

ZTA RECRUITMENT 2023 WORKBOOK



**Everything you need to
know about recruitment
this year!**

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Chapter One: Introduction to Recruitment!

It's FINALLY time for the best part of the year... Recruitment! This is our opportunity to meet girls that we want to see in our chapter and do our part to bring them home to ZTA!

We know this is a lot of information and may seem like a lot to process, but we 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 incredible women in this chapter, but to recruit the women you want to see represent ZTA. We are already so proud of y'all and can't wait to see what this year has in store. Let's work hard and bring home our new babies!

Recruitment Schedule

Overview:

Round One: Go Panhellenic (Zoom)

Substance Free Period begins at 5:00 PM August 23rd

1.1- Thursday, August 24, 2023, 6:00 PM – 9:15 PM

1.2- Friday, August 25, 2023 5:00 PM – 8:50 PM

Round Two: Philanthropy

Saturday, August 26, 2023 10:00 AM – 9:30 PM

Round Three: Sisterhood and House Tours

Sunday, August 27, 2023 10:00 AM – 8:25 PM

Round Four: Preference

Monday, August 28, 2023 6:00 PM – 11:25 PM

BID DAY!!!

Tuesday, August 29, 2023 6:00 PM

Substance Free Period ends at 5:00 PM August 30th

Important Rules

- Bid promising directly or indirectly by a current chapter member or an alumna is strictly forbidden
 - Bid promising is anything that suggests that the PNM will be attending your chapters next round or bid day
 - Ex: “See you tomorrow!”
 - We will be fined and it comes out of our social budget :)
- Attendance for everything is so important
 - Please communicate with recruitment team and fill out the excuse forms if you absolutely have to miss a practice. Excuse forms will be sent out the week before practices.
 - Any unexcused absence will result in a fine
 - I was VERY lenient about this in the spring. I will not be lenient during workweek and recruitment
 - Lunch or dinner plans will not be excused under any circumstance
- Topics of conversation during recruitment
 - DO NOT talk about the 5 Bs

- Boys- no frats, no boyfriends, no hook up stories
- Booze- no parties, no alcohol, no drugs
- Ballot- no politics!!!!!!
- Bible- no religion !!
- Bank- no asking about their parents jobs, no asking about what brand their shoes are, no asking about anything related to their socioeconomic status!!
- If a PNM brings these topics up, do your best to change the subject! We will practice this during workweek :)
- Some exceptions
 - If a PNM asks about it you can bring up our chaplin and bible study
 - During Philanthropy round you can bring up BMOC, but say organizations around campus, not frats!

What you should bring to WorkWeek and Recruitment

- Water and Snacks
 - We will be providing plenty of food but it's never a bad idea to bring some extra
- Supplies for keeping yourself fresh during recruitment
 - We have long days so bringing some lipstick, a hairbrush, or some gum may be helpful
- You can bring homework for when you aren't recruiting , but there is always a lot going on so it will be hard to focus

Chapter Two: Workweek and Summer Practices

What is workweek?

Workweek is a week of practice leading up to recruitment. We will go over bump paths, how to vote, and more!! It is a lot of work, but we will make it as fun as possible with themed days, activities, and free food!!

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 helps us get the BDPC!!!

It is super important to be there for ALL of it so recruitment team knows how everyone is doing and so you and your bump group don't fall behind. If you miss a day, or part of a day, for any reason, you and your bump group will be expected to come early or stay late to make up for what you missed.

Committees

Before COVID happened, ZTA had committees during workweek/recruitment that helped lighten the load of the recruitment team. We have not done them in the past two years, but we are bringing them back this year! Each person will be part of a committee. The committees this year are

Song Committee

- Will sing the pref ritual songs

Dance Committee

- Will learn TikTok dances for us to post on social media

Round 2 Committee

- Will help create all materials for round 2
 - Decor, Flowers, Banners, etc

Round 3 Committee

- Will help create all materials for round 3
 - Decor, Flowers, Banners, etc

Speakers Committee

- Anyone speaking during recruitment
- We will practice and perfect our speeches !

To See your committee assignment, [click here!](#)

Work Week Dates and Themes!!!

[Click here for workweek schedule :\)\)](#)

Thursday August 17th 9:00 AM-6:30 PM

Think Pink!!

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



Friday, August 18th 9:00 AM- 7:40 PM

Jordan Year!!

