

# *Kappa Xi Omega Sorority, Incorporated*



## Informational Manual

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The **vision** of Kappa Xi Omega is to prepare and encourage women of good character, high ethics, and noble ideals to contribute positively to the world in which they live while striving to be recognized as the premier service-based leadership development organization among LGBTQA sororities and fraternities.

# A strong sisterhood of immaculate women

Greetings,

This packet contains information on Kappa Xi Omega Sorority Incorporated and its mission. This is only a short overview of our sisterhood.

Created February 10, 2004, Kappa Xi Omega Sorority, Incorporated is a service organization allied within the LGBTQA community and its supporters.

Kappa Xi Omega works to enhance and educate the LGBTQA community by promoting diversity and unification through a series of workshops, seminars, and a general disbursement of assets.

Kappa Xi Omega was developed as an alliance for professional lesbian women as well as an affiliate within the LGBT and Women's Health Community. Our focus is to improve the community through the continual implementation of our community service programs and creating partnerships with organizations of similar goals and mindsets.

The ultimate goal of Kappa Xi Omega is to unite women of similar focuses and beliefs and create mindful entity of business, commerce and sisterhood!

## National President's Message



In 2004, a vision was bestowed upon me where I felt it necessary to establish a sorority to actively make a difference in the community. Henceforth, Kappa Xi Omega Sorority, Incorporated was born. We have been blessed to have inducted members to help strengthen our organization and further our vision. Our growth has not been vast in numbers, but quality of sisterhood as we strive for the "Kultured Kalibur".

It is with great pleasure I recognize the vast achievements we have accomplished within our short existence. We know that through your hard work, dedication, and service, our Sorority is truly a force to be reckoned with.

Thank you for taking the step to learn more about our immaculate sisterhood and her members.

Our bond is strong and we truly believe in our motto "Making Our Mark Through Service and Sacrifice."

Sisterhood-Action- Service  
Let this be our signature in the bond

Luminary J. R. Byrd, MS

*I've heard it said a sorority is a waste of time; but I know better...  
For I have seen the love and walked in the splendor of sisterhood...*

# The Kappa Distinction

All sororities were founded to aid their communities and provide opportunities of Sisterhood. Yet each has something different to offer.

There are many organizations a woman can join but none is quite like a sorority. A sorority is defined as a social organization for women yet it offers women so much more by bringing them together to focus on actively making a change in the communities in which they reside.

The Kappa Distinction is we are interested in developing each member as a person so collectively we are women of essence that are dedicated to making our mark through service and sacrifice.

Our sisterhood is interested in each sister as a total person on spiritual, physical, emotional and mental level. Kappa helps each member to develop and reach their full potential which allows our sisterhood to be a coterie of women that is strong, focused and committed. To whom much is given, much is required and by being humbled by the blessings our own lives, we are conscious of what we must do in serving others.

Love is the operative word that is the basis of our sisterhood. Love makes us a true sisterhood and has kept us viable through trials and tribulations.

The Kappa Distinction is that we are interested in who you are. The Kappa Distinction is that we care. We care about our members. We care about our communities. We care to make our mark through service and sacrifice.

Kappa is different because we make a difference. Join us and we can make a difference together.

Kappa Xi Omega embodies a distinctive cross sector of society. Members of Kappa Xi Omega can be described in one word DIVERSE. Professions of members range from educators, entrepreneurs, career military and all in between.

**General Overview:**

Sorority Colors	Hunter Green & Cream
Sorority Mascot	White Peacock
Sorority Jewel	Peridot
Sorority Flower	Amaryllis
Sorority Classification	501 ( c)7
Sorority Website	<a href="http://www.kappaxiomega.org">www.kappaxiomega.org</a>
Sorority Phone	951-KAPPA10
Sorority Email	<a href="mailto:membership@kappaxiomega.org">membership@kappaxiomega.org</a> <a href="mailto:kappaxiomega@gmail.com">kappaxiomega@gmail.com</a>
Sorority Locations	FL, WA, MD, NC, TX, NY, KY, VA, GA, OH
Greek Letters	ΚΞΩ

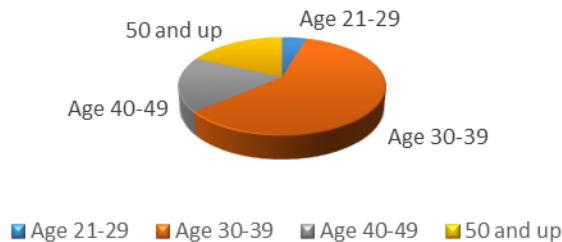
**Kappa Xi Omega Mission:** The mission of Kappa Xi Omega Sorority, Incorporated is to enhance and elevate the communities in which we reside and serve through implementation of sorority programs, building and maintaining sisterly relations and continually striving towards our core values.

