



# EMBRACE: FEBRUARY FACILITATOR GUIDE

## DESCRIPTION

Welcome! For the month of February, we celebrate Black History Month. We believe that the histories, stories, and voices of Black people should be honored, and celebrated, every day. We also acknowledge the importance, relevance, and origins of Black History Month. As an organization, our goal is to highlight and celebrate diverse cultures, identities, and lived experiences. We want to learn to be better allies, as well as begin to have meaningful and impactful conversations surrounding diversity, equity, inclusion, and belonging. The purpose of the EMBRACE program is to facilitate dialogue and opportunities for learning. We will continue to answer why this is important for AEPH sisters to discuss race, identity, and implicit and explicit bias.

Throughout each facilitator guide, you will find guided conversations and links to other resources you may use with members. This programming is meant to be open to all members of Alpha Epsilon Phi. These resources will allow your chapter to have open and honest conversations, while continuing to build upon the trust shared between you. We encourage you to share these resources with the entire chapter so that others may also participate, if interested. The purpose of the activities included in our monthly programming are to reinforce the information covered while engaging in an activity that allows for open communication, reinforcement of the educational materials, and an opportunity to work with your sisters.

You do not need to complete the entire facilitator guide. Please use this as a resource as you identify what conversations, topics and activities are valuable and will be engaging for your chapter. This facilitator guide can be done in full, it can be broken up over the month, or you can use portions of the guide to host mini sessions prior to, or following, a chapter meeting. Make these resources work for your chapter.

This programming can be modified for virtual or in person programming depending on the need of your campus. Please partner with your programming specialist if you need help identifying ways to move these conversations online.

If you have any questions or concerns, please reach out to your programming specialist. They will be able to provide additional assistance and answer your questions.

We encourage you to engage with one another in honest dialogue, enriching your sisterhood while continually exemplifying the high ideals and moral character that makes you uniquely members of Alpha Epsilon Phi.

## LEARNING OBJECTIVES

Participants will...

- Have an understanding that Black History Month is an annual celebration of achievements by Black people and a time for recognizing Black peoples' central role in U.S. history.
- Acknowledge the importance, relevance, and origins of Black History Month.
- Honor and celebrate the histories, stories, and voices of Black people.
- Have an understanding how Black History Month allows us to honor the contributions and sacrifices of Black Americans who have helped shape our nation.

- Understand that Black History Month celebrates the rich cultural heritage, triumphs, and adversities that are an undeniable part of our country's history.
- To commit to decentralizing racial trauma during Black history, and finding ways to focus on aspects of Black history and culture that are not centered on violence, trauma, and struggle.
- Identify ways in which we incorporate and celebrate Black history year round, not solely in February.
- Learn about the National Pan-Hellenic Council also known as the "Divine Nine," and how these organizations were established with unique core values, but shared a common goal: to educate and uplift the Black community from racial inequities.

## RESOURCES

- **Land Acknowledgement**
  - [A Guide To Indigenous Land Acknowledgement](#)
- **Black History Month: Introduction**
  - [Black History Month](#)
  - [Timeline of Black History](#)
  - [The Story behind Black History Month](#)
- **Black History Month 2022 Theme**
  - [Black History Month](#)
- **History of The Divine Nine - The Legacy of Black Sororities and Fraternities**
  - [History of The Divine Nine](#)
  - [Greek for Life: Famous Black Sorority and Fraternity Members](#)
- **How Can You Truly Make a Difference for Black History Month**
  - [Teaching Black History in Culturally Responsive Ways](#)
  - [Black History Month: Teaching the Complete History](#)
  - [How Can You Truly Make a Difference for Black History Month](#)
- **Ted Talks**
  - [TED2017: Titus Kaphar: Can Art Amend History?](#)
  - [TEDGlobal 2009: Chimamanda Ngozi Adichie: The Danger of a Single Story](#)
  - [TED Salon: Version: Ruby Sales: How We Can Start to Heal the Pain of Racial Division](#)
  - [TED: Talks to Celebrate Black History Month](#)
- **Chapter Activities**
  - [42 Black History Month Activities for February and Beyond](#)
  - [ADL: 10 Ideas for Teaching Black History Month](#)
  - [Notable Black People - Past and Present](#)
  - [The Sorority Life: Celebrating Black History Month](#)
  - [28 Films to Watch During Black History Month That Aren't About Black Trauma](#)

## ADDITIONAL RESOURCES

- [Black History Month: UK](#)
- [Center for Racial Justice: Black History Month Resource Guide For Educators and Families](#)

## PREPARATION

- Schedule a time to hold February programming.
- Read through the facilitator guide in advance.
- Select one of the TED Talks provided in the facilitator guide and create questions to facilitate conversation and dialogue following viewing the TED Talk you chose.
- Review Chapter Activities: Select a few to do with the chapter.
- Send an agenda to the members prior to the program letting them know what you are going to cover.
- Share the additional resources provided in this guide with chapter members to continue their learning

outside of EMBRACE.