Let's get the BDPC for 2023!! Wear your best UNC gear for the Jordan PC!!



Saturday, August 19th 10:00 AM- 7:30 PM

Perfect Match!!

Dress in your best tennis gear, so we can get ready to find out perfect matches during recruitment!



Sunday, August 20th 10:00 AM- 5:15 PM

Family Ties!!

Chat with your ZTA Fam and pick out whatever theme you want!!



Wednesday, August 23rd 6:30-7:30
Panhel Recruitment Refresher (no theme)

Wednesday, August 23rd 8:00-10:00 (zoom)
ZTA Day!!

Wear your favorite ZTA merch, turquoise and steel gray,
and break out your crowns and strawberries!

Summer Practices

There will be two summer practices. It is SO important to be at both of these as this will be when we are learning zoom logistics for Round One. We will be VERY strict about attendance as there is a lot of planning on our end to set up the zoom.

Please mark your calendars for...

Sunday July 16th 4:30-6:00

Sunday August 6th 4:30-6:00

Chapter Three: Round 1

Welcome to Round One of Recruitment! During Round One we talk to each and every woman going through recruitment this year.

The goal of this round is to make a connection with each PNM you talk to. This can be about shared interests, majors, hometowns, or anything else! Don't stress too much, just act like you're getting to know a friend, because that's what we're doing!

Round One will have 13 parties split into two days, Thursday and Friday, and will be on zoom. You will be doing this round from your house, apartment, or dorm. Avoid being at the ZTA house unless you live there so there are minimal wifi issues! Each party will be 20 minutes with a 15 minute break between parties. We will be using the three person bump.

Round 1.1 Schedule, August 24th (Zoom)

Party 1- 6:00-6:20

Party 2- 6:35-6:55

Party 3- 7:10-7:30

Party 4- 7:45-8:05

Party 5- 8:20-8:40

Party 6- 8:55-9:15
End of round 1.1

Round 1.2 Schedule, August 25th (Zoom)

Party 7- 5:00-5:20
Party 8- 5:35-5:55
Party 9- 6:10-6:30
Party 10- 6:45-7:05
Party 11- 7:20-7:40
Party 12- 7:55-8:15
Party 13- 8:30-8:50
End of Round 1.2

Bump Logistics

Three Person Bump

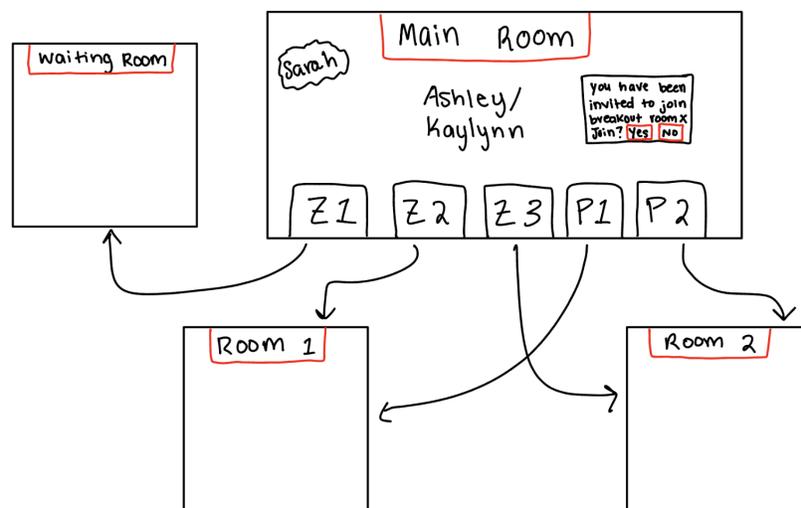
Click [here](#) for the link to bump group assignments. They are subject to change, so make sure to double check them! The number next to your group is your bump group number and the number next to your name is your bump group rotation number. Below is the outline for how the bump will work. Only follow your bump path because it can get confusing! You can also bookmark [this doc](#) that has just the bump paths.

