

Alpha Kappa Psi Nu Chapter

DIVERSITY, **E**QUITY, & **I**NCLUSION **NIGHT**

Fall 2023

Presentation by DEI Committee

@buakpsi





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MEET THE DEI COMMITTEE



RACHEL LIN

DEI Director
COM & PARDEE '25



ALANA THOMAS

DEI Shadow
QST '25



ROHIN BAJAJ

DEI Committee
CAS & ENG '25



ISAIAH BIRD

DEI Committee
CAS '25



JULIAN KIM

DEI Committee
QST '26

AGENDA

01 Mission Statement & Commitment

02 Imposter Syndrome Workshop

03 About Eye2Eye Sub-org

04 Interactive Activity + Networking





DIRECTOR'S STATEMENT

"Alpha Kappa Psi works every day to **empower and support** growing business leaders from any background and identity, creating a comfortable space welcome to everyone. We constantly **educate our brotherhood** about inclusivity through internal efforts and **aim to extend these endeavors** to impact other communities. As an organization, we take this **social responsibility** seriously and live by the mindset that **there can always be more to be done in our journey** toward fostering a more equitable and diverse business landscape."



Importance of Diverse Workplaces

More Innovation

In a study published in Economic Geography, it was concluded that increased cultural diversity is a boon to innovativeness. Data revealed that businesses run by culturally diverse leadership teams were more likely to develop new products than those with homogenous leadership.

<https://hbr.org/2016/11/why-diverse-teams-are-smarter>

19%
higher innovation
percentage in diverse
workplaces than in less



IMPOSTER SYNDROME

WORKSHOP

Rising Beyond Doubt



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WHO HERE HAS...

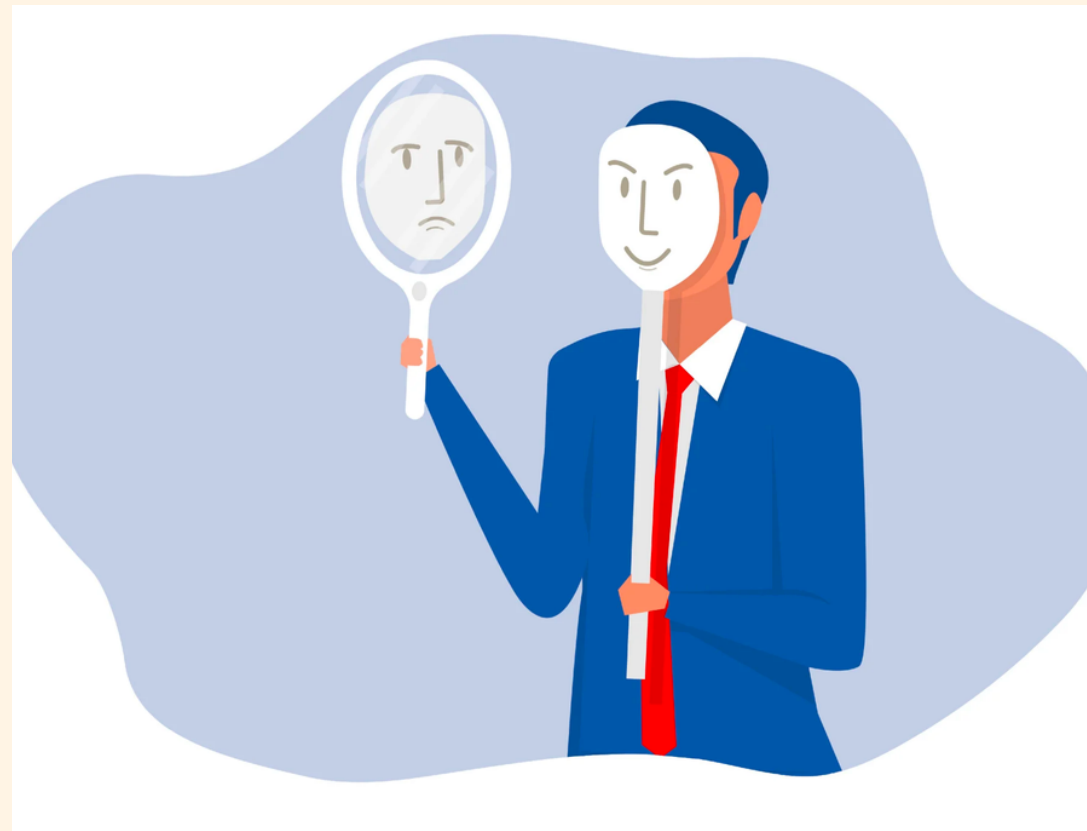






WHAT IS IMPOSTER SYNDROME?