## **FACILITATORS**

- Any of the following officers/chairs can facilitate this programming:
  - VP-Programming
  - DEI Chair
  - Jewish Heritage Chair
  - Additional officers or chapter members – provide opportunities to keep members engaged

## HOW TO USE THIS FACILITATOR GUIDE

- Text formatted in standard font is identified as a “talking point” and is intended to be read aloud by the facilitator.
- Text formatted in *italics* is intended as a note for the facilitator; italicized text is not meant to be read aloud.
- Text formatted in **bold** denotes a series of questions to engage participants in a dialogue.

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### FACILITATOR TALKING POINTS

- *The purpose of this section is to give you reminders to make your EMBRACE meetings cohesive and to ensure that members are connecting with one another. Some members may be further along in their understanding of Diversity, Equity, Inclusion and Belonging work; others may not be as comfortable to share. Remind everyone that this is a safe space and encourage everyone to participate openly and honestly. Below are some questions to ask.*
- Welcome everyone!
- Check in on how each member is doing – this programming is designed to provide a safe space for discussion.
- Encourage members to continue DEI&B conversations outside of structured EMBRACE programming.
- *Make sure to leave time at the end of the meeting to allow for members to ask any questions.*

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## LAND ACKNOWLEDGEMENT

### FACILITATOR TALKING POINTS

- *Before you begin your session, review the land acknowledgement statement your chapter created. If you need additional tips for creating an indigenous land acknowledgement statement you can review those [here](#).*
  - In November, we created a land acknowledgment statement, before each EMBRACE session we will read it to acknowledge the land we have the privilege to live, study, and meet on today.
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## BLACK HISTORY MONTH: INTRODUCTION

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### FACILITATOR TALKING POINTS

- **Who can explain why we celebrate Black History Month?**
    - *Allow chapter members to respond. There is no one “right” answer.*
  - Black History Month is an annual celebration of achievements by African Americans and a time for recognizing their central role in U.S. history. Black History Month is also known as African American History Month.
  - Black History Month grew out of “Negro History Week,” which was first proposed by noted historian Carter G. Woodson and other prominent African Americans.
  - **When did Black History Month Begin?**
    - *Allow chapter members to respond.*
  - Black History Month began in 1915, half a century after the thirteenth amendment abolished slavery in the United States.
  - In September of 1915, Harvard-trained historian Carter G. Woodson and prominent minister Jesse E. Moorland founded the Association for the Study of Negro Life and History (ASNLH), an organization dedicated to researching and promoting achievements by Black Americans and other peoples of African descent.
  - Today the association is known as the Association for the Study of African American Life and History (AALH).
  - This group sponsored a national Negro History week in 1926.
  - **Why did they choose a week in February to celebrate?**
    - *Allow chapter members to respond.*
  - The second week of February was chosen to coincide with the birthdays of Abraham Lincoln and Frederick Douglass.
  - This event inspired schools and communities nationwide to organize local celebrations, establish history clubs and host performances and lectures.
  - In the following decades, mayors of cities across the country began issuing yearly proclamations recognizing “Negro History Week.” By the late 1960’s, in part to the civil rights movement and a growing awareness of Black identity, “Negro History Week” evolved into Black History Month on many college campuses.
  - In 1976, President Gerald Ford officially recognized Black History Month, calling upon the public to “seize the opportunity to honor the too-often neglected accomplishments of Black Americans in every area of endeavor throughout our history.”
  - Today, Black History Month is a time to honor the contributions and legacy of Black Americans across U.S. history and society - from activists and civil rights pioneers such as Harriet Tubman, Sojourner Truth, Marcus Garvey, Martin Luther King Jr., Malcolm X and Rosa Parks to leaders in industry, politics, science, culture and more.
  - *Project the [Timeline of Black History](#) for the chapter to review. Break the chapter into smaller groups and have them do research on certain events and have them share out to the group. You can also share pieces of the timeline of Black History during each chapter meeting in February to incorporate Black History all month long.*
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## BLACK HISTORY MONTH 2022 THEME: “BLACK HEALTH AND WELLNESS”

