



# Delta Phi Upsilon Fraternity, Inc.<sup>®</sup>

## REGIONAL DIRECTOR'S LETTER TO PROSPECTIVE CANDIDATES

Dear Prospective Candidate:

As a Regional Director and national officer of Delta Phi Upsilon Fraternity, I am pleased that you have taken the opportunity to attend the Interest Meeting of this chapter to which you are applying for membership. I hope the information presented and the fellowship enjoyed will further your knowledge of Delta Phi Upsilon and encourage you to become a part of our brotherhood.

It is very important that you are aware that your presence here in no way obligates you to Delta Phi Upsilon, in the same way that it does not obligate the fraternity to you. If you choose to seek membership, please understand that membership is not based on any diverse "rites of passage," but rather, on each applicant's eligibility for membership. Each applicant must meet the eligibility requirements of the fraternity and must be voted on by the chapter. Voting is not based on favoritism, therefore, do not perform any tasks or purchase any items or accept any form of hazing from any member of this chapter or any other chapter, because to do so is a direct violation of the fraternity's policies.

If this is asked of you, it is your responsibility to report it immediately to the leaders of the chapter, or to a national officer of the fraternity. To do so will not impact negatively on your acceptance for membership. However, **if you witness or experience hazing but refuse to admit proven action, you will jeopardize your membership in the fraternity.**

Please note that the fraternity expressly disclaims responsibility of the national office and the national officers for actions of chapters, individual members, or applicants who are in violation of the letter and/or the spirit of the Disciplinary Action Code and the Constitution and Bylaws.

You are at no time to meet or socialize with any member of this chapter until you have begun the Member Education Program of Delta Phi Upsilon. Should you have any questions regarding membership, or the Membership Intake Process, please direct them to the chapter president or membership committee chairman.

Please completely read the application which follows, making sure to initial/sign all required areas as indicated. The application must be notarized by a licensed notary.

Again, we appreciate your interest in Delta Phi Upsilon and look forward to joining with you in the fraternal bond of brotherhood.

Sincerely,

Regional Director

Southern Region

Northern Region

## WELCOME TO DELTA PHI UPSILON

Thank you for applying for membership in Delta Phi Upsilon Fraternity! This is the first step in the membership process and we eagerly look forward to welcoming you to our brotherhood.

Delta Phi Upsilon was founded on the campus of Florida State University in Tallahassee, Florida, when Trevor Alexander Charles gathered his friends together to share his idea for the creation of a organization that could serve as the vehicle through which gay men of color would be empowered, through the fraternal experience, to act as the impetus to change, leadership and service in the LGBTQ community.

Since that time, Delta Phi Upsilon has grown to become the premier and largest fraternal organization for gay men of color in the United States. With a steadily growing membership, the fraternity is committed to recruiting the most intelligent, talented and service-minded members that our community has to offer.

**Our Mission Statement:** Founded by Black gay men, Delta Phi Upsilon's mission is to provide a safe space for gay, queer, and Same Gender Loving men of color that educates, empowers, and focuses on issues that affect the LGBTQ community.

**Our Vision Statement:** To become the nation's premier fraternity promoting unity, education, and action, within the LGBTQ community.

**Our Core Values:** D-SPACE Diversity, Service, Pride, Advancement, Community, Equity.

### Our National Program

Delta Phi Upsilon employs a cohesive set of programming initiatives that are executed annually by its members and regions. These include:

- △ **Black Boy R.I.S.E. Brunch** - an inspiring event that draws on the spirit of our community focused on four pillars: Responsibility, Impact, Self-Respect, and Excellence (R.I.S.E.).
- △ **Reel Talk Screening & Community Panel Discussion** - aimed at promoting positive images of LGBTQIA+ people of color in film, and addressing the use of derogatory language and stereotypes through film screenings and discussion panels.
- △ **Delta Donates** - an initiative that offers creative and effective philanthropic solutions to selected service organizations. Current organizations benefiting from this initiative include Black Lives Matter and True Colors United.