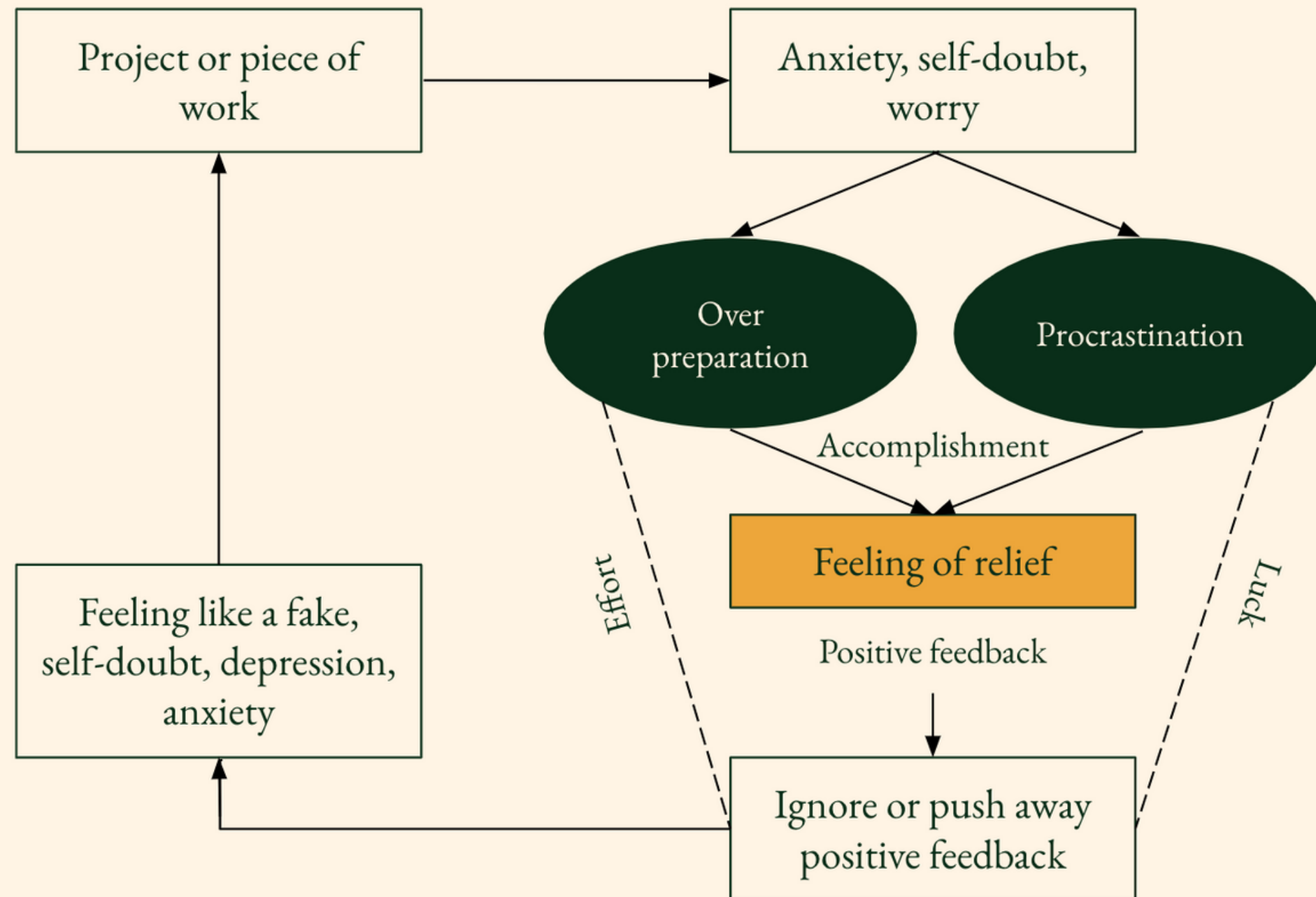
- Impostor syndrome is a psychological pattern
- Individual doubts their accomplishments, despite evidence of their skills, qualifications, and achievements.
- Marginalized communities may face added pressure to prove their worth in an environment where they may already feel marginalized.



