



The Cross Cultural Fraternal Advisors Institute (CCFAI) Collaborative addresses the unique dynamics, challenges and issues that professionals face in advising and supporting culturally-based fraternal organizations (CBFOs).

With over forty years of combined experience, three companies join forces to utilize legal, cultural, and operational experiences. As advisors, consultants and student affairs professionals each entity brings a unique set of professional and personal experiences. Recognizing gaps in the field, we determined that a collaborative effort was needed to provide educational resources to ensure CBFOs are well served on their campuses, as organizational entities.

Our alliance is valuable because it is grounded in research and blended with a practitioner's perspective that serves as a unified platform to provide the latest research, tested methods and best practices. Seeking to fill the gap, our goal is to see diverse, inclusive fraternal communities on campus across North America through ensuring campus-based professionals and CBFO support staff/volunteers are well versed in all aspects of advising.

We are so excited that you are interested in joining us for this unique, impactful and engaging 2.5 day professional development experience. We want you to know that we are here for you, to support, challenge, and engage you on your journey. As we approach our fifth year of empowering over 100 campus-based professionals and regional/national CBFO leadership through CCFAI we continue to stay committed to providing the best experience for you.

Every year we evaluate what we can do better. A critical piece of that assessment is listening carefully to feedback from our participants. Accordingly, for 2019 we are proud to present these new features:



Two Educational Tracks

Foundations (Track 1)

This track is designed to empower participants in four main areas:

- CBFO Culture/History
- Cultural Competency/Diversity/Inclusion
- Systems/Policies/Procedures
- Hazing Prevention/Intervention

The first track is called *Foundations* because it lays the groundwork to increase participant's understanding as it relates to the cultural, organizational and legal lenses necessary to successfully support CBFO members. We have established [fundamental proficiencies](#) that were featured in the December 2018 *Essentials* publication (Association of Fraternity Sorority Advisors (AFA)), as it relates to supporting Culturally-Based Fraternal organizations (CBFOs).

The track is designed for both affiliated and non-affiliated participants and we are purposeful in achieving a good balance at CCFAI. This is important, as it relates to the discussions, dialogues and the perspectives shared throughout the institute. Through our experiences facilitating CCFAI we find that adds a deeper richness to more diverse conversations, especially as it pertains to our smaller breakout CCFAI Connection Groups. We often here feedback from CBFO affiliated past participants that they were "surprised" at how much they learned and in some instances, didn't know as much as they thought they did.

So prepare to be thoroughly immersed in a track that will empower you to take that increased understanding and apply best practices to improve your respective communities.

Our institute is built on a framework where it builds on itself. One exception, is if you are starting a community (from the ground up), we recommend you starting with Next Level Track 2.



If I have already gone through *Foundations* can I register for that track again?

Sure. Sometimes a refresher is needed because of recent incidents that you experienced in your community or you may want to revisit particular topics that you are personally interested in learning for your development. Either way, we recognize that different participants learn in a variety of ways and we encourage our past graduates to register for the first track as many times as they would like.

My experience level in my professional role but I am pretty sure that I can “test” out of this track based on my individual experiences. Can I just jump straight to Track 2 – Next Level.

Again, we often here feedback from CBFO affiliated past participants that they were “surprised” at how much they learned and in some instances, didn’t know as much as they thought they did. Moreover, our institute is built in a pre-requisite style, so that the curriculum is seamless and continually evolves as you progress through the institute. For example, your strength in one area may not be grounded in the same theoretical research or framework which may make it more difficult as you matriculate to the next level. After considering all of these factors, you still feel strongly as it relates to your “fast tracking”, we at least encourage you to take our short quiz to gauge to more accurately gauge where you currently are from a learning standpoint right now. Ultimately, the decision is yours to make.

Can I register for *Foundations* while other people from my institution/organization are in Track 2 Next Level?

Yes, of course. We actually encourage multiple registrants from your community to attend. While they may attend different tracks, each track is designed to sync with the other so collaborative efforts and process to practice implementation is efficient and effective when applying them to your community. Even the daily “catch ups” and updates are easy to have with your team at CCFAI because everyone is reading from the same page. Different tracks may mean different paragraphs but ultimately they flow together as part of one comprehensive body of work.



Next Level (Track 2)

This track is designed to empower participants in four main areas:

- CBFO Culture/History – Part II
- Cultural Competency/Diversity/Inclusion – Part II
- Recruitment/Retention
- Academic Support/Scholarship

The second track is called *Next Level* because it builds on track one's foundational level to take what participants have learned to the next level. Both the history/culture as well as the cultural competency/diversity and inclusion sessions are continued and take a deeper dive into these areas. More specifically, hot button topics such as to responding to bias related incidents, self-educating methods and measuring diversity/inclusion in your community.

I attended track one and want to return. How do I justify this expense (to my boss)?

This is a frequently asked question and can be addressed by changing the perspective of CCFAI is framed. The institute is not set up as a “one and done.” It is an ongoing process that is a multi-year commitment. More specifically, in the [fundamental proficiencies](#) we noted earlier *Track 1, Foundations*, is designed to cover proficiencies 1, 4, 5 and 7. *Track 2, Next Level*, is designed to cover 2, 3, 6 and 7.

Can you go to one summer institute and be done? Sure. If you want to unlock your full potential, however, we recommend committing to a longer term. This allows processing and then spending time through the year to apply it to practice. Managing perspective can go along way here.

Additionally, the write ups, presentations (post institute) never hurt. It translates what you learned into practical data that not only justifies the expense but validates the time and energy spent on this investment.



Back for 2019!

Connection Group Sessions

CCFAI Connection Group Sessions, breakout time spent with a Faculty Fellow in a small group setting to unpack, debrief, and apply the information provided in the large group sessions to a participant's own institution/organization. CCFAI Connection Group Sessions follow each interactive and engaging core session, providing a more intimate setting to explore the curriculum in more depth. This time also allows participants to challenge one another through strategically crafted questions with their designated Faculty Fellow. We utilize the CCFAI Summer Institute Pre-assessments to develop the small group composition.

Capstone Experience

This part of the Institute is a culmination of the time participants spend Mon.-Wed. to apply the theory, information gleaned, and collective experiences shared throughout CCFAI to a real-life scenario. Additionally, our Faculty Team will utilize the Capstone experience as a learning lab to continue to explore potential outcomes and considerations in scenarios such as the one the directly explored during the Capstone.

Accountability Partner

The purpose of an accountability partner – to have someone help keep you on track and moving forward in all aspects of your development. This should be someone with whom you've bonded and/or from whom you feel you could learn. By the end of the Institute, we will ask you to identify an accountability partner. Our goal is for you to connect with this person after the Institute at least 3-4 times between now and the CCFAI reunion at the AFA Annual Meeting.

"Supportive Space" Expectations

- Recognize--in this space and within your organization/institution--we are all at varying levels of knowledge and experience.
- This is a judgment free zone--meaning that we expect you to use good judgment; but, you will not be judged for any questions/comments.
- The only way we learn is by asking questions—it is a part of the process.

Most importantly, recognize that competence is not a destination, it's a journey!