Your successful advancement through the application process depends on us receiving a completed application from you, so please be sure to completely read the application, paying attention to all the required supporting documentation. **Be sure to answer all questions that apply to you.**

The completed application and all documentation should be returned to the chapter **by its published deadline date.**

## GENERAL INSTRUCTIONS

1. This application is intended only for the candidate who requested it. The application should not be duplicated for and/or transferred to another candidate.
2. It is your responsibility to present the most complete and professional application package possible.
3. All applicable requested documents must be submitted to the Chapter President or Membership Chairman by the deadline date, as advised during the chapter's Interest Meeting.
4. Application packages that are not complete or not representing the high concepts and ideals of Delta Phi Upsilon Fraternity will be rejected.
5. All requested information must be submitted in a sealed 9"x12" envelope, with the applicant's full name on the front of the envelope.
6. All necessary forms are provided to you during the Interest Meeting. Applicants are not to request forms from individual members of Delta Phi Upsilon. No other forms other than those requested may be submitted. Additional documents and materials submitted will not enhance your standing and therefore will not be accepted or reviewed.
7. No monies should be given to members other than those indicated to you in official chapter correspondence.
8. Please do not contact any officer or member of the chapter for a status on your application. You will be contacted by the chapter at the appropriate time.
9. This application supersedes all previous versions.

## ELIGIBILITY FOR MEMBERSHIP

Any man may be presented as a candidate for membership in Delta Phi Upsilon provided that he:

- △ Is a man who has reached the age of 18;
- △ Is a positive role model for gay men;
- △ Is able to actively participate in the financial growth of Delta Phi Upsilon;

- △ Is willing to participate in chapter, regional and national activities;
- △ Is registered to vote, if eligible and qualified;
- △ Possesses great potential in the area of community service;
- △ Possesses talents, skills and qualities of leadership which are beneficial to Delta Phi Upsilon;
- △ Submits a completed Membership Application to the chapter.

## THE APPLICATION PACKET

Complete the application and provide information as requested. In addition to completing the appended application form and paying the membership fee, the male applicant must submit the following items with his application package:

- △ **Letter of Interest:** Should state why the applicant believes that he would be an excellent candidate for membership and what talents/skills/characteristics he possesses that would be an asset to the fraternity.
- △ **A current résumé.**
- △ **A current passport-size photo,** head shot only.
- △ **A copy of his current voter registration card,** if eligible.
- △ **Letters of Recommendation:** Two (2) letters of recommendation must be submitted with each applicant's packet.
  1. Letters must be typed on 8 1/2" x 11" paper (letterhead stationery preferred), include the applicant's name, as well as the recommender's full name, title, address, email address, current telephone number, signature and date of signing.
  2. Recommenders may include, but are not limited to: financially active members of Delta Phi Upsilon Fraternity, high school teachers, counselors, or administrators; college professors, advisors, or administrators; members of the clergy, or your employer.
  3. It is the applicant's responsibility to inform his recommender(s) of the due date for his letters of recommendation.
- △ **Campus/Community Activity (CCAF) Form:** Candidates must demonstrate ability in the area of community service. Form(s) must be given to the director(s) or advisor(s) of the activity or program for completion. All applicants must submit at least one fully completed CCAF form. No more than 5 forms may be submitted.
  1. The activity or program supervisor's signature, title,

email address, current telephone number, and date of signing must follow each documented activity or program listed on the form.

2. A person who completes a CCAF form may also write a letter of recommendation.
3. The applicant must also sign and date the completed form.
4. Note: Only campus/community activity within the two (2) years immediately preceding the application for membership is to be reported.

## THE MEMBERSHIP INTAKE PROCESS

### Overview

Under the direction of the chapter president, the chairman of the membership committee is charged with the instruction and education of all qualified candidates for membership into Delta Phi Upsilon Fraternity, through a nationally approved Member Education Program (MEP).

The major objective of the MEP is to implement the organizational mission of developing leaders while emphasizing the rich history of the Fraternity, promoting brotherhood and academic excellence while providing advocacy and service to the communities we serve.

### The specific goals of the MEP are:

1. Introduce certified candidates to the Fraternity's leadership structure, rules, regulations, historical legacy and traditions;
2. Present certified candidates with efficient and effective methods to develop and sustain their chapters through program design and implementation activities;
3. Assist certified candidates in their social, academic and professional development;
4. Empower certified candidates to participate at high functioning levels in the Fraternity's national programs, fraternal competitions, and special projects.
5. Stimulate the interest, enthusiasm and commitment of certified candidates in the future of Delta Phi Upsilon Fraternity.

