



LRAC Youth Initiative Programs

Dr. Betty Shabazz Delta Academy I (Grades 6-8)
Dr. Jeanne L. Noble G.E.M.S (Growing & Empowering
Myself Successfully Institute (Grades 9-12)



Greetings from the Delta Academy Delta GEMS Committee

Thank you for your interest in youth initiatives sponsored by the Little Rock Alumnae Chapter (LRAC) of Delta Sigma Theta Sorority, Incorporated. You are invited to participate in the **Dr. Betty Shabazz Academy or the Dr. Jeanne L. Noble G.E.M.S Institute (DADG)** for the 2020-2021 program year. A calendar of engaging “online” events is being planned for this upcoming year.

Please review the attached documents with your parent(s) and complete the Youth Initiative Program application packet. Be sure to complete the application in its entirety and return all forms (including the brief essay) enclosed in the application packet on or before the deadline. The application deadline is October 8, 2020. All participants (new and returning) must complete an application and essay. Your application may be returned electronically to lracdadg1913@gmail.com or mailed to the chapter’s postal address:

LRAC Youth Initiative - Delta Academy / Delta G.E.M.S

Delta Sigma Theta Sorority, Inc.
c/o Little Rock Alumnae Chapter
P. O. Box 958
Little Rock, AR 72203

Participants will be contacted to confirm receipt of application and will be invited to attend the DADG Program Orientation and Overview (**DATE TBA**) Please visit the chapter’s website www.lralumnaedst.org for additional program information and updates regarding Mandatory Orientation Round-up and required Risk Management Parent Training.

If you have any questions/concerns, please feel free to contact:

Sharonda Lipscomb, DADG Committee Chair
lracdadg1913@gmail.com
(501) 425-5983

Thank you in advance for your cooperation and participation.

Sincerely,
Tracey D. Moore, President
Sharonda Lipscomb, Chair
Delta Academy Delta GEMS Committee

Little Rock Alumnae Chapter Δ Delta Sigma Theta Sorority, Inc.



Dr. Betty Shabazz Academy

Embracing Girl Power on Purpose

Parent Information Sheet

About Delta Academy

The Delta Academy is designed to offer opportunities to young women of great promise who might otherwise be excluded because they lack support, resources, and encouragement. The Delta Academy recognizes the disadvantages many young women in various communities face because of gender, income, age, and parental resources despite the personal potential of the girls themselves. A primary goal of the Academy is to prepare these young women for full participation in the 21ST century world.

The Delta Academy is designed for young women who meet the following criteria:

- ▲ Is 11 to 14 years of age.
- ▲ Demonstrates great academic and personal promise; lacks support and encouragement.
- ▲ Shows interest in developing leadership skills.
- ▲ Shows interest in community action and social change.
- ▲ Shows interest in non-traditional STEM (science, technology, engineering, and mathematics) careers..

Delta Academy Meetings

Where: Online via Zoom (session link to be provided)

When: 1st Saturday of each month 10am - 12pm, starting October 2020 through May 2020
There may be instances when dates and times change and/or additional activities are scheduled for public service projects and/or field trips.

Attire: Business Casual (unless otherwise indicated)

Chair Contact Information

Sharonda Lipscomb

501-425-5983

lracdag1913@gmail.com



Dr. Jeanne L. Noble Delta G.E.M.S Institute

GEMS: Jewels in Our Galaxy

Parent Information Sheet

About Delta G.E.M.S.

The Dr. Jeanne L. Noble **Delta GEMS (GROWING AND EMPOWERING MYSELF SUCCESSFULLY) Program** is an extension of the Dr. Betty Shabazz Delta Academy Program. The GEMS Program name and content was changed to become consistent with other teen programs sponsored by Delta Sigma Theta Sorority Inc., Chapters. The focus of the Delta GEMS Program is on teenage girls between the ages of 14-18 and/or grades 9-12.

The **Delta GEMS** Program is an educational development & service project of the Little Rock Alumnae Chapter of Delta Sigma Theta Sorority, Inc. The goal of the program is to develop strong, confident and respectful young ladies and prepare them to take an active role in their success and society.

The Delta GEMS Youth Initiative is designed for:

- ▲ Young women ages 14-18 who are in Grades 9 through 12.
- ▲ Young women who have potential, but need guidance, support and skills to achieve success.
- ▲ Young women who are interested in developing leadership skills.
- ▲ Young women who are actively pursuing college and/or career options.
- ▲ Young women who need encouragement and support in pursuit of higher learning.
- ▲ Young women identified by authorized partners of Delta chapters and/or former Delta Academy participants.

Delta Academy Meetings

Where: Online via Zoom (session link to be provided)

When: 1st Saturday of each month 10am - 12pm, starting October 2020 through May 2020 *There may be instances when dates and times change and/or additional activities are scheduled for public service projects and/or field trips.*

Attire: Business Casual (unless otherwise indicated)

Chair Contact Information

Sharonda Lipscomb

501-425-5983

lracdadg1913@gmail.com

Delta Academy and Delta GEMS Participants

The objective of the **Delta Academy Delta GEMS (DADG)** Committee is to serve as a motivational tool targeting African American female teenagers resulting in an increased knowledge and awareness of issues and concerns affecting women today.

The objectives and goals of the DADG Committee will be accomplished through workshops on:

- Scholarship (Academic Excellence)
- Sisterhood (Self Esteem, Health Awareness & Leadership)
- Showing Me the Money (Financial Awareness)
- Service (Social Responsibility Obtained Through Community Service)



A symbol for the **Dr. Betty Shabazz Academy** is the Native American Dream Catcher. It is believed to possess the power to capture bad dreams, entangling them in the web, thus allowing good dreams to pass through to the center of the dream hoop into the person's being



The **Delta GEMS** logo is likened to a gemologist who can see through the use of certain tools, the hidden treasure in unpolished jewels. **Delta GEMS** uses the polished jewels as a symbol of the many facets that shine and glow within our young African-American women.