How it starts:

- Prior to the start of the round, Sarah or Ashley will send a google sheet in the chapter groupme that has the list of bump groups recruiting and next to each person's name will be the rooms they will be going into during that party.
 - Your rooms are subject to change from party to party, so please pay attention to this.
- Everyone joins the zoom using the link sent by Ashley, this includes Zetas and PNMs.
- Ashley and Kaylynn will give a welcome speech and it will end with some variation of the phrase, “when you are prompted to join a breakout room, click join, and a zeta will meet you in the room.”
- At this time **Zeta 2s and 3s** will join the first room listed next to their name on the google sheet sent prior to the start of the round.
- **Zeta 1s will join the breakout room that is titled “Waiting Room”.** This is different from what we have done in the past. Typically, we have Zeta 1s wait in the main room, but we are going to have you join this waiting room breakout room to limit traffic in the main room in case anyone gets kicked off or PNMs don't get properly put into breakout rooms.

We don't want PNMs in a zoom room full of Zetas. I (Sarah Day) will be joining the room with you guys once everyone is in a breakout room.

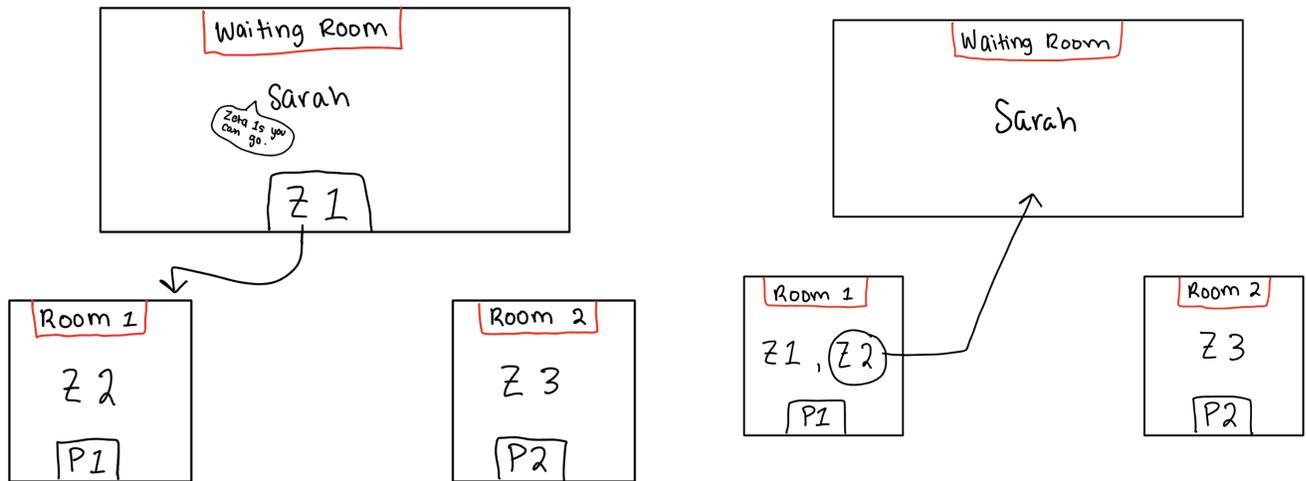
- **EVERYBODY READ THIS LINE PLS:** The “waiting room” is where everyone will go when they are bumped instead of returning to the main room.



Bump 1 part 1:

- To set the scene, Zeta 2s and 3s are in breakout rooms with PNMs and Zeta 1s and I are in the breakout room titled “waiting room”.
- After Zeta 2s and 3s have had about 5 mins to talk to their PNM, I will tell Zeta 1s they can go.

