

# 2023

## Western Province Annual Report



DELTA SIGMA Π<sup>®</sup>

# Table Of Content

**Introduction**

**Pledge Retention and Chapter Size**

**Trials, Inactive Status & Voluntary Withdrawal Data**

**Chapter Dues vs. Average Family Income**

**Province Qualified Programs**

**Chapter Event Data**

**Province Leadership Team Demographics**

## 2021-2026 Strategic Priorities

### Member Education

*Equip members to excel as ethical leaders on campus and in the community.*

### Membership Growth

*Attract and retain diverse students, alumni, and community leaders.*

### Membership Engagement

*Provide members with meaningful involvement opportunities at every stage in life.*

### Organizational Excellence

*Strengthen infrastructure to support priorities.*

*Diversity, Equity and Inclusion - A welcoming, inclusive place of prosperity for all members.*

*Leadership Foundation - Generates and provides financial support for educational and charitable programs.*

*Governance - Structures and processes important for success of the organization.*

*Purpose of Delta Sigma Pi - to foster and support a lifelong commitment to excellence*

# Introduction

Here we are, another Western Provincial Council upon us, and we are excited about where this province and fraternity is heading! Covid brought us "pivot" and "adapt", but now we are onto "evolve" and "grow". And with that in mind, we wanted to try a different format than past years with our council report.

In this document, you will read about data on pledge retention, dues, engagement, events, and leadership team demographics. We hope your chapter goes through this and engages with your DDs/ADDs/RVPs/Committee Chairs and PVP about what trends you are seeing and where you want us to improve, what to continue, what hurdles or barriers your chapter or you may be facing, or things you want to see changed. Our intention is to use this as a tool to have conversations around.

A few highlights from the past year in the province:

- Collectively, this province has over \$20,000 in Chapter Leadership Funds
- Two chapters were recognized as National Award winners in the fall:
  - Gamma Psi, Arizona - Most Improved Collegiate Chapter
  - Denver - Most Improved AlumniChapter
- 14 brothers were awarded scholarships from the Leadership Foundation

Thank you to everyone from our alumni leaders who volunteer countless hours to serve the fraternity, our collegiate brothers for embodying the purpose of the fraternity, and our alumni chapters who demonstrate what "It's not just four years, it's for life" truly means.

We look forward to engaging with your chapters ahead of Provincial Council, LEAD, and Grand Chapter Congress!

