

ZTA
RECRUITMENT
WORKBOOK
2022



**EVERYTHING YOU NEED TO KNOW
ABOUT THIS YEAR'S RECRUITMENT!**

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CHAPTER ONES

INTRO TO RECRUITMENT

It is finally time for the most important part of the year! Recruitment is our opportunity to meet girls that we want to see in our chapter and do our part to bring them home to ZTA! I know that a lot of this information is difficult to remember and may seem stressful, but I have it all here put together for you in this workbook to reference. It will be SO much more fun than you even expect and you will have a great opportunity to not only meet the outstanding women in our chapter, but to recruit the women you want to see represent ZTA. I am already so immensely proud of you all because I know how well you will succeed this year!

- MG

Recruitment Schedule Overview

Round One: Go Panhellenic (Zoom)

Thursday August 18th (6:00pm-9:50pm)

Friday August 19th (5:00pm-10:00pm)

Round Two: Philanthropy

Saturday August 20th (10:00am-7:40pm)

Round Three: Sisterhood and House Tours

Sunday August 21 (10:00am-7:40pm)

Round Four: Preference

Monday August 22 (6:00pm-11:05)

Important Rules

- Chapter members can not initiate contact with PNMS outside of recruitment
- All First Year women are considered PNM's
- but be mindful of sophomores, as well
- No following, dm'ing, etc on social media
- if you know a PNM personally, be very mindful of conversations and fill out the special contact form sent out by Panhel

Important Rules Cont

Bid promising

- Bid promising is anything that suggests to a PNM that they will be attending the next round or bid day at your house
- Bid promising by a current chapter member or an alumna is strictly forbidden
- Each bid promise is \$100 taken out of our social budget!!!!

Recruitment Outfits

Round One

Solid Pink, Blue, or White Dresses/Tops

Round Two

Panhel T-Shirt, White Denim, Sneakers

Round Three

Blush, Champagne, and Brown Dresses with Nice Sandals or Heels

Round Four

Black Cocktail Dresses with Heels and Pops of Color

Mood Boards for outfits for each round of recruitment are in each chapter, so look there for inspiration before asking any questions! If you have questions, text Sarah Ruth!

Detailed Schedules of each round are also in each chapter.

CHAPTER TWO

WORKWEEK

Workweek is a week of practice leading up to recruitment. It is a lot of work, but we will make it as fun as possible with events such as themed days, activities, free food and more!! Workweek is super important because it allows each chapter member to feel confident in their recruiting abilities, bond with their bump group and other chapter members, and allows us to get the BDPC!!!

When Is Workweek

August 11th-15th
Exact Times are TBA

Workweek Themes

August 11: Zoom (No theme)

Wear whatever you want

August 12: Y2K

Pop out your best Juicy Track suit, low rise jeans, and crop tops

August 13: Think Pink

Wear your best and brightest pink to show our love for our philanthropy

August 14: Zweet Dreams

Dress nice and comfy in your favorite PJs

August 15th: Going for the Gold

Wear your favorite gold and glitter

THINK PINK

Literally just wear anything pink!! Boas, sunglasses, hair accessories, bandannas, etc.

ode to samara for slaying think pink day last work week in the pink morphsuit





ZWEET DREAMS

pajama day!!
 Dress in your fave
 set, robe,
 slippers, sleep
 mask, etc. 🌙🌙🌙

GOING FOR GOLD

Wear anything gold!!! If you have already purchased Olympic themed stuff you will still match!! Wear gold Boas, hair accessories, wigs, jewelry, sunglasses, etc.



Workweek Guidelines

- Please communicate if you absolutely have to miss practice
- Text Madeline Gossett, Sarah Day, or Ashley White with any questions or updates
- If you miss, you will most likely be expected to attend a makeup practice before recruitment starts
- We expect mutual respect! We will respect your time and end practice as early as we can as long as everyone listens and is cooperative

CHAPTER THREE

ROUND ONE

Welcome to Round One of Recruitment! Round One will be broken up into two days is the first impression we get of the women going through recruitment. It's important to make a connection with every PNM you talk to. In Round One, parties will be 20 minutes with a 15 minute break between parties.