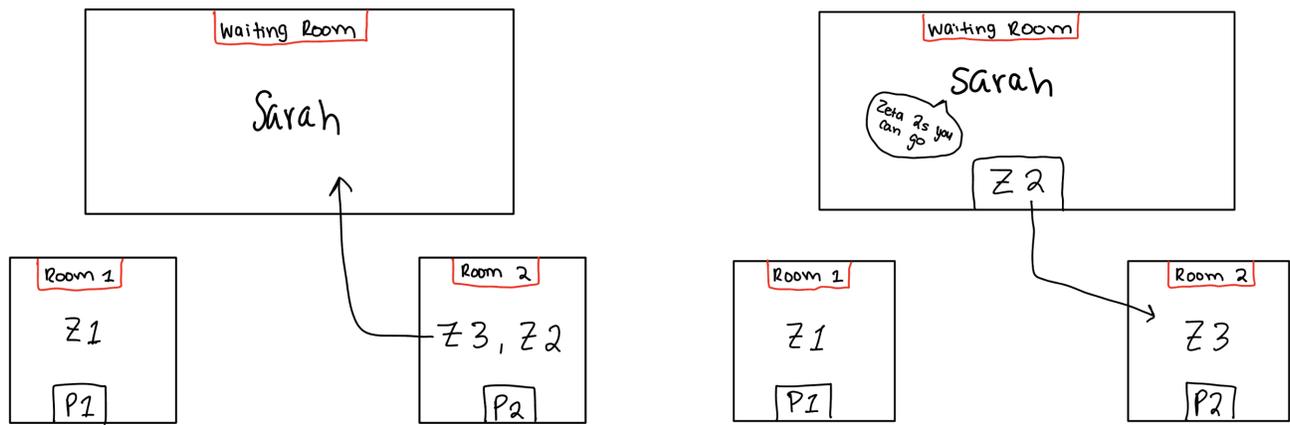
- Zeta 1s you will join the first breakout room next to your name on the spreadsheet sent prior to the start of the party.
 - You should be joining a breakout room with your zeta 2.
- Zeta 2s, once you have introduced your zeta 1 and you are ready to leave the breakout room, you will join the breakout room titled “waiting room”.
 - You should be able to click on the breakout room icon at the bottom of your screen and see the list of breakout rooms, this is where you will click to join the waiting room.
 - You will **not** select “leave breakout room” because this will send you back to the main room.
 - However, if you do select this option, do not freak out. Just join the waiting room breakout room once it sends you back to the main room.



Bump 1 part 2:

- Zeta 2s, as you join the waiting room, I will tell you that you can go.
- At this time, you will join the **second** breakout room listed by your name on the spreadsheet sent.
 - This is a pretty quick process and there is no stall time in the waiting room because your Zeta 3 is still talking to their first PNM.
 - Also, the PNM in this breakout room should be different from the first PNM you talked to. If this is not the case, please leave the breakout room.
- Zeta 3s come join me in the waiting room breakout room.

- Again, you should be able to click on the breakout room icon at the bottom of your screen and see the list of breakout rooms, this is where you will click to join the waiting room.

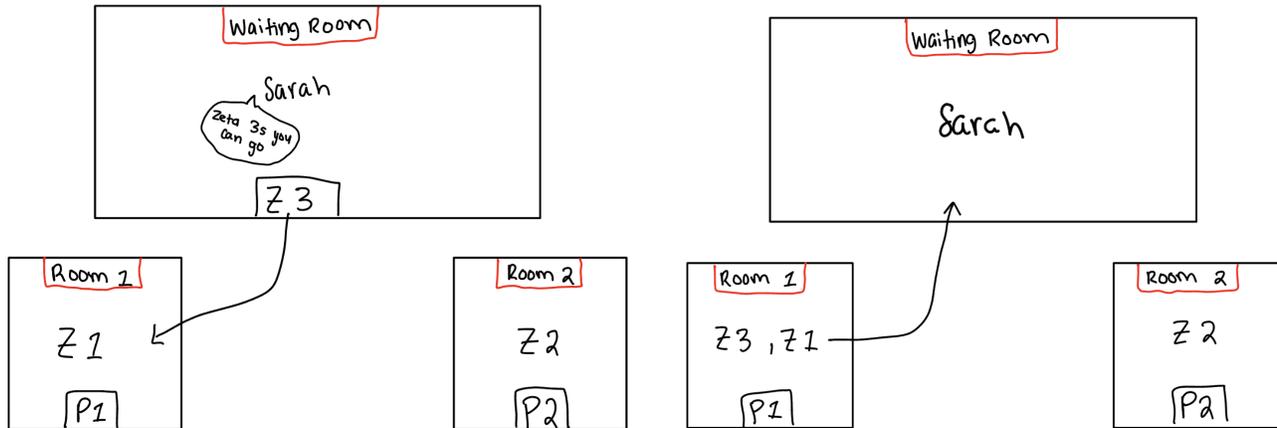


Bump 2 part 1:

- **Zeta 3s** it is your turn to wait and hang out for about 5 minutes with me in the waiting room.
- When it is time, I will say “Zeta 3s you can go”.
- You should **join the second breakout room** next to your name on the spreadsheet.
 - You should be joining a breakout room with your Zeta 1 and the PNM in the breakout room should be different from the first PNM you talked to.

- If these two things are not right, please leave the breakout room.