Fraternally,

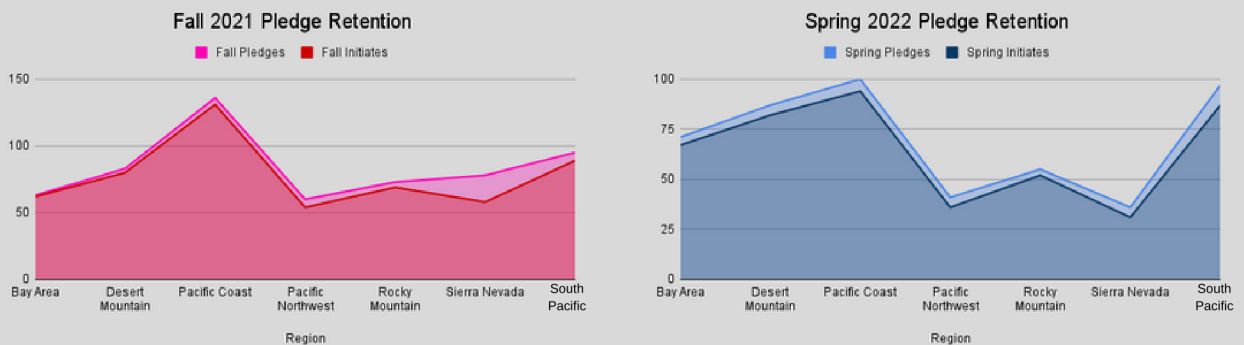
Western Province  
Leadership Team



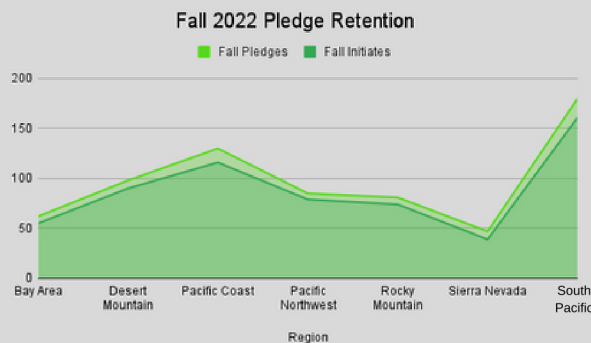
# Western Province Pledge Retention and Chapter Size



Chapters in the province did a great job in the 2022 fiscal/academic year in terms of pledge retention. 92% of those who pledged the fraternity were initiated last year. The Bay Area Region had the highest percentage with 96% retention, with Desert Mountain and Pacific Coast Regions right behind at 95%.

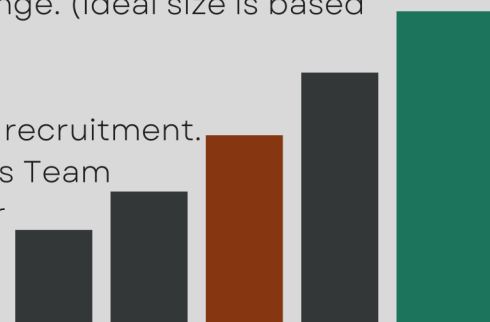


The province seems to be a tad behind so far for the 2023 fiscal/academic year. The fall term saw an overall 90% pledge retention rate, with the Pacific Northwest Region leading with 93%. This is down 4% from the fall 2021 retention rate.



When it comes to chapter size, we are seeing a trend of extremes. Chapters are either getting smaller or larger than ideal. Currently, 16 chapters are higher than their ideal member size, while 18 chapters are below the ideal size by 20 or more members. This leaves 11 chapters in the ideal member range. (Ideal size is based on enrollment numbers)

We want to wish the chapters luck with their spring 2023 recruitment. Please reach out to your DD/ADD/RVP or Chapter Services Team if you are in need of pledge retention, pledge program, or recruitment assistance.



# Western Province Trials/Inactive Status/ Voluntary Withdrawal Data

Member retention is holding strong so far for the 2023 fiscal/academic year. 1632 members were reported in the province at the beginning of the fall term with a decrease of 4% seen thru expulsion (trial) or voluntary withdrawal.

	Fall Trials	Executive Committee Trials	Chapter Trials	Expulsions	Suspension	Fine	Probation	Reprimand	Not Guilty/ No Penalty
Fall 2021	105	95	9	61	4	16	15	4	5
Fall 2022	86	68	18	60	0	20	5	0	1
	Spring Trial Count	Executive Committee Trials	Chapter Trials	Expulsions	Suspension	Fine	Probation	Reprimand	Not Guilty/ No Penalty
Spring 2022	141	128	13	76	2	31	12	15	5
Spring 2023	5	4	1	5	0	0	0	0	0

While overall membership loss was low, 63% of trials in FY 22 resulted in expulsion, which is still higher than what we would ideally like to see. FY 23 is right now at 71% expulsion result, but that number may fluctuate by year end.

Voluntary Withdrawal	Requests Submitted	Approved	EC Approved	Denied	EC Denied	Initial Submission
Fall 2021	7	1	2	2	2	
Fall 2022	13	3		10		
	Requests Submitted	Approved	EC Approved	Denied	EC Denied	Initial Submission
Spring 2022	8	3	6	3	2	
Spring 2023	2		1			1

Less than 2% of fall members applied for inactive status in the fall of 2022 which is similar to the fall of 2021. And we are currently seeing only 50% of inactive status requests being approved. This could be due to other membership options currently offered. We would like to see this number decrease as well.