Round 1.1 Schedule (Zoom)

Party 1: 6:00pm-6:20pm

Break: 6:20pm-6:35pm

Party 2: 6:35pm-6:55pm

Break: 6:55pm-7:10pm

Party 3: 7:10pm-7:30pm

Break: 7:30-7:45

Party 4: 7:45pm-8:05pm

Break: 8:05pm-8:20pm

Party 5: 8:20pm-8:40pm

Break: 8:40pm-8:55pm

Party 6: 8:55pm-9:15pm

Break: 9:15pm-9:30pm

Party 7: 9:30pm-9:50pm

Round 1.2 Schedule (Zoom)

Party 1: 5:00pm-5:20pm

Break: 5:20pm-5:35pm

Party 2: 5:35pm-5:55pm

Break: 5:55pm-6:10pm

Party 3: 6:10pm-6:30pm

Break: 6:30pm-6:45pm

Party 4: 6:45pm-7:05pm

Break: 7:05pm-7:20pm

Party 5: 7:20pm-7:50pm

Break: 7:50pm-8:05pm

Party 6: 7:55pm-8:15pm

Break: 8:15pm-8:30pm

Party 7: 8:30pm-8:50pm

Break: 8:50pm-9:05pm

Party 8: 9:05pm-9:25pm

Break: 9:25pm-9:40pm

Party 9: 9:40pm-9:55pm

Bump Logistics

Three Person Bump

The link to your bump group assignments and rotation number is in the Everything ZTA google drive. The number next to your group is your bump group number and the number next to your name is your bump group rotation number. Below is the outline for how the bump will work. Only follow your bump path because it can get confusing!

ZTA 1

- Do not enter a breakout room at first and stay in the main room with MG and Sarah. You now have no PNM
- After a few minutes you will be sent to a breakout room with your ZTA 2 to bump her. You now have PNM 1 and are waiting to be bumped by your ZTA 3.
- Once bumped, go back to the main room with MG and Sarah. You will then be sent to a breakout room with your ZTA 2. You now have PNM 2 and will stay with her until breakout rooms close.

ZTA 2

- Enter your breakout room when it is time. You are now with PNM 1 and are waiting to be bumped by your ZTA 1.
- Once bumped, go back to the main room with MG and Sarah. You will then be sent to a breakout room with your ZTA 3 to bump her. You now have PNM 2 and are waiting to be bumped by your ZTA 1.
- Once bumped, go back to the main room and stay there until the round is over. You now have no PNM.

ZTA 3

- Enter your breakout room when it is time. You are now with PNM 2 and are waiting to be bumped by your ZTA 2.
- Once bumped, go back to the main room with MG and Sarah and hang out there for a few minutes. You now have no PNM.

ZTA 3 Cont

- After a few minutes, you will be sent to a breakout room with your ZTA 1 to bump her. You now have PNM 1 and will stay with her until the breakout rooms close.

What Can Go Wrong?

Q: What Happens if I get lost or think I am in the wrong breakout room?

A: Exit your breakout room and enter the main room with your mic and camera off

Q: What happens if my wifi goes out or zoom/my computer glitches/freezes

A: Message in the Groupme! We have floaters for a reason and they can talk to the PNM

Q: What happens if a PNM brings up something we're not supposed to talk about (Bible, Booze, Boys, Bank, Ballot)?

A: Just steer the conversation in a different direction, these things happen! Ex "What frat do y'all mix with?" "We interact with a variety of organizations on campus throughout the year! Are there any clubs or organizations you want to get involved in?"

Q: What happens if the conversation isn't flowing very well?

A: It is a good idea to come up with a list of questions to ask just in case! ex: How does your hometown compare to Chapel Hill so far? What are your favorite restaurants so far? What are you most excited about this year?

In any case where something is wrong, communicate!! I will never be mad at you and will literally only be thankful that you are telling me what happened.

This goes for all of recruitment—at any point, please don't ever be afraid to tell me you did something wrong or forgot what you are supposed to do.

My job is to teach you! If you are confused, it is probably because you weren't explained the correct way and I would be more than happy to explain it again!

Round One Outfits

The outfit for round one is solid Pink, Blue, or White Tops/Dresses. Bottoms and shoes don't matter since we are on zoom! Inspiration is below. If you have any questions about your outfit, text Sarah Ruth

CHAPTER FOUR

ROUND TWO

Welcome to Round Two of Recruitment! The goal of this round is to make a friend with each PNM you talk to! This is where we get to know PNMs a little bit better and where they learn about our philanthropy, breast cancer education and awareness (not research). This is also a great time to ask questions about PNMs desire to get involved with philanthropy. Each party in round two is 35 minutes with a 20 minute break between parties.