### FACILITATOR TALKING POINTS

- Since 1976, every American President has designated February as Black History Month and endorsed a specific theme.
- **Does anyone know what the theme for Black History Month 2022 is?**
  - *Allow chapter members to respond.*
- The theme for 2022 is Black Health and Wellness. The purpose of this theme is to explore “the legacy of not only Black scholars and medical practitioners in Western medicine, but also other ways of knowing (e.g. birthworkers, doulas, midwives, naturopaths, herbalists, etc.) throughout the African Diaspora.
- This theme considers activities, rituals and initiatives that Black communities have done to be well both mentally and physically.
- **What are some ways your campus community is recognizing Black History month and this year's theme?**
  - *Allow chapter members to respond. Have members look up additional information regarding what is happening on campus.*

## HISTORY OF THE DIVINE NINE: THE LEGACY OF BLACK SORORITIES AND FRATERNITIES

### FACILITATOR TALKING POINTS

- **Can anyone tell me why The Divine Nine sororities and fraternities were created?**
  - *Allow for chapter members to respond.*
- In the early 19th century, social Greek organizations began forming on college campuses across the United States to provide a sense of community and unique opportunities for students.
- These organizations were highly exclusive and barred students of certain genders or races, specifically Black students.
- At the start of the 20th century, a small number of Black students came together from mainly Historically Black Colleges and Universities (HBCUs) to form their own sororities and fraternities.
- These organizations are known collectively as the National Pan-Hellenic Council of the “Divine Nine.”
- Each of these organizations was established with unique core values but shared a common goal: to educate and uplift the Black community from racial inequities.
- **As you reflect on the creation of the Divine Nine sororities, what similarities do you find between them and AEPi?**
  - *Ask chapter members to share their responses.*
- **What were the dynamics and needs at the time of inception that were parallel to our organizations’ beginnings?**
  - *Ask chapter members to share their responses.*

- **What are the nine sororities and fraternities that make up the Divine Nine?**
  - *Ask chapter members to share:*
    - *Alpha Phi Alpha Fraternity, Inc. - founded 1906, Cornell University*
    - *Alpha Kappa Alpha Sorority, Inc. - founded 1908, Howard University*
    - *Kappa Alpha Psi Fraternity, Inc. - Founded 1911, Indiana University*
    - *Omega Psi Phi Fraternity, Inc. - Founded in 1911, Howard University*
    - *Delta Sigma Theta Sorority, Inc. - Founded in 1913, Howard University*
    - *Phi Beta Sigma Fraternity, Inc. - Founded in 1914, Howard University*
    - *Zeta Phi Beta Sorority, Inc. - Founded 1920, Howard University*
    - *Sigma Gamma Rho Sorority, Inc. - Founded 1922, Butler University*
    - *Iota Phi Theta Fraternity, Inc. - Founded 1963, Morgan State University*
- Members of these sororities and fraternities were heavily involved in several social justice movements including Women's Suffrage, Civil Rights Movement and Black Lives Matter.
- These organizations have made significant strides to help unite Black communities across the U.S. and continue to collectively organize to serve various social causes
- Black Greek organization create safe spaces for young Black adults to excel in college, help unite Black communities across the country with service and have laid the foundation for Black people to connect with each other for professional opportunities
- **What are ways our chapter can better partner with the Divine Nine organizations on our campus?**
  - *Brainstorm as a chapter ways to partner and program with chapters in the Divine Nine not only during Black History Month.*
- [\*Share with the chapter Greek for Life: Famous Black Sorority and Fraternity Members\*](#)

## HOW CAN YOU TRULY MAKE A DIFFERENCE FOR BLACK HISTORY MONTH

### FACILITATOR TALKING POINTS

- For many Black children, their experience of Black History Month is of mostly White teachers teaching Black history primarily in February.
- Rann Miller shared that she was taught about Martin Luther King, Jr., Harriet Tubman, and Frederick Douglass, but very little of Malcolm X, the FBI's campaign against civil rights leaders, the Rainbow Coalition put together by the Black Panther Party's Fred Hampton.
- She learned about the struggles of her enslaved ancestors, but not about Gabriel Prosser, Denmark Vesey, or Nat Turner.
- She was taught about the marches and firehoses in Alabama, but had to teach herself about the acts of terrorism committed against Black people in Rosewood, Florida; Tulsa, Oklahoma; and Wilmington, North Carolina.
- Today, teachers continue this tradition, focusing on telling students about Barack Obama, Oprah Winfrey, Beyoncé, as well as King, Tubman, Douglass, and other inspirational figures.
- While these folks are to be honored for their accomplishments, we should not ignore the lessons that explore the impact of racism in the Black experience.
- It is important that we do not reinforce a version of Black history that is anti-Black because of its erasure of painful truths.
- Hard histories of slavery, the civil rights movement and other traumatic events in Black history are frequently mistaught or introduced with little context.
- This leads to a warped understanding of how racial inequity manifests today.
- **What are some things you were not taught in primary school that you have learned about Black history?**
  - *Have chapter members share different things they have learned.*
- **What are ways we can better focus on aspects of Black history and culture?**
  - *Have chapter members generate ideas to incorporate Black history and culture into their everyday lives.*
- You may be wondering how you can truly make a difference during Black History Month and year round.
- While celebrations and historical highlight reels can be beneficial, they often are performative if we are not also addressing the root systemic causes of inequity.
- Celebrating the historical "wins" of the Black community does little to change the perception of someone as a Black person in society.
- Last year we saw Black Lives Matter take center stage to inspire