Inactive Status	Requests Submitted	Approved	EC Approved	Denied	EC Denied	Initial Submission
Fall 2021	24	12	19	7	5	
Fall 2022	24	10	15	5	6	3
	Requests Submitted	Approved	EC Approved	Denied	EC Denied	Initial Submission
Spring 2022	46	25	43	18	3	
Spring 2023	11	2	1	3	0	5

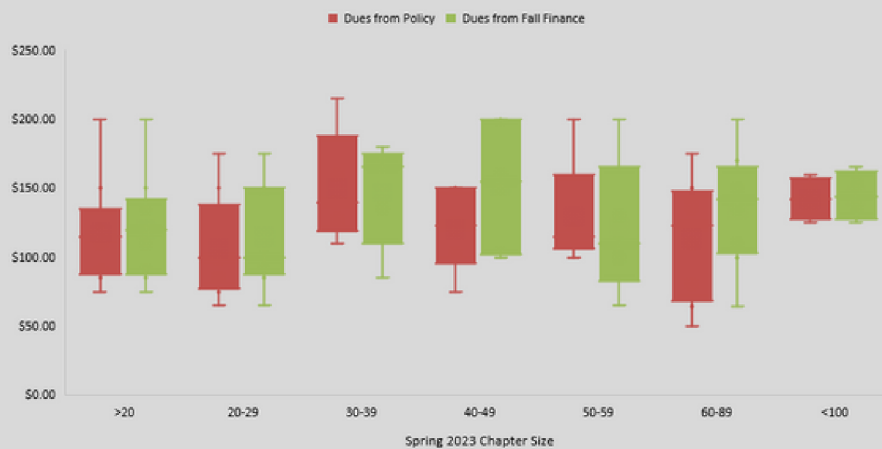
# Western Province Chapter Dues vs. Avg Family Income



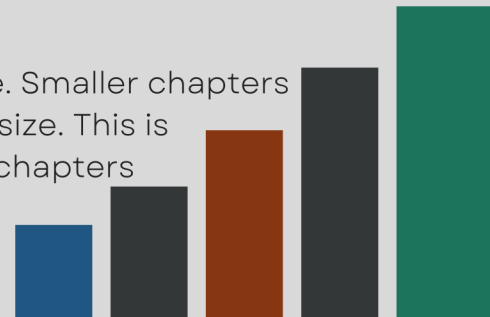
One of the barriers to participation in Delta Sigma Pi can be tied to finances and the cost of participating. Eleven chapters reported spring term dues on their budgets that matched their chapter policies. 37% of chapters reported a higher due amount for spring than stated in their policies and 22% reported dues lower than their policy.



Looking at those reported dues in comparison to the Median Student Family Income\* of the universities within the province, we see that dues are not proportionate to income, but rather are near equal across incomes.



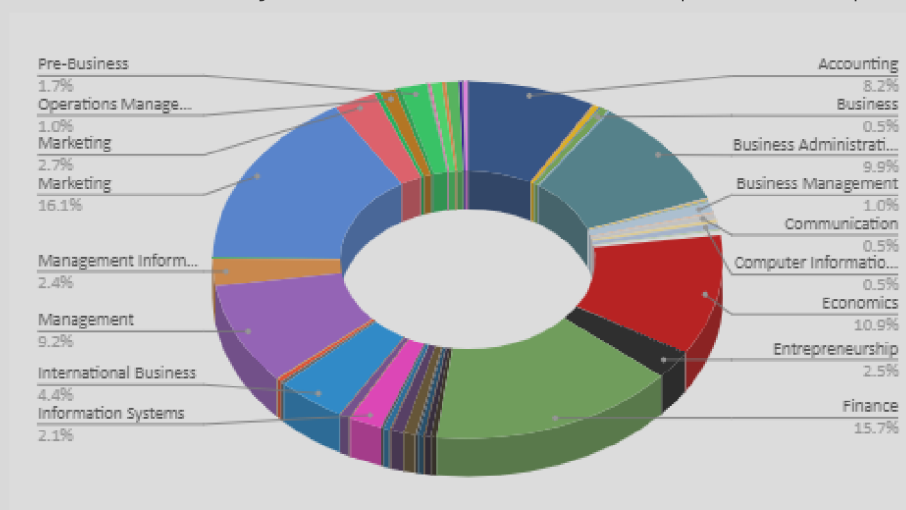
The same looks to hold true as well based on chapter size. Smaller chapters are near equal to chapters that may be three times their size. This is just the base dues, and does not include any extra costs chapters may charge for events during the term.



