Session)

## Facilitator Guide

Program Information	
<b>Content Area(s)</b>	Hazing, self-awareness, synthesis of education program
<b>Core Value (s)</b>	Integrity
<b>Length of Program</b>	120 Minutes
<b>Recommended time to hold program</b>	Final session before Initiation
<b>Recommended Facilitators</b>	This is a meeting that we recommend having an advisor present to help facilitate because there is a lot of heavy material in this session.

Logistics		
<b>Room Set-Up</b>	Classroom OR Circle of chairs	
<b>Audio Visual Needed</b>	Laptop, A/V, Screen, Projector	
<b>Collateral Materials</b>	<b>Participant Handouts</b>	<b>Yes – articles</b>
	<b>PowerPoint</b>	<b>No</b>
	<b>Video</b>	<b>Yes</b>
<b>Supplies Needed</b>	Ball of string, scissors, pillow Copies of any hazing articles that you've assigned (if they aren't in the binder)	

Session Notes	
1.	New Members know hazing is wrong, because they've received that messaging all throughout high school and college. However, we know that many of them do not feel comfortable enough or knowledgeable enough to articulate WHY they personally don't believe hazing is wrong. It is during these moments especially when their belief in this idea is tested (when a member of a different fraternity judges them for not hazing). Therefore, the purpose of this session is to equip our new members/pledges with the confidence and knowledge needed to clearly articulate/ challenge someone when the concept of hazing comes up.
2.	The final 30(ish) minutes are meant to serve as a reflective time for the new members to think about their education experience and what they've learned. It's a stark contrast to the hazing discussion, so be sure to end the hazing portion of the session with an optimistic tone.

**Session Outline – Integrity (55 mins)**

15 min	<b>Integrity</b>
<b>FN</b>	<p>Over the course of the past five weeks, we’ve learned a lot. We’ve learned a lot about each other, about the history of Beta Theta Pi, and about how our core values interact in our lives. We’ve learned about Mutual Assistance, and our obligation to give back to one another, to our peers and to our communities. How intellectual growth is not only a drive to excel academically, but to grow as a person and as a man. We’ve learned about how trust is the foundation, or the bridge, between us as brothers; and how vital it is that we pay attention to the ways we build trust. We’ve learned that in order to be ‘urbane in deportment, courteous in expression, and steadfast in friendship,’ it will take a commitment to acting responsibly as gentlemen.</p> <p>This week, we learn about the keystone of our core values. <b>Can anyone tell me what a keystone is?</b></p> <p><i>Facilitator will take a few responses.</i></p>
<b>FN</b>	<p>A keystone is defined as “a large stone at the top of an arch that locks the other stones in place; something on which other things depend.” The keystone is arguably the most important piece of the structure; it is the piece that “locks the other stones in place.” Without that keystone, the integrity of the structure would not be sound and strong.</p> <p><b>Who can define integrity for me in their own words?</b></p> <p><i>Facilitator will take a few responses.</i></p>
<b>VIDEO</b>	<p>Those are all great responses. Like leadership, there’s no one way to define integrity. There are so many different ways that this word plays-out in action, or inaction. I like to think of it in the simple way that, “we do what we say we’re going to do.” It is one of those things that it so simple in concept, but so difficult in practice. <b>Why do you think that we, as human beings, have so much trouble practicing integrity?</b></p> <p>We’re going to watch a video now and I want you to think about this concept of integrity. Think about how it informs our decisions as fraternity men and as Betas. <a href="http://www.values.com/inspirational-stories-tv-spots/78-reach">http://www.values.com/inspirational-stories-tv-spots/78-reach</a></p>
<b>FN</b>	<p>I want you to quickly break up into groups of three. <i>Wait for them to find their groups.</i> Now, I’m going to give you 10 minutes to talk about a time when you yourself struggled with integrity OR when you acted on a moment of integrity in your life. <b>What did that feel like? Why do you think you found yourself in that situation? Go.</b></p> <p><b>Let’s get a couple people to share...</b></p>

