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AMERICAN INTERFRATERNITY CONFERENCE FRATERNITIES/
NATIONAL PANHELLENIC CONFERENCE SORORITIES AND
UNIVERSITIES IN HARASSMENT CASES**

COLLEEN E. LOFTON

A complex legal relationship exists between North American Interfraternity Conference fraternities/National Panhellenic Conference sororities and higher education institutions. This legal relationship has been defined for issues such as association rights and hazing, yet little research exists about this relationship in harassment cases. My review of scholarship and case law revealed that control and level of claim specificity are needed to define the relationship in instances of harassment. By understanding this legal relationship, both North American Interfraternity Conference fraternities/National Panhellenic Conference sororities and universities can continue to address harassment in higher education.

19 **"WHERE I FEEL MOST ACCEPTED": CREATING QUEER-
AFFIRMING FRATERNITY ENVIRONMENTS AND EXPERIENCES**
PATRICK RYAN GITHENS

This study focuses on what makes undergraduate fraternity chapters affirming for openly queer members. Although studies have been published on the demographics and experiences of non-heterosexual fraternity men, there needs to be more clarity regarding what makes chapter experiences welcoming and supportive for this population of members. Through qualitative grounded theory methodology with 10 study participants from Sigma Phi Epsilon (SigEp) Fraternity, this research found that diverse membership, leadership, and supportive interpersonal relationships contribute to an affirming chapter environment. The findings and recommendations share what fraternity undergraduate chapters can do to create and foster a queer-affirming environment.

40 **CONSIDERATIONS FOR ANTIRACIST PRACTICES IN SORORITY
AND FRATERNITY LIFE: A CRITICAL RACE THEORY PERSPECTIVE**
**MICHAEL A. GOODMAN, CRYSTAL E. GARCIA,
STACEY D. GARRETT, AND KALEB L. BRISCOE**

This conceptual piece uses Critical Race Theory (CRT) as a way to recognize systemic inequities within sorority and fraternity life (SFL) communities, and to advance meaningful change on college campuses. We engage histories, literature, and current events to aid practitioners and scholars in deeper considerations around antiracist education in action. Further, we provide an accompanying case study to offer practical considerations for SFL practitioners, campus administrators, and scholars seeking to engage antiracist work within these communities.

67 **"WE HEAR YOU, WE SEE YOU, AND WE ARE WITH YOU."
AN ANALYSIS OF NPC SORORITY CHAPTER SOCIAL MEDIA
MESSAGES**

ERICKA ROLAND, PH. D., COLETTE GRUBMAN, AND KERI DECAY

In this critical discourse analysis, we examined the most popular non-video-based social media platforms of 33 National Panhellenic Conference (NPC) sorority chapters. This study includes chapters at or approaching 25% "racially/ethnically diverse" membership, a term, and status determined by NPC and campus-based advisors. We analyzed posts from 2019-2022 and how, if at all, these sororities espoused diversity, equity, and/or inclusion (DEI) in their posts. Notable findings involve a spike in DEI posts during June 2020 and a signal of support for lesbian, gay, bisexual, transgender, and queer(+) identities and issues.

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