\*Based on a study released by opportunity in sights.org through a Harvard study in 2017

# Western Province Qualified Programs

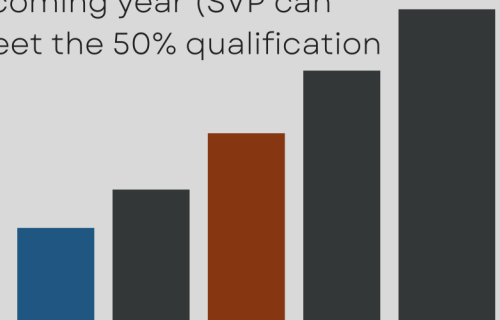
There are 123 different qualified programs represented in the Western Province. However, 72.7% of our current collegiate members are reported to be either Accounting, Finance, Marketing, Management, Business Administration, or Economics major. 33 of our qualified programs report five or fewer in the program, so more can be done to try and recruit from lower represented programs.



During the 2022 Fiscal/Academic Year and fall of 2022, the following programs were approved.

FY 22	Xi Pi	Sustainable Business
FY 22	Xi Pi	Theater Business
FY 22	Mu Chi	Cybersecurity Management
FY 22	Lambda Phi	Hospitality Management
FY 23	Omicron Sigma	Business Economics
FY 23	Rho Upsilon	Finance
FY 23	Nu Phi	Software Engineering
FY 23	Epsilon Upsilon	Natural Resource Economics
FY 23	Lambda Psi	Management
FY 23	Lambda Psi	Marketing

And we hope to see the number continue to grow in the coming year (SVP can submit programs via HUB, the qualified program must meet the 50% qualification ratio as outlined on the form)!



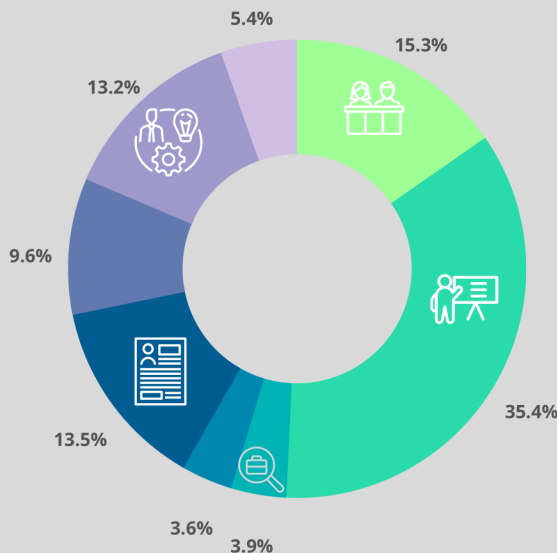
# Western Province Chapter's Events Data

A major theme we see within the Western Province is events that generate ROI and Real-World transferable skills. So what do we do well? Consistent programming for essential basic professional skills; resume writing and mock interviews, learning about Diversity, Equity, and Inclusion and how it applies in companies as well as our chapters, service events that give back, and alumni engagement during recruitment.

Where can we improve? At the end of each section is a recommendation for an area of improvement that we hope chapters will consider for the upcoming year.

Each event data is based on forms submitted through the HUB during the 22 Fiscal Year and Fall of 2022.