- In the workforce, you may feel as if you do not deserve the job
- It may make you feel like you are tricking your coworkers into thinking you're good at your job.



WHY DOES IMPOSTER SYNDROME OCCUR?



Can result from **internal** factors such as self-doubt and/or **external** factors such as **exclusive environments**



HOW TO OVERCOME IMPOSTER SYNDROME

Recognize

- **Recognize** that Imposter Syndrome affects all individuals, regardless of their professional background, experience, or accomplishments

Reflect

- **Reflect** and examine the evidence of your accomplishments
- Acknowledge the work that has got you to this point

Embrace

- **Embrace** the Growth Mindset and realize that failure is only an opportunity to learn and adapt

BROTHER TESTIMONIES



Brother 1

“Especially as a woman, imposter syndrome has hit hard in school. You work twice as hard to be recognized as equal. AKPsi helped me see the direct effects of my own hard work. I feel more confident navigating my own life and especially my career in business.”

Brother 2

“Imposter syndrome is something I’ve struggled with for the greater part of my life. Despite my constant efforts to have good grades and be a leader in student organizations, I had feelings of self-doubt and unworthiness.”

Brother 3

“During my time at a private boarding school, imposter syndrome was a constant companion, constantly whispering that I didn’t quite belong. It gradually eroded my confidence, leading me to question my abilities and whether I truly deserved to be there.”



NEXT STEPS & RESOURCES

Never be afraid to ask for support:

- Talk to others who feel the same way as you
- Speak up if you feel uncomfortable



Exercise your mindet:

- Remind yourself every day of what you are good at and are proud of
- Affirmations!



Seek out resources & educate yourself on DEI:

- Questrom DE&I Office (and other DEI offices of BU colleges)
- Howard Thurman Center
- The Newbury Center





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THANK YOU!



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EYE2EYE

SUB ORGANIZATION OF ALPHA KAPPA PSI

Mission

"To promote the issue of, foster research in, and educate the public on gender inequality in the collegiate community and professional world."



EYE2EYE

SUB ORGANIZATION OF ALPHA KAPPA PSI

What We Do:

Partnering with professionals from various fields, we organize Conferences and Workshops aimed at self-education. Our most recent event centered around **Implicit Bias**, with members of the BU Hospitality School, Grant Thornton, etc. speaking.

Find more information:



bueye2eye.wordpress.com/



[@eye2eyeorg](https://www.instagram.com/eye2eyeorg)



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SUB ORGANIZATION OF ALPHA KAPPA PSI



CONFERENCES

Engage with global companies to host educational conferences on various topics. Our Spring 2023 conference was centered around Implicit Bias.



WORKSHOPS

Partnering with professionals from various fields, we organize Workshops aimed at self-education and development.



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IMPLICIT BIAS ACTIVITY: The Circle of Trust



Reflection/Networking Questions

1. What makes you trust the individuals in your circle?
2. How diverse is your circle of trust?
3. Why do we have the tendency to trust people that resemble us?
4. How is this similarity bias connected to stereotypes?
5. What are the possible implications? For individuals and for societies?
6. How might you diversify your inner circle of confidants?



ALPHA KAPPA PSI

FALL RECRUITMENT 2023

INFO SESSION 1	9/11 PHO 206
INFO SESSION 2	9/12 PHO 206
DEI NIGHT	9/13 PHO 206
RESUME NIGHT	9/14 PHO 906

ALL 6 - 8 PM

OPEN TO ALL MAJORS

UNLEASH YOUR AMBITION