**Kappa Xi Omega Vision:** The vision of Kappa Xi Omega is to prepare and encourage women of good character, high ethics, and noble ideals to contribute positively to the world in which they live while striving to be recognized as the premier service-based leadership development organization among LGBTQA sororities and fraternities.

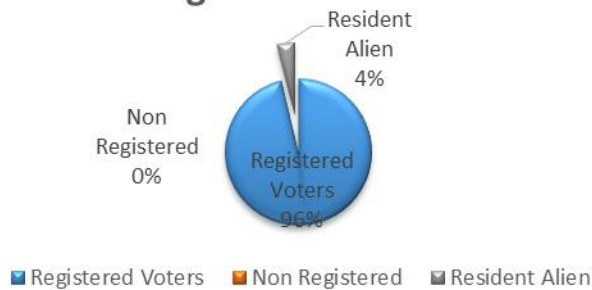
Through a recent member assessment the following demographics were appraised and the results are below:

The average age of Kappa Xi Omega members is **40.4 years of age.**

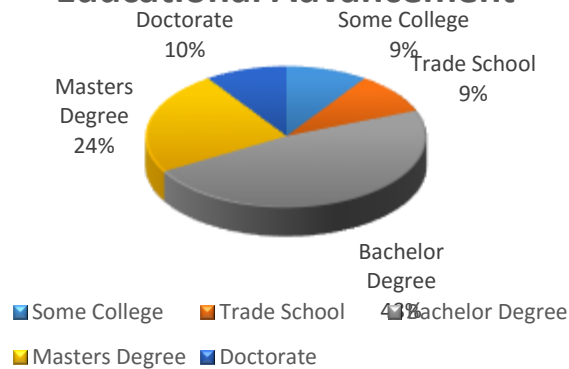
### Age Demographic



### Registered Voters



### Educational Advancement



Our sisterhood is interested in each sister as a total person on spiritual, physical, emotional and mental level. Kappa helps each member to develop and reach their full potential which allows our sisterhood to be a coterie of women that is strong, focused and committed.

# NATIONAL HISTORY

Kappa Xi Omega Sorority, Incorporated was founded February 10, 2004 and incorporated February 21, 2004 in the state of Alabama. Luminary Jeronica R. Byrd along with two others found that there was a void for a Greek lettered organization that diligently assisted in enhancing and educating the LGBTQA community.

Through trials, tribulations, and adversities both internally and externally that most newly formed organizations encounter, Soror Byrd's determination for success has put the Sorority on the path towards high achievement, and a positive role model for all sororities regardless of orientation.

Kappa Xi Omega's unwritten slogan is "Quality Not Quantity", because it is obvious that many organizations may be larger in numbers but have no substance. We want members who are not just about wearing Greek letters, but understand what it means when our letters are rewarded to them.

# General Introductions to Sororities and Greek Life

(All this information may not apply to the operations of Kappa Xi Omega Sorority, Incorporated)

When you hear the word "sorority," what comes to mind? Pillow fights? Big white mansions? Pearls and sweater sets? While that's what Hollywood would have you imagine, in reality, it's not exactly like that. For many, a sorority can be a great way to make lasting friendships, build a smaller community within a university setting, and find opportunities for leadership and service. But people also associate sororities with elitism, racism, alcohol abuse, eating disorders and promiscuity. So, what is life in a sorority really like? Read on to find out. But first, let's take a look at how these organizations of sisterhood came into being.

When you think of a sorority, you're probably thinking of a **national sorority**. A national sorority has **chapters** all over the country that answer to a governing body. A **local sorority**, on the other hand, has no ties to a national affiliate organization. It is associated with a specific college, does not participate in formal recruitment or formal Greek events, and therefore has lower fees.