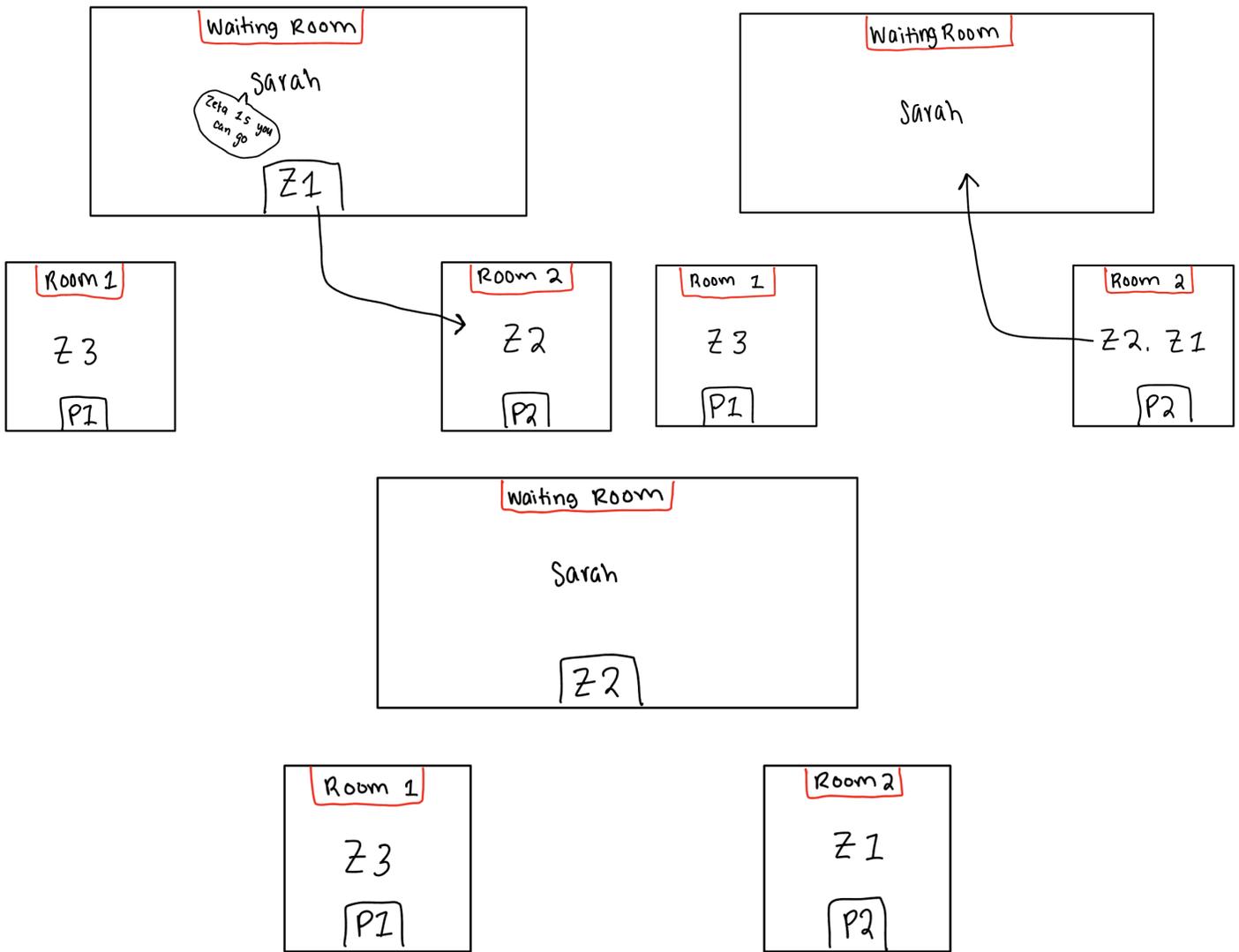
- Zeta 1s, join me in the waiting room at this time.



Bump 2 part 2:

- Zeta 1s, as you come into the waiting room I will tell you guys that you can go.
- You will then join the **second** breakout room next to your name on the spreadsheet.
 - You should be joining a breakout room with your zeta 2 and a PNM that is different from your first PNM.
 - If these two things are not correct, please leave the breakout room.