The core curriculum of the MEP is designed to help advance the Fraternity's mission while fulfilling the above goals. Candidates are expected to be prepared to fully participate in the MEP's core meeting curriculum that concentrates on fraternal history, member and organizational identity, national service program and special project design and implementation, public relations and marketing, and chapter operations and management. Candidate preparation involves the following:

1. Being punctual for all MEP meetings;
2. Being properly attired for MEP meetings. The chapter will advise you of the required attire.
3. Being equipped with adequate writing/recording instruments:
4. Being inquisitive and participatory in all lesson plans.

The MEP involves a six (6) week intake period. You will be advised of the date, time and place of the intake upon review and approval of the application packet.

**IMPORTANT NOTE:** Any and all official contact and correspondence regarding intake will be sent to the candidate from the chapter officers certified by the national fraternity to conduct or participate in MEP activities.

Below is a brief description of intake activities:

- Δ **Informational** - provides a forum for prospective members who are seeking general information about the chapter and organization.
- Δ **Interest Meeting** - a formal meeting held by the chapter for potential members that details the application process and rules of the organization; generally geared to potential members who have a serious interest.
- Δ **Interview** - a question and answer session held by the chapter membership committee with each potential member to determine the applicant's worthiness for membership.
- Δ **Member Education Activities** - a six (6) week session of activities involving presentation of the fraternity's history, presentation of chapter histories, presentation of fraternity national programs and activities, discussion of national and chapter requirements regarding financial obligations, discussion of expected members/individual participation, responsibilities and commitment and distribution of required membership information to candidates.
- Δ **Initiation** - the process by which certified candidates are welcomed into the brotherhood of Delta Phi Upsilon. Candidates must be risk management and history certified and must have achieved a 90% pass rate on the official membership examination, before they may participate in the initiation ceremony.

**ILLEGAL INTAKE/MEP ACTIVITIES/HAZING**

Delta Phi Upsilon Fraternity, Inc. does not permit unsanctioned or "underground" intake activities. Candidates should participate only in the membership activities that are described and set forth as to date, time

and place by the chapter president and/or membership chairman.

No chapter of Delta Phi Upsilon Fraternity, Inc. shall indulge in any physical abuse or undignified treatment (hazing) of its candidates for membership. **Hazing is defined as: any action taken or situation created intentionally or unintentionally, whether on or off Fraternity premises, to produce mental or physical discomfort, embarrassment, harassment, or ridicule.**

Such activities and situations include:

- Δ Paddling in any form;
- Δ Creation of excessive fatigue;
- Δ Physical and psychological shocks;
- Δ Publicly wearing apparel which is conspicuous and not normally in good taste;
- Δ Engaging in any public stunts and buffoonery;
- Δ Morally degrading or humiliating games and activities;
- Δ Late work sessions which are not consistent with Fraternal Law, ritual or policy;
- Δ Requirement of performance of any sexual acts as a condition of membership.

***He Ain't Heavy, He's My Brother***

The road is long with many a winding urn  
that leads us to who knows where, who knows where  
But I am strong enough to carry him  
**he ain't heavy, he's my brother**

So on we go  
his welfare is my concern, no burden is he to bear  
we'll get there

For I know he will not encumber me  
**he ain't heavy, he's my brother**

If i'm laden at all,  
i'm laden with sadness that everyone's heart  
is not filled with gladness and love,  
and love, and love for one another

I said it's a long, yes it is  
i said it's a long long, long, yeah, hey, hey, hey, hey, yeah  
said it's a long, hard road from which there is no return  
but while we're on the way to there, why not share?

And the load doesn't weigh, doesn't weigh me down at all  
**he ain't heavy, he's my brother**  
he is my brother  
he ain't heavy, no, no, yeah  
**he ain't heavy, he's my brother**  
he, he is my brother  
he ain't heavy  
**he ain't heavy, he's my brother**

- Bob Russell & Bobby Scott