When sororities were founded, college campuses were dominated by men. Many female students felt isolated, not just because the male students outnumbered them, but because this was a time when women were largely considered unsuited to higher education. Sororities began as a way for women to find intellectual and social companionship with one another.

The word "sorority" did not come into being until 1882 with the founding of Gamma Phi Beta, whose adviser suggested the word might be more appropriate than "fraternity" to describe the bond of sisterhood.

## Sorority Recruitment

Potential new members -- commonly known as **rushees** -- must go through a recruitment process, traditionally known as **rush**. Recruitment differs depending on the college campus. At a large university with a large Greek population, like in the South at a state school, sorority recruitment may be a highly structured and dressy event, with girls teetering around in the heat wearing high heels and their mother's pearls. At a smaller university or a college with less Greek interest, sorority recruitment events are usually much less formal gatherings.

Ideally, rush is a time for potential new members and sisters to meet one another and see if they would be a good fit. But, the larger the Greek



population and university, the more difficult that goal is. If more than one thousand girls go through rush, realistically most of the sorority members will not meet each girl. This is one instance where people get the idea that sororities can be superficial -- snap judgments may be made based purely on looks.

At some schools, a rushee has to rush all sororities -- meaning she must meet with each group at least once and attend each rush event. At other schools, a girl may choose to rush just the sororities she might like to join, based on reputation. At these schools, attending a rush party can be seen as an indication of your interest in joining that sorority.

### **Pledging a Sorority**

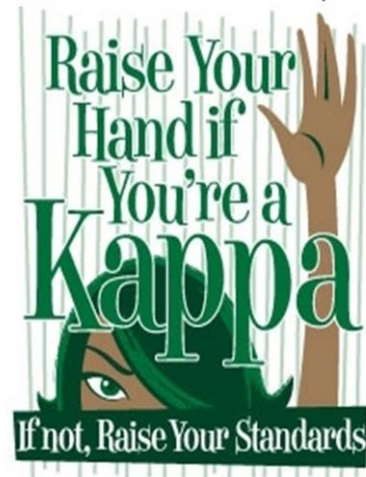
If a potential new member accepts a sorority bid, she becomes a **new member**, more commonly known as a **pledge**. Because of negative associations with words like "pledge," many sororities have chosen to adopt new language. At present, NPC-affiliated sororities usually refer to the pledging process as **new member education**.

During the new member education process, pledges learn more about the organization. For example, a new member might learn the history of the sorority and its values. She'll meet the other new members and spend time bonding with current members. There might be mandated study times, weekly meetings and optional social events. New members must also spend some additional study time getting ready for a sort of entrance exam, which each pledge must pass in order to join the sorority.

The test might have information about the organization's history, symbols or founding members as well as general information about the Greek system -- pretty much whatever a pledge has learned during the pledging process is fair game. Rushees should understand that pledging involves a hefty time commitment.

The pledging process is somewhat different for traditionally black sororities. Along with the incredible time investment dedicated to studying, meetings and social events and learning the sorority's history and ideals, many pledges must also learn how to **step**. The pledge class practices together to perform a stepping routine during a campus **step show**.

**Stepping** is a dance that involves using the body as percussive instruments -- steppers stomp, clap their hands together and against their bodies to



make a rhythm for sorority chants and songs. Routines are highly choreographed and often rely on a call-and-response technique.

Stepping began with black fraternities in much the same way the white fraternities' tradition of glee club-style singing sprang to life. Black sororities took up the tradition some time later. Some Latina sororities step as well. The first step show of an initiated member is called a **probate show**.

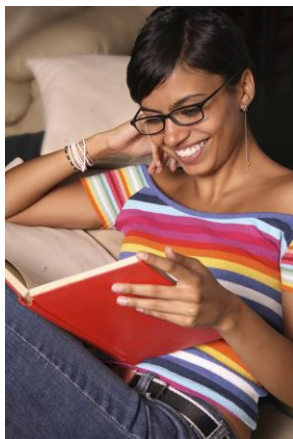
### **Hazing and Initiation**

When you think of pledging, it's likely **hazing** is the next thing that pops into your mind. Most universities and colleges define hazing in a similar way; Dartmouth describes it like this:

Any action taken or situation created as part of initiation to or continued membership in a student organization, which produces or could be expected to produce mental or physical discomfort, harm, or stress, embarrassment, harassment, or ridicule...Hazing consists of a broad range of behaviors that may place another person in danger of physical or psychological harm or activities that demonstrate disregard for another person's dignity or well-being. Even when demeaning or embarrassing behaviors do not appear overtly harmful in themselves, as where the participants appear to engage in them willingly, they may constitute hazing if they are part of an organization's initiation or membership activities and if they might cause humiliation.