	<p><i>This is relevant if you assigned any of the hazing articles below as homework.</i></p> <p><i>You all should have received the hazing articles this week and had a chance to glance over them. For those of you who didn't please take 10 minutes to glance over them now.</i></p> <ol style="list-style-type: none"> <li>1.) Dr. Gentry McCreary &amp; Josh Schutts – <a href="#">Want to Fix Hazing? Fix Brotherhood?</a> – Longest densest article. The rest are under 1 page.</li> <li>2.) Dr. Gentry McCreary– <a href="#">Who is Drawing the Line in your chapter?</a></li> <li>3.) Dr. Gentry McCreary – <a href="#">The Myth of The Rogue Member</a></li> <li>4.) Dr. Gentry McCreary – <a href="#">Confronting Hazing Myths</a></li> <li>5.) Dr. Gentry McCreary – <a href="#">I am a Hazer</a></li> <li>6.) David Westol – <a href="#">Hazers can't handle the questions</a></li> </ol>
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30 min	<b>Hazing Discussion</b>
	<p><i>Facilitator Note: This is an activity that could be tricky to facilitate, so consider asking an advisor for help!</i></p>
<b>Definition</b>	<p>We're now going to take a few minutes to talk about an incredibly relevant issue that ties into Integrity, HAZING.</p> <p><b>Can someone give me a definition of hazing?</b> (Get 3-4 answers first)</p> <p>Our answer: Hazing is any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them <b>regardless</b> of a person's <b>willingness</b> to participate. (write on the board)</p>
<b>Examples</b>	<p><b>Can anyone give me some examples of groups that haze?</b></p> <p>Fraternities, bands, professional and amateur sports teams, gangs, the Boy Scouts, etc. Studies show that high school groups are the most prominent hazers of any organization in the world! (although fraternities take the cake for being the most dangerous with multiple deaths a year for several decades running). – Make a list on board</p> <p>Many men's organizations haze and actually more than 2/3 of incoming college freshmen have been hazed in some way. This means that our members have actually been pre-conditioned to accept and promote hazing before they even join! It is our job to counteract this.</p> <p><b>What are some famous examples/Cases?:</b></p> <p>Richie Incognito (Miami Dolphins), 2014 Miss America (Alpha Phi), Florida A&amp;M band death, etc. – Make list on board</p> <p>Over 20 fraternity hazing deaths in the past five years. It is important to note that none of these groups expected anyone to be hurt and in most cases, don't believe what they were doing was, "that bad"/ hazing.</p>

<p><b>Justification</b></p>	<p><b>What are the alleged benefits of hazing?</b> Write list on the board.</p> <p><b>Why is it important that we acknowledge the benefits of hazing?</b> When we're talking to people in other organizations, friends in other chapters, etc., they will bring up these reasons to justify hazing. You all may even think of these at one time or another. We firmly believe that in order to make the right choices and keep our education constructive and positive, we need to understand the alleged benefits.</p>
<p><b>Research</b></p>	<p>Dr. Gentry McCreary – one of the foremost experts on hazing in the country has conducted focus groups and done research in order to create a statistical scale measuring types of brotherhood within chapters. Let's turn to the article by Gentry McCreary &amp; Josh Schutts and refresh ourselves on the types of brotherhood.</p> <p>“Many men think about brotherhood as merely being about solidarity (i.e. I've got your back, you've got mine) or about shared social experiences (all the fun we have together is what bonds us as brothers). Chapters who think about brotherhood in these ways are more likely to have severe hazing. The hazing is designed to produce faux solidarity through a difficult new member process, or prevent new members from immediately exploiting the benefits of membership (i.e. earning your letters). But chapters who balance out the solidarity and social elements of brotherhood with equal parts of belonging (i.e. my fraternity is my home away from home and a place where I feel accepted and appreciated) and accountability (i.e. my brothers make me a better person by holding me to high standards) are less likely to haze and are more likely to have healthy, productive chapter experiences. We know from our research and work on campuses that fraternity men enjoy and are willing to engage in conversations about brotherhood, and that programming aimed at realigning their conceptualization of brotherhood is effective.”</p> <p>Four Types</p> <ol style="list-style-type: none"> <li>1. Brotherhood Based on Gang Mentality (BROGM) – Highest affinity for hazing <b>What is brotherhood based on gang mentality? What are some examples of this attitude? Why might it be dangerous?</b></li> <li>2. Brotherhood Based on Shared Social Experiences (BROSSE)- 2<sup>nd</sup> highest (social status) <b>What is brotherhood based on gang mentality? What are some examples of this attitude? Why might it be dangerous?</b></li> <li>3. Brotherhood Based on Common Interests (BROCI)</li> <li>4. Brotherhood Based on Accountability to Shared Values (BROASV) – Lowest affinity for hazing. <b>What is brotherhood based on gang mentality? What are some examples of this attitude? Why do you think it's the least likely type to lead to hazing?</b></li> </ol> <p><b>How can we ensure our brotherhood is well balanced, utilizing the best parts of the 4 types of brotherhood? What are ways we can hold each other accountable?</b></p>