Round Two Schedule

Party 1: 10:00am-10:35am

Break: 10:35am-10:55am

Party 2: 10:55am-11:30am

Break: 11:30am-11:50am

Party 3: 11:50am-12:25pm

Break: 12:25pm-12:45pm

Party 4: 12:45pm-1:20pm

Break: 1:20pm-1:40pm

Party 5: 1:40pm-2:15pm

Break: 2:15pm-2:35pm

Party 6: 2:35pm-3:10pm

Break: 3:10pm-3:30pm

Party 7: 3:30pm-4:05pm

Break: 4:05pm-4:25pm

Party 8: 4:25pm-5:00pm

Break: 5:00pm-5:20pm

Party 9: 5:20pm-5:55pm

Round Two Schedule Cont

Break: 5:55pm-6:15pm

Party 10: 6:15pm-6:50pm

Break: 6:50pm-7:10pm

Party 11: 7:10pm-7:45pm

Break: 7:45pm-8:05pm

Party 12: 8:05pm-8:40pm

Break: 8:40pm-9:00pm

Party 13: 9:00pm-9:35pm

Break: 9:35pm-9:55pm

Party 14: 9:55pm-10:30pm

End of round 2

The 7-Person Bump

Your assignments for your 7 person bump group will be in the google drive. Within the 7 person bump, there will be several different bump "spots" throughout the house (as shown below). Each person will start at one spot each party and will rotate through the spots until the round is over. We will go over exact details during workweek.

The bump spots will be:

Dining Room



Front Porch



Parlor



Top Porch



TV Lounge



Sun Porch



Topics of Conversation

Talk about your favorite philanthropy event, such as the Franklin 5k or Big Man on Campus and why you like that event.

If you have a connection to breast cancer and feel comfortable talking about it, talk about how being in ZTA is special to you because of that.

How you have gotten involved in philanthropy, how you would like to get involved in the future, and what opportunities we have to get involved (PHC, event chairs, VPVI)

DON'T ASK THEM IF THEY HAVE A CONNECTION TO BREAST CANCER! If they do and are comfortable, they will say so, if not it is awkward!

Round Two Outfits

During round two, we will be wearing the Panhel T-Shirts with white denim and sneakers. We do not yet have a picture of the shirt, but will send it out as soon as we do.

If you have questions text Sarah Ruth

CHAPTER FIVUS

ROUND THREE

Welcome to Round Three of Recruitment! This is the Sisterhood and House Tours round. Now that we've gotten to know PNMs a little better, this is where we start to see if a PNM would be a good fit for our sisterhood. This is also where they get to see and learn about the newly renovated Zhouse! This is a good time to feel out if they'd be interested in living in-house. In Round Three, parties will be 40 minutes with a 20 minute break in between.

Round Three Schedule

Party 1: 10:00 AM-10:40 AM

Break 10:40 AM- 11:00 AM

Party 2 11:00 AM- 11:40 AM

Break 11:40-12:00 PM

Party 3 12:00 PM-12:40 PM

Break 12:40 PM-1:00 PM

Party 4 1:00 PM-1:40 PM

Break 1:40 PM-2:00 PM

Party 5 2:00 PM-2:40 PM

Break 2:40 PM-3:00 PM

Party 6 3:00 PM-3:40 PM

Break 3:40 PM-4:00 PM

Party 7 4:00 PM-4:40 PM

Break 4:40 PM-5:00 PM

Party 8 5:00 PM-5:40 PM

Break 5:40 PM-6:00 PM

Party 9 6:00 PM-6:40 PM

Break 6:40 PM-7:00 PM

Party 10 7:00 PM-7:40 PM

Bump Group Logistics

For this round, you will be in your 3-person bump groups from round one. Each bump group will be either an A bump group or a B bump group. Within each bump group, each girl will be a ZTA 1, ZTA 2, or a ZTA 3. Each girl will either be a ZTA A1, A2, A3, B1, B2, or B3. Your Number/letter assignments will dictate the path you through the house. Each path is detailed below, but only pay attention to your path because it can get a little confusing.