Hazing can happen in any organized group including sports teams and military groups. On college campuses, it tends to be a bigger problem in fraternities, but it certainly also happens in sororities. Most universities have specific rules forbidding hazing, and every sorority's national organization forbids hazing as well. Despite these restrictions, hazing is still happening on campuses throughout the United States.

Hazing in a sorority might include forcing pledges to go without sleep, forcing them to binge drink, scaring them or forcing them to do degrading tasks. Stories circulate about girls being told to bring markers with them to meetings. Sisters use the markers to circle areas of the pledge's body to indicate where they think the pledge needs to lose weight. Universities and national umbrella organizations take hazing very seriously -- and for good reason as hazing has resulted in injury and even death. Because it is such a serious concern, each school has a system to handle hazing complaints.



**To be initiated as a sister, new members must study for the pledge test.**

If a potential new member meets all of her pledge ship requirements, she may be eligible for **initiation**, a secret ritual event during which she will become a full member of the sorority.

During initiation, she will learn the sorority's secrets, from the secret meaning behind the Greek letters to secret passwords and secret handshakes. Yes, lots and lots of secrets. Marking the transition with a special ceremony, which has been upheld for decades or even a century, is meant to have a powerful effect on the initiate, tying her to a tradition, the ideals of the founders and an idea of sisterhood. These rituals often have ties to Greek secret society rituals and involve symbols, and perhaps even costumes. Sisters are forbidden to reveal the sorority ritual or its secrets

**Sorority Life**

So you've made it through pledging, you've been initiated and you're finally a sorority woman. Now what?

Many sororities have a mentoring program that pairs older sisters with new members, often called a "Big Sis/Little Sis Program." Within a sorority, there may be different "family trees." For example, the big sis of your big sis would be your grand big sis. Sorority families may have their own special traditions -- like wearing a particular design of necklace with Greek letters.

Sometimes the Big Sis/Little Sis process is something like rush -- a new sister is paired with a few older sisters, and they are all matched up by preference.



Costs of being a sorority member differ depending on the campus. If the sorority has a sorority house, it may be cheaper to live in the house than in a dorm with a meal plan. A new member's dues will cost more than an older sister's out-of-house dues. It is common for large sororities at campuses with a large Greek population to cost a few thousand dollars a year. Some will cost much less. A new member may be required to buy a sorority badge and pay extra administrative costs. Optional costs include buying sorority T-shirts, sorority jewelry, pictures and paying for activities like date nights.

Wearing a sorority's **letters** is considered an honor. Some sororities have rules about what a sister can and cannot do while wearing her letters. For example, she might not be allowed to drink alcohol while sporting her sorority necklace. If a sorority member would like to engage in behavior not becoming of the sorority, she cannot wear her letters.

## Generalities

**When was Kappa Xi Omega founded?** | Kappa Xi Omega was founded February 10, 2004 in the Southern United States and incorporated February 21, 2004

**Does Kappa Xi Omega cater to femmes or studs?** | Kappa Xi Omega is open all lesbian women regardless of label or classification.

**What does the term "community-based" mean?** | The term "community-based" refers to an organization that does not require its members or potential members to be enrolled in an institution of higher learning such as a college or university. Although Kappa Xi Omega does not require its members or potential members to be enrolled in an institution of higher learning we do require that all potential members be not afraid of embracing new ideals and learning for others.

**What is the basis or foundation of Kappa Xi Omega?** | Kappa Xi Omega was created to establish a foothold within the LGBT community untouched by other organizations. Kappa Xi Omega looks to provide an organization that teaches and exemplifies leadership, professionalism, spiritual growth and individuality while fostering a sisterhood of women that serve without expectation. The foundation of Kappa Xi Omega is built upon hard work, business ethics, community service and education.

# Why Kappa Xi Omega Sorority, Incorporated?

Joining Kappa Xi Omega affords you several privileges. You gain skills that you can use personally and professionally as well as a network of professional women who serve without expectation.