## Professional

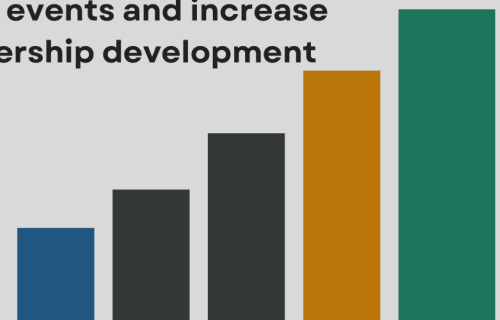
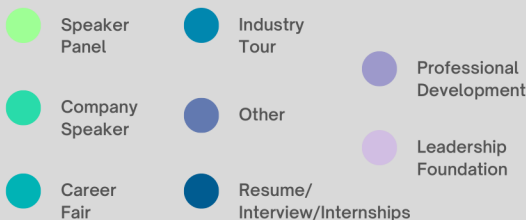


35.4% of our chapters reported having a business professional come and speak about their current company and career, either in person or virtually. While at the other end, 3.6% reported events that required the chapter to travel to a professional event, such as an industry tour event.

Overall, our chapters made an effort to better many professional skills, including interviewing, resume building, proper professional dress, and networking.

Some events that fell into the “Other” category include case competitions, a Shark-Tank-style recruitment event, and an LSAT seminar!

**We encourage chapters to challenge themselves to hold more non-speaker events and increase professional/career/leadership development events.**





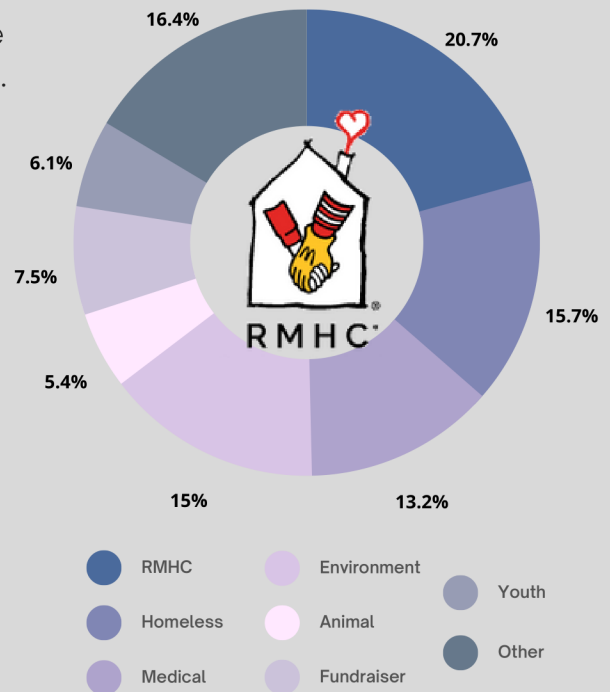
# Community Service

The three biggest service events from chapters, making up 43.9% of reported events, benefit medical, environmental, or homeless organizations. Types of events included in these are blood drives, food banks, and planting trees.

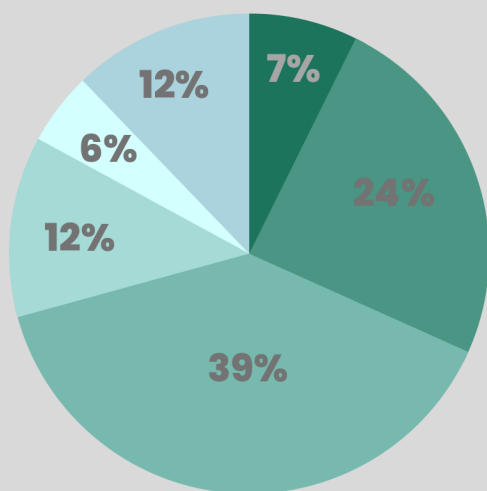
We also see high participation from chapters in service events at National Events and are excited to continue to offer interactive service events at LEAD and GCC.