ZTA A's

A1

- Pick up PNM 1 and stay in the dining room- wait for your A3 to bump you
- After your A3 bumps you, go stand in the horseshoe and wait for your A2 to come downstairs- You now have no PNM
- Bump your A2 when it's time and stay in the dining room- you know have PNM 2
- When the round is over, escort PNM 2 out of the zhouse

A2

- Do not pick up a girl and go to the top porch via the outdoor stairs (wait for girls with PNM's to go first)

A2 Cont

- Bump your A3 when it's time on the top porch- you now have PNM 2
- Tour of the second floor via the sun porch entrance
- Go down the indoor stairs to be bumped by your A1
- Once bumped, go back to the top porch via the outdoor stairs
- When it's time, bump your A3 again when it's time on the top porch- you now have PNM 1
- Tour of the second floor via the sun porch entrance
- When it's time, go down the indoor stairs to escort PNM 1 out of the zhouse

A3

- Pick up PNM 2 and go to the third floor via the outdoor stairs
- Tour the third floor, then go down the indoor stairs and to the top porch to be bumped by your A2
- Once bumped, go to the dining room via the indoor stairs to bump zta one- you now have PNM 1
- Take PNM 1 to the third floor via the outdoor stairs
- Tour the third floor, then go down the indoor stairs to the top porch to be bumped by your A2
- Once A2 takes PNM 1, go down the indoor stairs and stand in the horseshoe until the round is over

ZTA B's

B1

- Pick up PNM 1 and stay in the dining room
- After your B2 bumps you, wait in the horseshoe for your B3 to come downstairs- you now have no PNM
- Bump your A3 when it's time and stay in the dining room- you now have PNM 2
- When the round is over, escort PNM 2 out of the zhouse

B2

- Pick up PNM 2 and go to the second floor via the indoor stairs
- After a tour of the second floor go out the sunporch door and wait to be bumped by your B3

B2 cont

- Once bumped, go to the dining room via the outdoor stairs to bump your B1- you now have PNM 1
- Go to the second floor via the indoor stairs
- After a tour of the second floor go out the sunporch door and wait to be bumped by your B3
- Once bumped, go to the dining room via the outdoor stairs and wait in the horseshoe until the round is over- you now have no PNM

B3

- Do not pick up a PNM and go to the sun porch via the outdoor stairs (wait for girls with PNM's to go first)

B3 cont

- Bump your B2 when it's time and go to the third floor via the outdoor stairs- you now have PNM 2
- Go to the dining room via the indoor stairs and wait to be bumped by your B1
- After bumped, go back to the sun porch via the outdoor stairs and wait for your B2
- Bump your B2 when its time and go to the third floor via the outdoor stairs- you now have PNM 1
- When the round is over, go down the indoor stairs and escort PNM 1 out of the zhouse

Notes About Bumping

- Pay attention to which stairs and which porch you are supposed to use! This will help with the flow of the round and make sure there aren't any traffic jams
- If you bump someone, you do not have a PNM. You go up to the ZTA with the PNM and start talking to them
- If you are waiting to get bumped by someone, you do have a PNM. You wait for the ZTA without a PNM to come up to you and start talking.
- When escorting PNMs out of the zhouse, make sure to keep conversation going until they are walking out the doors, the walk down the stairs takes longer than you think!

Facts about the Zhouse

- Up to 32 girls live in the house each year
- Each room holds 1, 2, or at max 3 girls- no room has more than that!
- The ZTA house is the only sorority house at UNC that was built to be a sorority house and it was based on the ZTA House at College of Charleston!
- In-House girls get breakfast, lunch, and dinner Monday-Friday and Out of house girls get lunch and dinner Monday-Friday
- We just renovated it and it looks great!
- Lots of sisterhood events are held at the house like movie nights and galentines day dinner!
- We have a wonderful house mom named Denise that everyone loves!

Round Three Outfits

For Round Three, we will be wearing Blush, Champagne, and Brown dresses with nice sandals or heels. A form is going to be sent out to assign dress colors, so hold off on buying one until that is sent out! Inspiration is below! If you have any questions, text Sarah Ruth at (919)-619-8834



ROUND 3

blush, champagne, brown
dresses (you can choose to be
more dressy or more casual for
this round depending on your
style)
a form will be sent out to sign
up for your color



contact sr with
questions

CHAPTER SIX

ROUND FOUR

Welcome to Round Four of Recruitment! This is Preference Night, the last round of recruitment! This is the round where you see if a PNM is really passionate about ZTA and if she is a good fit. Your goal is to make a ZTA. Each party in Round Four is 45 minutes with a 20 minute break in between parties.

Round Four Schedule

Party 1: 6:00pm-6:45pm

Break: 6:45pm-7:05pm

Party 2: 7:05pm-7:50pm

Break: 7:50pm-8:10pm

Party 3: 8:10pm-8:55pm

Break: 8:55pm-9:15pm

Party 4: 9:15pm-10:00pm

Break: 10:00pm-10:20pm

Party 5: 10:20pm-11:05pm

End of Round Four

End of Recruitment!!