Here are some benefits of being an immaculate member of Kappa Xi Omega Sorority Inc:

## **Service:**

You are given the opportunity to serve without expectation. You will have the opportunity to help make a difference in someone's life. You are will leave a legacy untouched by many.

## **Professional & Personal Development:**

Through leadership workshops, enrichment programs and networking you will have the opportunity to learn or enhance business skills needed to perform in the ever changing business arena.

Every woman who joins a sorority will undergo leadership development. It is a natural part of being in a sorority. While a few women will go on to hold highly visible chapter offices, every sister will lead in some area. Committee assignments, recruitment planning and execution, and representing the sorority in the community provide opportunities to develop public speaking and presentation skills, motivational skills and organizational skills.

Personally you will learn to work with women of different genres and backgrounds.

## **Approbation:**

You will gain great acceptance in a fraternal environment!

## **Sisterhood:**

Last but not least you will gain sisters for life. You will gain women who will be your shoulder to cry and a strong support system in all aspects of life. One of the main motivators for joining a sorority is friendship. A sorority provides a home away from home with a group of supportive women who will cheer you on and provide encouragement during low times. Most sorority women develop at least a few lifelong friendships that continue in spite of distance and time.

# Membership Requirements

Through collective and individual efforts, Kappa Xi Omega has created an intransigent bond that is illustrated through community efforts and general social interactions.

Kappa Xi Omega actively seeks women who will promote our ideals within their communities as well as professional and personal lives. In return, the Sorority is a conduit through which women can effloresce and develop, personally and professionally.

Membership is generally extended to lesbian women who meet the following requirements:

- Prospective members must be twenty –five (25) years of age or older.
- Prospective members must registered voters.
- Prospective members must have obtained a high school diploma or its equivalent.
- Prospective members must be able to meet the financial obligations of the organization.
- Prospective members must be of high moral and ethical standards.
- Prospective members must have verifiable community service endeavors.
- Prospective members must have a true affinity for hard work.
- Prospective members must be dedicated to unification the LGBT community & its affiliates.

Membership can only be obtained by completing the Sorority's official Membership Intake Process (MIP)

Membership shall not be extended to women who knowingly participate in non sanctioned intake procedures i.e. hazing or any other illegal activities.



# Frequently Asked Questions

**How do I become a member of Kappa Xi Omega?** | Membership is obtained in Kappa Xi Omega through a membership intake process. Membership intake (here after referred to as MIP) is the educational process by which all prospective members become members of the organization.

During this process you learn fraternal history and all about Kappa Xi Omega. You will also bond with the women going through the process with you and the members of Kappa Xi Omega.

## **What will being in a sorority do for me?**

- Leadership opportunities
- Life long friendships
- Sisterhood
- Opportunity to give back to the community through service
- Emphasis on personal enhancement
- Social Opportunities
- Everlasting memories
- Networking opportunities to connect with national chapter members from across the country and internationally

**I have heard that sororities have various reputations. How do I handle this information?** | The only opinion of a sorority that should matter is yours. Each sorority is different. If you allow someone else's perception to influence you, you might not be satisfied with your choices during recruitment. Remember that each sorority is made up of many different women with different talents and qualities that compose the entire group. If you hear derogatory remarks about any sorority or any woman in the group, please disregard those comments as inappropriate and unethical to the fraternal spirit.

**What if during recruitment I discover that I am not ready to commit to sorority life?** | A potential new member is never obligated to join a sorority. For various reasons, if you would not like to continue with formal recruitment, you may choose to withdrawal. If you withdraw prior to receiving a bid, you are eligible to participate in continuous open bidding better known as Informal Recruitment.

**What do sororities look for in new members?** | When sororities choose new members they look for many different characteristics. They look for women who possess different qualities, talents, interests, and abilities in



order to form a diverse group in which each member benefits. Membership selection is not an easy task. It varies somewhat from sorority to sorority. These differences are based on national policies and chapter bylaws. A sorority not only has to choose individual members, but an entire new member class! This new group must have leaders and followers, athletes and artists, scholars and musicians. Sororities strive to achieve a well-rounded and balanced group of women for their new member classes.