	<p>conversations about the treatment of Black bodies globally.</p> <ul style="list-style-type: none"> <li>• As an organization, and as a society, we have seen a shift in the commitment of diversity, equity, inclusion, and belonging. No longer are we only focused solely on diversity in the month of February.</li> <li>• <b>What are some ways we can make DEI&amp;B a part of our everyday life?</b> <ul style="list-style-type: none"> <li>○ <i>Allow chapter members to share. Write the responses on the board. Some answers could be: support Black-owned businesses, invest in the Black community, visit museums, watch documentaries and movies, read books by Black authors, etc.</i></li> </ul> </li> </ul>
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## TED TALKS

<p><b>FACILITATOR TALKING POINTS</b></p>	<ul style="list-style-type: none"> <li>• <i>Below are insightful talks that offer fresh, thoughtful perspectives on Black identity. To further your education we encourage you to select one of the many TED Talks that are available that address various topics about Black history month. Below are a few to consider watching as a chapter.</i></li> <li>• <a href="#"><u>TED2017: Titus Kaphar: Can Art Amend History?</u></a></li> <li>• <a href="#"><u>TEDGlobal 2009: Chimamanda Ngozi Adichie: The Danger of a Single Story</u></a></li> <li>• <a href="#"><u>TED Salon: Version: Ruby Sales: How We Can Start to Heal the Pain of Racial Division</u></a></li> <li>• <a href="#"><u>TED: Talks to Celebrate Black History Month</u></a></li> </ul>
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## CONCLUSION

<p><b>FACILITATOR TALKING POINTS</b></p>	<ul style="list-style-type: none"> <li>• Many times when talking about Black History Month and Black people's experiences we focus on slavery, segregation, and the Black struggle.</li> <li>• While being educated on the injustices and continued discrimination towards the Black community and Black people, it is also important to step back and remember that trauma is not the only experience we should focus on.</li> <li>• Black History Month allows us to honor the contributions and sacrifices of Black Americans who have helped shape the nation.</li> <li>• Black History Month celebrates the rich cultural heritage, triumphs and adversities that are an undeniable part of our country's history.</li> <li>• The goal is to tell the whole story - not just a small part - of Black history. Committing to decentralizing racial trauma during Black history, and finding ways to focus on aspects of Black history and culture that are not centered on violence, trauma, and struggle.</li> <li>• The hope is as a chapter, and as a society, we can recognize the many</li> </ul>
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	<p>ways in which Black people have contributed to, inspired and created American culture, while also leading the way in advocating for civic participation, inclusion, and equitable spaces.</p> <ul style="list-style-type: none"> <li>● As a chapter, we should identify ways in which we incorporate and celebrate Black history year round, not solely in February.</li> <li>● With EMBRACE, Alpha Epsilon Phi has committed to diversity, equity, inclusion and belonging as an organization, not solely celebrating the concept of diversity in the month of February.</li> </ul>
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**CHAPTER ACTIVITIES**

**FACILITATOR  
TALKING POINTS**

- *As a chapter take this list of [Notable Black People - Past and Present](#) and have chapter members select one or two people they would like to present to the chapter. Encourage them to get creative (and appropriate).*
- *Utilizing the activities lists below - choose a few different activities to do as a chapter. You can break the chapter into smaller groups or do the activities as a whole. These activities are intended to give you some ideas to help the chapter celebrate and appreciate Black history.*
  - [42 Black History Month Activities for February and Beyond](#)
  - [9 Creative Black History Month Ideas & Activities for Work in 2022](#)
  - [ADI: 10 Ideas for Teaching Black History Month](#)
  - [The Sorority Life: Celebrating Black History Month](#)
- **Reflection Activity:** *What in your community do you feel like you could do to make a difference to help those disenfranchised? In a small group, imagine a project or activity you could do to make a difference.*
- *Select a movie from the list of [8 Films to Watch During Black History Month That Aren't About Black Trauma](#) to watch as a chapter.*