**Chapters are encouraged to find new opportunities to engage with RMHC outside of pop tab collection. Whether that be volunteering at the local house, making care packages, or maybe holding a charity event to raise money for RMHC.**

We would also love to see an increase in collaboration on service events, either with other organizations or building a reoccurring service event.



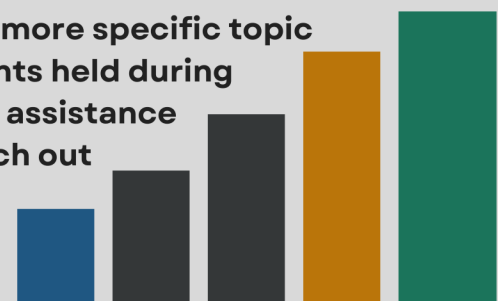
# Diversity, Equity, and Inclusion



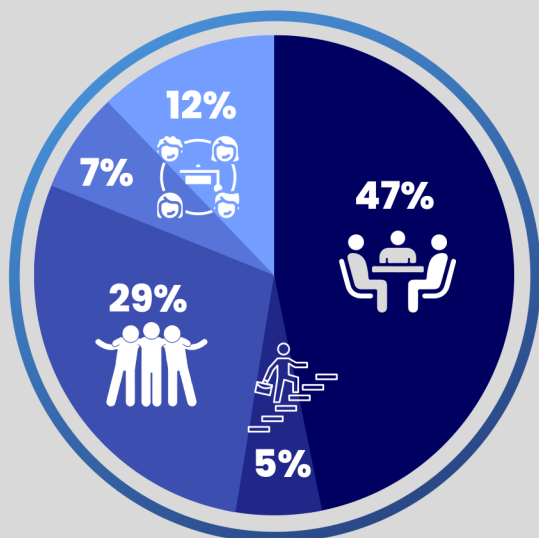
63% of chapters' DEI events were around general DEI and strategies for promoting DEI. This ranged from terminology, applying a DEI lens to the chapter, discussion on chapter demographics, or presenters' personal experiences.

The majority of reported DEI events were speakers, with less than 5% reporting a workshop, exercise, or interactive component.

**Planning for your chapter's next DEI event should be underway, and we hope to see more specific topic events. As well as multiple events held during the year. If your chapter needs assistance with finding topics, please reach out to our Provincial DEI Chair.**



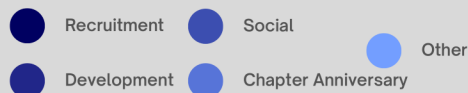
# Alumni Relations



Chapters report the highest alumni attendance at recruitment events (47%), with social events such as BBQs, Top Golf, or other casual events reported as the second highest (29%). Other (12%) include alumni participating in a panel or presenting.

12 chapters have reported sending out at least one alumni newsletter so far this year, with puts the province on track to increase from the 20 chapters reporting a newsletter last year.

**Challenge your chapter to engage alumni thru a different event this upcoming year. Set a goal to update X amount contact info of "lost alumni" during the year. And let's aim for 100% of chapters sending out at least one alumni newsletter to chapter alumni as well as local alumni in they next year.**

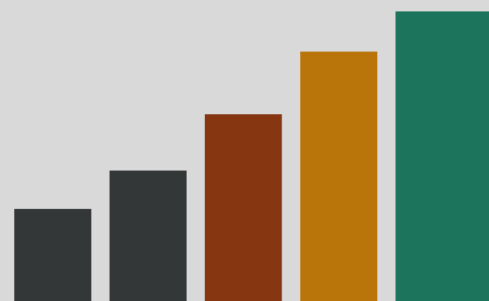


# Alumni Chapter Events

There are 12 franchised alumni chapters in the Western Province for the 2022-2023 year, a decrease from previous years, and we are seeing very low engagement. Four chapters reported events during the 2021-2022 year in the HUB and so far only two chapters have submitted events for 2022-2023 year.

More than two chapters have held events, based on self-reporting at the monthly meetings held by the provincial alumni development chair. While it is great that alumni chapters are holding chapters, we hope to see all 12 chapters hold at least one event this year.