Bump Logistics

During this round, you will only talk to one PNM per party, at the end of the round there will be a few rituals before you escort your PNM out of the house

Round Four Outfits

For this round, we are wearing black cocktail dresses with heels and pops of color. Inspiration is below! If you have any questions, text Sarah Ruth.



ROUND 4 - PREF

this is the most dressy round, so wear a nice black dress! Add pops of color with your heels and jewelry (show your own personal style)
contact sr with questions

CHAPTER SEVEN

COMMITTEES

Want to get more involved with recruitment? It's not too late!

Matching Committee

Banner Committee

Promo Committee

Belonging Committee

Tabulations Team

Matching Committee

Matching committee is necessary for the week of recruitment. At the end of each round, the matching committee looks through sisters' commentary and match PNM's with chapter members.

Banner Committee

The Banner Committee puts together all banners for workweek and recruitment

Tabulations Team

The tabulations team is the necessary group of people in charge of all technical aspects of recruitment. These girls do not have to recruit, and they assist me in preparing and dismounting each round

Promo Committee

Promo Committee is in charge of all of the videos and graphics ZTA uses during Recruitment Rounds and to promote ZTA/Recruitment on Social Media.

Belonging Committee

Belonging Committee is important all year round as they help new members adjust to ZTA and there to help members who haven't found their place yet and have begun to consider dropping

If you are interested in joining a committee or have any questions, text MG at (704) 620-7673

CHAPTER SIGHT

DIVERSITY EQUITY AND INCLUSION

Sororities are a historically exclusive group, often excluding racial minorities. Because of this, we want to do our best to be inclusive and create a welcoming atmosphere for any PNM going through recruitment. Throughout recruitment it is important to be aware of our implicit biases as well as micro-aggressions.

Exclusivity

Why do so many people hate Greek Life?

Anti-Greek life activists have long-criticized historically white fraternities and sororities for being inherently discriminatory, hierarchical, and for entrenching in students certain modes of exclusionary thinking.

We see examples everyday.

Think about the current members of our chapter. How many out of nearly 200 are not white? What about the rest of the sororities? How many people act as if it is a competition to be in the best "ranked" sorority and spend a little too much time on Greek Rank? Are we as a community really providing a safe space for members or PNM's to openly express their sexual orientation?

Exclusivity

Barriers to Joining Greek Life

- Financial means since Greek Life requires Dues
- Not physically looking like everyone else
- Not being heterosexual
- Knowledge of the process

How can we correct it?

The best practice is to be cognizant of those barriers. Exercise openness. Recruitment is an opportunity to learn about so many people and their backgrounds in a short amount of time. Do not look for someone who fits the outer image of a sister. Look for someone who _____

Microaggressions

A microaggression is any subtle, often unintentional, discrimination against minorities.

Some examples are:

Where on campus are you living?

Where did you go to high school?

Where are you from in ____ city?

These questions often seem harmless but certain dorms, schools, and areas in cities are disproportionately affected by poverty and inequality. Many of the questions are easy to bring up when conversation is lagging, but often don't create a connection or provide any value.

Inclusivity

Isn't our chapter pushing for more inclusivity?

Yes we are! Our DEI chair is actively working on educating the chapter and changing the impression people have of Greek Life. We want to be the change.

Use these efforts in conversation!

Talk about how our chapter has leaders that genuinely value the things that make us different.

Talk about your favorite DEI event you attended and what you got out of it - just like you did in your submitted reflection.

Talk about what makes you different and that despite those differences, you still belong!

Accessibility

There may be a reason that a PNM requires an alternate method of recruiting. If this happens, just go with the flow! Each PNM deserves the chance to go through recruitment.

Matching

At the end of each party, you vote on each PNM and provide a few comments about the PNM and suggest another ZTA they should talk to. Under NO circumstance should a PNM be matched with a ZTA because they are both minorities.

Implicit Bias

Everyone has it.

An implicit bias is a bias we have towards a group of people that we aren't aware we have, and they often relate to untrue, harmful stereotypes.

As an activity:

It is important to be aware of these biases so we can actively combat them. Please take a moment to take the Implicit Association Test (IAT) linked in the google drive and reflect on your own biases.

THANK YOU!!

Thank you for reading all of this information! I know it is a lot, but reading through this will allow everyone to be prepared going into WorkWeek and Recruitment! If you have any questions at all, please don't hesitate to reach out to a member of recruitment team! We're going to get the BDPC, ZLAM