	<p><i>Always making sure our actions line up with our values and that we aren't afraid to speak up and call each other out.</i></p>
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**Session Outline – Education Program Reflection (45 mins)**

10 min	<p><b>Review of Learning Outcomes</b></p>
	<p>Over the past several weeks, we've taken a dive into Beta history and lore as well as our values. We've gotten to know each other a lot better, and had the opportunity for self-reflection as well as critical analysis of challenges facing the Greek community as a whole. Let's go back and take a look at the goals of the New Member Program to see if we have accomplished what we set out to do.</p> <p><i>Have new members turn to the goals of the new member program in their binders.</i></p> <p><b>Do you feel that we accomplished or at least got started on all of these goals?</b></p> <p><b>What did we do particularly well?</b></p> <p><b>Where could we have improved?</b></p> <p><b>How can we continue this conversation after Initiation?</b></p>

15 min	<p><b>Synthesis of Values</b></p>
	<p>Throughout the course of education, we spent a session on each value and really diving into what it means to Beta and how our fraternity believes we live them out. We're now going to take some time to reflect on what these values mean to each of us personally. Take a few minutes and write about what you've learned about each of these values in your own personal life throughout your time as a Beta thus far.</p> <p><i>After 5-10 minutes, bring the group back together.</i></p> <p>Now, find a partner and share some highlights of what you wrote with him.</p>

20 min	<p><b>A Web of Brotherhood</b></p>
<b>CUSTOM</b>	<p><i>Facilitator Note: This is a great activity, but is optional since this is a longer meeting. It's very rewarding for them to experience together and for the facilitator to witness.</i></p>

***(Adapted from the North-American Interfraternity Conference)***

You'll need a ball of string, pillow and scissors for this activity.

Ask participants to sit in a circle. Have one member hold one end of the string tightly. As he does, have him explain what the fraternity means to him and one thing he is going to do uphold the principles/obligations, mission/vision of Beta Theta Pi.

When he is finished have him toss the ball of string across the circle still holding tightly to his end. Have the person who catches it wrap it around his finger and provide an answer to the same question mentioned above. When the second person is finished, have him toss the ball of string to another member, until all members have a piece wrapped around their finger (Be sure a web is being created).

Once complete, have the members pull the string taut to create the "web of brotherhood." The facilitator should place an (non-breakable) item important to the chapter in the center of the web (perhaps on a pillow) and ask for hypothetical examples of times when brothers have not upheld the principles/obligations/mission/vision of Beta Theta Pi. For each example, cut one of the strings with scissors. Soon the web will become weak and the item will fall to the ground.

**Discussion Questions**

- **How did it feel to create the web?**
- **What comments made by brothers impressed you?**
- **How did it feel to hear the negative examples?**
- **Why is it important to uphold the principles of Beta Theta Pi?**

I want to leave with you a final prompt. Very shortly, you are going to become a fully initiated member of Beta Theta Pi. That is not only a huge accomplishment and privilege, but a responsibility. Over the last few weeks, it is my hope that you know how special it is to be part of this organization. We have a commitment to make our campus a better place, and to make each other better men.

Remember that "initiate" means "to begin" – so while your time as a new member is over, your time as a Beta is just beginning. The hard work is far from over. In fact, it's just beginning. There is a lot to be done in our chapter, and I can't wait to see what you accomplish! I can't wait to call you brothers in just a few short days.

**Session Outline – Final Wrap-Up (20 mins)**

20 min	<b>Final Announcements, Song Practice, and Initiation Prep</b>
	<ul style="list-style-type: none"><li>• Share any relevant announcements or assignments here</li><li>• Make sure everyone knows key details related to Initiation (location, attire, what to expect, etc.)</li><li>• Rehearse any songs for Initiation that may need more practice</li></ul>