**What kind of time commitment is required in being a member of Kappa?**

As with any organization or club, Greek life gives back what you put into it. The more you are involved, the greater the benefits. In general, chapters are looking for individuals who want to be involved and give back to the organization.

# Kappa's have four responsibilities.

**They are:**

1. Responsibility to Self
2. Responsibility to Chapter
3. Responsibility to Surrounding Community
4. Responsibility to National

**Responsibilities to Self:** Develop and expand your leadership potential by accepting organizational responsibilities.  
Seek new friendships which can broaden your personal perspectives.

**Responsibilities to Chapter:** Meet chapter financial obligations promptly.  
Get to know your chapter sisters.  
Learn the history and workings of your chapter.  
Participate in chapter projects and social activities.  
Attend meetings.  
Serve as an officer when necessary.  
Cooperate with chapter officers and judiciary boards.

**Responsibilities to Surrounding Community:** Become involved in Greek Council activities and in getting to know other Greeks.  
Participate in extracurricular activities.  
Participate in community social/volunteer activities.  
Seek to serve your campus and your community in whatever constructive ways you can.

**Responsibilities to Nationals:** Learn about the organization you belong to by learning its history, how it runs and what your role is.  
Support your National Programs.  
Support the Kappa Xi Omega Programs  
Complete National Initiation requirements.  
Interest others in becoming Kappa Xi Omega sisters.  
Represent Kappa and the Greek system to everyone with whom you come in contact.

## Contact Information

General Inquiries	<a href="mailto:kappaxiomega@gmail.com">kappaxiomega@gmail.com</a>
Membership Inquiries	<a href="mailto:membership@kappaxiomega.org">membership@kappaxiomega.org</a>
Facebook	<a href="http://www.facebook.com/kappaxiomega">www.facebook.com/kappaxiomega</a>
Twitter	<a href="http://www.twitter.com/kappaxiomega">www.twitter.com/kappaxiomega</a>
Instagram	<a href="http://www.instagram.com/kappaxiomega">www.instagram.com/kappaxiomega</a>
Phone	951-KAPPA10

# Community Endeavors



Kappa Xi Omega is primarily a community service organization. Keeping this a focal point Kappa Xi Omega developed seven national programs/events that work to unify and provide services to those in need.

The following is a quick overview of our national programs:

- **Family Fun Day:** A summer picnic held each August for children who need school supplies and just want to have fun. This event is 100 percent free and provides school supplies to at least 100 children as well as 7-10 teachers.
- **Klean Out Your Kloses:** Annual clothing drive
- **National Day of Service:** Instead of working members, volunteer their 8 hours to a local charity of their choice.
- **Go Orange for Diversity:** To celebrate National Coming Out Day, members wear orange each October 1. Go Orange is a signature program created by Kappa Xi Omega Sorority Inc.
- **What You Thought You Knew :** What You Thought You Knew are a series of educational workshops sponsored by the Sorority.

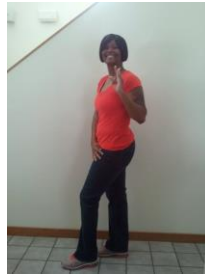
Each chapter/ colony has its own charitable organization that is also supports through financial and volunteer efforts.

Donations are accepted year round for all events that we host and all donations are tax deductible. Receipts are provided upon request. More information can be obtained by emailing our community service commission at [altruism@kappaxiomega.org](mailto:altruism@kappaxiomega.org).

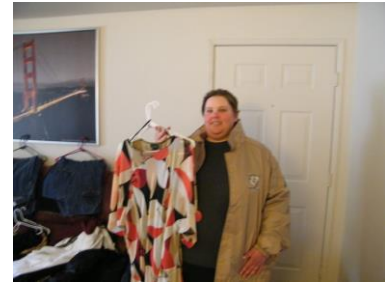
# Kappa Xi Omega Sorority, Inc. in Service



Kappa Xi Omega Southern Region @ AIDS WALK



Soror Smith Going Orange for Diversity



Soror Gibbons , Klean Out Your Kiosets



Soror Davis in Accra, Africa



Southern Region Service



Self Defense Class



South Atlantic Service



South Atlantic Service

Family Fun Day 2013



Farwest Region @ Pride



Kappa Xi Omega would like to thank you for taking time to learn about our organization and its mission and our members.

KEQ