- Zeta 2s you will be joining me in the waiting room (for the final time). This is the final position before we are brought back to the main room for the end of party remarks.
 - This is your time to hang out and wait. We will be in the waiting room for about 5 minutes before they close.



Zoom Tips!

- Make sure you have good lighting! We want these PNMS to see your beautiful faces!
- Also, make sure to either have a plain background or blur your background. We don't want girls getting intimidated by any wall decor!
- Be in a quiet place so you and the PNMs can hear each other

Round 1

Brightly Colored Solid Tops



Do not look naked on camera, so no strapless tops!
You will have to submit your outfit to Kat Dagley with [this form](#) by August 1st.

Chapter Four: Round 2

Welcome to Round Two of Recruitment! This is the philanthropy round. The goal of this round is to make a friend with the PNMs you talk to. Don't force the conversation, but this is when the PNMs learn about each sorority's philanthropy, so steer the conversation to Breast Cancer Education and Awareness (NOT RESEARCH!).

Round 2 will have 13 parties all on Saturday and will be in person. Each party will be 30 minutes with a 25 minute break in between each party. We will be using the 7 person bump.

Round 2 Schedule

Party 1- 10:00-10:30

Party 2- 10:55-11:25

Party 3- 11:50-12:20

Party 4- 12:45-1:15

Party 5- 1:40-2:10

Party 6- 2:35-3:05

Party 7- 3:30-4:00

Party 8- 4:25-4:55

Party 9- 5:20-5:50

Party 10- 6:15-6:45

Party 11- 7:10-7:40

Party 12- 8:05-8:35

Party 13- 9:00-9:30

End of Round 2

Seven Person Bump

Click [here](#) to find your 7 person bump assignment. It is the same google sheet as the 3-person bump but there is a separate tab at the bottom. The number beside your name corresponds to your starting spot in the bump path which is listed below.

You will start in your assigned spots, and once you are bumped, you will go to the next spot to bump. You will most likely make it to roughly 4 spots per party.

Bump spots

DO NOT USE THE INSIDE STAIRS

1. Dining room
2. Dining room
3. Front porch
4. Parlor

5. Top porch
6. Tv lounge
7. 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 2

Panhel T-shirts, White bottoms, Cute shoes



There will be no athletic wear allowed
You will have to submit your outfits to Kendall Gillespie
with [this form](#) by August 1st to be approved.

Chapter Five: Round 3

Welcome to Round Three of Recruitment! This is the sisterhood and house tours round. The goal of this round is to make a sister and see how each PNM would fit into our sisterhood. We also get the opportunity to show off our amazing Zhouse and it is a great chance to see if they are interested in living in the house.

Round Three will have 10 parties, all on Sunday, and will be in person. Each party is 40 minutes with a 25 minute break in between parties. We will be using the 3 person bump.

Round 3 Schedule

Party 1- 10:00-10:40

Party 2- 11:05-11:45

Party 3- 12:10-12:50

Party 4- 1:15-1:55

Party 5- 2:20-3:00

Party 6- 3:25-4:05

Party 7- 4:30-5:10

Party 8- 5:35-6:15

Party 9- 6:40-7:20

Party 10- 7:45-8:25

End of Round 3

Bump Group Logistics

For this round, you will be in your 3-person bump groups from round one. You can find them [here](#). 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 take through the house. Each path is detailed below, but only pay attention to your path because it can get a little confusing. You can also bookmark [this google doc](#) that just has the bump paths on it.

ZTA A's

A1 (Dining Room)

- Pick up PNM 1 in stair stack and take her to the dining room for the speech/video
- Once PNM 1 is seated, stand in the horseshoe for the speech/video

- After the speech/video, sit down with PNM 1 and stay in the dining room.
- After a few minutes, your ZTA A3 will come up to you to start the bump.
- Once your ZTA A3 bumps you and takes PNM 1, go stand in the horseshoe
- After a few minutes, your ZTA A2 will come into the dining room with PNM 2 via the front door. Once they sit down, walk up to them to initiate the bump.
- Once your A2 leaves, stay in the dining room with PNM 2
- Once you hear the bell signaling the round is over, escort PNM 2 out of the house
- Once you drop PNM 2 off outside, come back into the house and stand silently in the horseshoe

A2 (Second Floor)

- Do not pick up a girl in stairstack and stand in the horseshoe during stair stack and the speech/video
- After the speech/video is over, wait for the ZTAs with PNMs to start their bump paths, then go to the top porch via the indoor stairs