**We encourage alumni chapters to reach out to the provincial chair and their committee for assistance and support as well as attend the monthly meetings to share with other chapters your wins, struggles, and ideas.**



# Western Province Leadership Demographic Survey



Elected and appointed leaders in the Western Province were asked to complete an optional survey to help benchmark where the province currently stands and spotlight our needs for diversification at the leadership position to better reflect our at-large membership.

Our next steps are to utilize this data as a tool during conversations around involvement, the outreach of new volunteers/retaining volunteers, unconscious biases, and other areas to improve upon.

The survey was sent to 120 leaders in the Western Province comprising elected leaders; PVP and RVPs, and appointed leaders; Provincial and Regional Committee Chairs, Committee Members, District Directors, and Assistant District Directors.

**Total Survey Respondents**

<b>55</b>	<b>65</b>
PVP/RVP/ DDs/ADDs	Committee Chairs and Members

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**Response rate**

<b>51%</b>	Completed the survey
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## Gender Identity



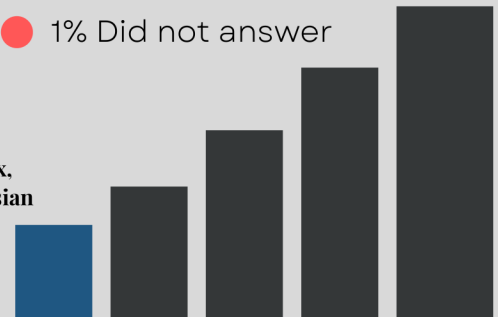
- 38% Men
- 60% Women
- 1% Non-Binary
- 1% Did not answer

## Race/Ethnicity



- 51% White
- 44% People of Color\*
- 1% Did not answer

\*The "People of Color" designation includes Black/African American, Latino/Latina/Latinx, Hispanic, American Indian, Alaskan Native, First Nation, Indigenous, East Asian or East Asian American, South Asian or South Asian American, Native Hawaiian, Pacific Islander, Middle Eastern, Biracial, or Multiracial. Respondents were able to select any and all designations that they felt best reflected their race or ethnic identities.