- After a few minutes, your ZTA A3 will come to the top porch with PNM 2. Once you see Sarah Day, go up to your A3 to start the bump.
- Once your ZTA A3 leaves, go into the house via the top porch door and take PNM 2 on a tour of the second floor.
- Exit the second floor via the sun porch door and go to the dining room via the outdoor stairs.
- Once in the dining room, sit down with PNM 2 and wait for your A1 to come up to you to start the bump
- Once bumped, go back to the top porch via the indoor stairs
- When you see your ZTA A3 with PNM 1 on the top porch, go up to them to start the bump. You do not have to wait for Sarah Day this time.
- Once your ZTA A3 leaves, go into the house via the top porch door and take PNM 1 on a tour of the second floor
- Once you hear the bell signaling the round is over, escort PNM 1 out of the house
- Once you drop PNM 1 off outside, come back into the house and stand silently in the horseshoe

A3 (Third Floor)

- Pick up PNM 2 in stairstack and take her to the dining room for the speech/video
- Once PNM 2 is seated, stand in the horseshoe for the speech/video
- After the speech/video is over, take PNM 2 to the third floor via the outdoor stairs
- After a tour of the third floor, go down the indoor stairs to the top porch and wait for your ZTA A2 to bump you
- After your ZTA A2 leaves, go to the dining room via the indoor stairs
- Once in the dining room, go up to your ZTA A1 to start the bump
- Once your ZTA A1 leaves, take PNM 1 to the third floor via the outdoor stairs
- After a tour of the third floor, go down the indoor stairs to the top porch and wait for your ZTA A3 to bump you
- Once bumped, go to the dining room via the indoor stairs and stand in the horseshoe until the round is over

ZTA B's

B1 (Dining Room)

- Pick up PNM 1 in stair stack and bring her to the dining room for the speech/video
- Once PNM 1 is seated, stand in the horseshoe for the speech/video
- After the speech/video, sit down with PNM 1 and stay in the dining room
- After a few minutes, your ZTA B2 will come up to you to start the bump
- Once your ZTA B2 bumps you and takes PNM 1, go stand in the horseshoe
- After a few minutes your ZTA B3 will come downstairs via the indoor stairs and sit down in the dining room with PNM 2
- Go up to your ZTA B3 to start the bump
- Sit in the dining room with PNM 2
- Once you hear the bell signaling the round is over, escort PNM 2 out of the house
- Once you drop off PNM 2 come back and stand in the horseshoe silently

B2 (Second Floor)

- Pick up PNM 2 in the stair stack and bring her to the dining room for the speech/video
- Once PNM 2 is seated, stand in the horseshoe for the speech/video
- After the speech/video take PNM 2 to the second floor via the indoor stairs for a tour
- After a tour of the second floor go outside via the sun porch door
- After a few minutes your ZTA B3 will come up to you to start the bump
- Once bumped, go to the dining room via the outdoor stairs
- Go up to your ZTA B1 to start the bump
- Once your ZTA B1 leaves, take PNM1 to the second floor via the indoor stairs for a tour
- After a tour of the second floor, go outside via the sun porch door
- After a few minutes your ZTA B3 will come up to you to start the bump
- Once bumped go to the dining room via the outdoors and stand in the horseshoe until the round is over

B3 (Third Floor)

- Do not pick up a PNM in stair stack and stand in the horseshoe for the speech/video
- After the speech/video is over, wait for the ZTAs with PNMs to start their bump paths, then go to the sun porch via the outdoor stairs
- After a few minutes your ZTA B2 will come to the sun porch with PNM 2. Once you see Sarah Day, go up to your ZTA B2 to start the bump
- Once your ZTA B2 leaves, take PNM 2 to the third floor via the outdoor stairs
- After a tour of the third floor, go to the dining room via the indoor stairs and sit down
- Your ZTA B1 will come up to bump you
- After the bump go to the sun porch via the outdoor stairs
- Once you see your ZTA B2 with PNM 1, go up to her to start the bump. You do not have to wait for Sarah Day this time.
- After your ZTA B2 leaves, take PNM 1 to the third floor via the outdoor stairs

- Once you hear the bell signaling the round is over, take PNM 1 down the indoor stairs and escort her out of the house
- Once you drop off PNM 1 stand in the horseshoe silently

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
- You only go up to another ZTA if you do not have a PNM. If you have a PNM, wait for the ZTA without a PNM to come up to you.
 - If you are bumping, you do not have a PNM
 - If you are waiting to be bumped, you have a PNM
- 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!