# Intersection: Gender X Race

## Men



## Women

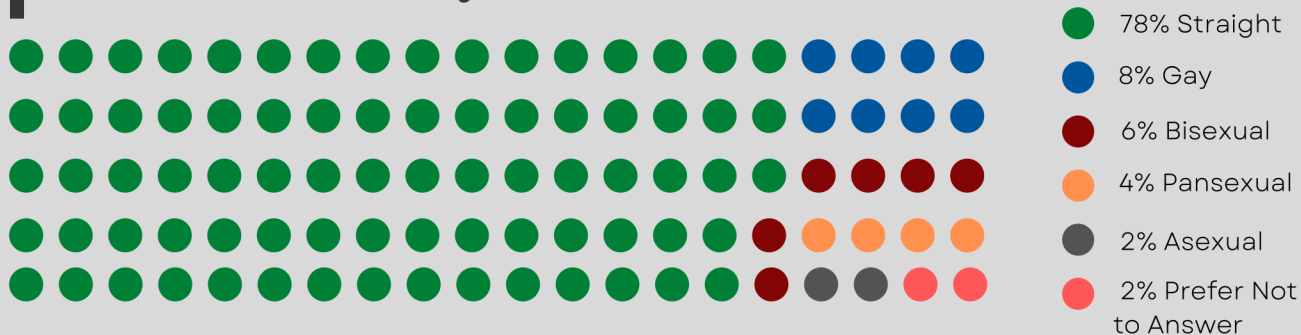


## Gender Non-Conforming, Gender Non-Binary

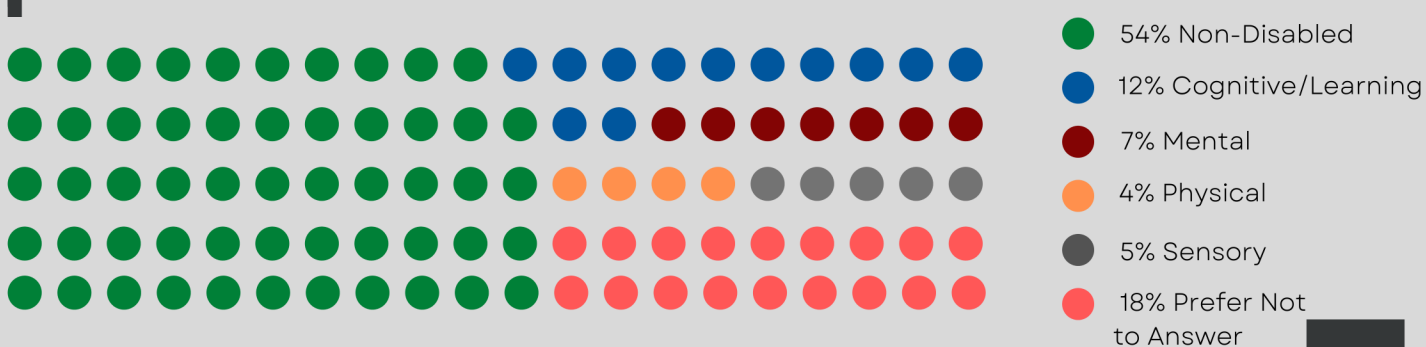


- White
- Black/African
- American Indian
- Biracial/Multiracial
- South Asian
- Latino/a/xl
- Hispanic
- Southeast Asian
- East Asian

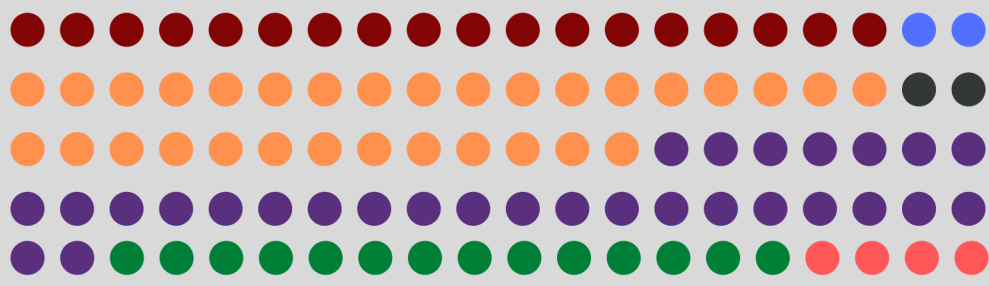
# Sexual Identity



# Disability Status



# Age



- 2% 68+
- 2% 56-67
- 18% 41-55
- 31% 31-40
- 29% 25-30
- 14% 18-24
- 4% Prefer Not to Answer

# Summary

Comparing results to the 2020 Census Population\* estimates, people of color are represented, we are underrepresented in Latino/a/x, Black/African American, Native Hawaiian, Pacific Islanders, and Middle Eastern.

With Sexual Identity, 20% identified as LGBTQIA+, with "gay" as the most frequently selected identifier, which is well represented when compared to the 5.6% general US population identifying as LGBTQIA+ based on a 2021 Gallup Poll.+

28% identify themselves as someone with a disability. This highlights the importance of accommodations and appropriate access to ensure full participation/inclusion.

Millennials are currently the largest age demographic (60%) of leaders, so more can be done to include more experience brothers as well as Gen Z.

This is a first step to holding ourselves accountable to make sure our leaders reflect our membership and we will continue to work to ensure equity and inclusion within the province and fraternity as a whole.

\*2020 US Census: 61.6% White alone, 38.4% People of Color (non-White) Source: <https://www.census.gov/library/visualizations/interactive/race-and-ethnicity-in-the-united-state-2010-and-2020-census.html>

+Source: <https://news.gallup.com/poll/329708/lgbt-identification-rises-latest-estimate.aspx>