Conversation starters and Zhouse Facts

- Dining Room
 - In house girls get 3 meals a day Monday-Friday and out of house girls get 2
 - We have 2 amazing chefs, Jared and Joe!
 - The ZTA house is the only sorority house at UNC that was built to be a sorority house. It was based on the ZTA House at the College of Charleston!
- Second Floor
 - We have an amazing house mom, Denise as well as Mrs. Shardenia who helps keep our house in order :)
 - The Zhouse has amazing places to study such as the parlor and the study lounge
 - The TV lounge is another great place to study and hang out with friends
- Third Floor
 - Up to 32 girls live in the house each year
 - Each room holds either 1,2 or at max 3 girls
 - It is not a requirement to live in the house
 - We host lots of events at the house such as Galentines, DEI movie nights, and Chapter

Round 3

Solid White, Light Blue, and Navy Dresses (color is assigned), with nice shoes



Your color of dress has been assigned. Find your assigned color [here](#). If you have any questions about your assigned color message Ashley White or Ashley Price. Sneakers will not be allowed.

You will have to submit your outfits to Ashley Price with [this form](#) by August 1st to be approved.

Chapter Six: Round 4

Welcome to Round Four of Recruitment! This is also called Preference Night, or Pref, and is the last round of recruitment!

This round is the last chance to see if a PNM is passionate about ZTA and if she is a good fit for our sisterhood. The goal of this round is to make a Zeta.

Round Four will have 5 parties, all on Monday Night, and will be in person. Each party will be 45 minutes with a 25 minute break in between parties. During the first half of the round, each PNM will have a one on one conversation with a ZTA and during the second half, we will have our pref ritual.

Round 4 Schedule

Party 1- 6:00-6:45

Party 2- 7:10-7:55

Party 3- 8:20-9:05

Party 4- 9:30-10:15

Party 5- 10:40-11:25

End of Round 4

END OF RECRUITMENT!!!

Round 4

Black Cocktail Dresses, Heels, Colorful Accessories



You have to wear heels for this round.

You will have to submit your outfits to Sejal Rai with [this form](#) by August 1st to be approved.

Chapter Seven: Diversity, Equity & 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. To achieve this goal, it is important to be aware of our implicit biases as well as micro-aggressions throughout recruitment, and in our everyday lives.

Exclusivity

Why are so many people against 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.

Barriers to Joining Greek Life

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

- Not having 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.

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. If such topics are brought up by a PNM, don't freak out, but if you feel something is inappropriate, do your best to change the topic of conversation.

This can be a difficult line to toe, especially as similar hometowns can help bring people together, so use your best judgment. We want each PNM to feel comfortable, confident, and valued while in the ZTA house.

Inclusivity

Isn't our chapter pushing for more inclusivity?

Yes we are! Our DEI chair, as well as the rest of EC, is actively working on educating the chapter and changing the impression people have of Greek Life. We want to leave each person who meets us with a positive impression of not only ZTA, but Greek life as a whole.

You can 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 the recruitment process and find their home.

Matching

At the end of each party, you vote on each PNM (voting is discussed in chapter 8) 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.

Additionally, suggesting good matches will allow each ZTA and each PNM to meet girls they will get along with and ensure each and every woman has the best possible experience.

Please Fill out [this form](#) so we can have the best possible matches!

Implicit Bias

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. Everyone has them. It is important to be aware of our biases so we can work towards overcoming them.

Chapter Ten: Important Links

[Click Here](#) to recommend a PNM

[Click Here](#) to see the workweek schedule

[Click Here](#) to see your committee assignments

[Click Here](#) for all bump group assignments

[Click Here](#) for the Round One bump paths

[Click Here](#) to get your Round One outfit approved

[Click Here](#) to get your Round Two outfit approved

[Click Here](#) to get your Round Three outfit approved

[Click Here](#) to get your Round Four outfit approved

[Click Here](#) for your Round Three dress color assignment

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Thank you for going through all of this information!! I know it is a lot, but it is all very important!! If you have any questions don't hesitate to reach out.

ZLAM,
Ashley White