Dr. Betty Shabazz Delta Academy I-Grades 6-8
Dr. Jeanne L. Noble GEMS Institute-Grades 9-12
LRAC Youth Initiative Application



Please type or print neatly using blue or black ink (no pencil) only in all sections.

☐ New Member ☐ Returning Academy I Member (7-8) ☐ Uprising GEMS Member (9) ☐ Returning GEMS Member (10-12)

Name _____ Birth Date _____ Age _____
Address _____ City _____ State _____
Zip _____
Home Phone _____ ☐ Cell or ☐ Landline Participant's Cell # _____
Participant's E-mail _____
***Please check preferred primary method of contact:** ☐ Email ☐ Text ☐ Cell ☐ Home

Parents/Guardian _____
Address _____ City _____ State _____
Zip _____
(If different from participant)
Parent/Guardian Cell # _____ Work # _____
Parent's E-mail (hm) _____
Parent's E-mail (wk) _____
***Please check preferred primary method of contact:** ☐ Email ☐ Text ☐ Cell ☐ Home

School (2018-19 SY) _____ Grade _____ End of Year GPA _____
City _____ State _____ Zip _____

Upon graduation from high school, what do you plan to do (please check one)

College ☐ Technical School ☐ Work ☐ Undecided ☐ Other ☐

My goal is to become a: _____

Is participant currently employed? Yes ☐ No ☐
Company _____ Position/ Job Title _____
Telephone Number _____ Estimated Work Hours per week _____

List all the extracurricular activities (including community and church activities, public service projects and interests) and positions held.

Is there anything that will prevent you from participating in Delta Academy I or Delta GEMS activities the 1st Saturday of every month (unless otherwise stated)

How did you learn about Delta GEMS

☐ Church ☐ Friend ☐ Radio ☐ TV ☐ Flyer ☐ Member ☐ School ☐ Other _____

In the event of an emergency

Name _____ Relationship to teen _____

Emergency Number _____ Alternate Contact Number _____

Along with your application, we must have the following documents:

1. A current picture
2. A copy of the most recent report card

Applications must be received no later than October 8, 2020. Incomplete application packets will not be considered.

Mail application and other documents to:

LRAC Youth Initiative - Delta Academy/Delta G.E.M.S
Delta Sigma Theta Sorority, Inc.
c/o Little Rock Alumnae Chapter
P. O. Box 958
Little Rock, AR 72203

Applications may also be submitted electronically: lracdadg1913@gmail.com by October 8, 2020.



Delta Academy & Delta G.E.M.S Essay

Answer **one** of the three essay questions. All essays must be **typed** and attached as the last page to your application packet. Please include a copy of this writing prompt. Your response must be 200-300 words in length.



Name _____ Date _____

1. Discuss a social issue of personal, local or national concern and explain its importance to you and/or your peers. **How will your participation in a program such as the Delta Academy I or Delta GEMS help you to confront or contribute to this issue or development?**
2. What is the value and importance of volunteerism and community service in our society? **How will your participation in a program such as the Delta Academy I or Delta GEMS help you to confront or contribute to this issue or development?**
3. What is the greatest challenge that your generation now face? Discuss your ideas for dealing with the issue. **How will your participation in a program such as the Delta Academy I or Delta GEMS help you to confront or contribute to this issue or development?**

CONFIDENTIALITY POLICY

It is the policy of Little Rock Alumnae Chapter of Delta Sigma Theta Sorority, Incorporated to protect the confidentiality of its youth participants and their families. Except as provided below, the Little Rock Alumnae Chapter (LRAC) will only share information about participants and their families with other Delta chapter members and Delta employees assigned to assist with youth initiative programs, on a “need to know basis.”

To carry out the mission of its youth programs (**Delta Academy, Delta GEMS, EMBODI and Delta Presents**) and to better serve the needs of the youth participants, the Little Rock Alumnae Chapter must collect certain personal information about youth participants and their families, including, but not limited to, the following “Confidential Information”:

- Name, address, and age of participant
- School participant attends
- Names and addresses of parents or guardian.
- Medications and physical conditions/limitations
- Any distinguishing marks or characteristics (such as disfigurement or physical limitations)

Limits of Confidentiality: Confidential information may be shared with individuals or organizations as specified below under the following conditions, and provided that the party to who seeks any disclosure agrees in writing to maintain the confidentiality of the disclosed information as specified in this Confidentiality Policy:

- Delta Officers and Members of the Board have access to any participant’s files only upon directive by the National President. Any directive shall identify the person(s) authorized to review such records; the specific purpose for such review; and the period of time during which access shall be granted. Such Officers or Members of the Board granted access shall be required to comply with this Confidentiality Policy and may use the information only for purposes specified in the National President’s directive.
- Information may only be provided to law enforcement officials or the courts pursuant to a valid and enforceable subpoena or court order.
- Information may be provided to Delta’s legal counsel in the event of litigation or potential litigation involving Delta and/or the Program participants or any aspect of the Program.
- Members of Chapter and volunteers who observe or suspect child abuse are “mandatory reporters” and, as such, must disclose suspected abuse to the proper authorities, and in making such reports, may disclose “Confidential Information.”

Safekeeping of Confidential Records: The President of the Little Rock Alumnae Chapter or her designee shall be the custodian of confidential records. It is her responsibility to supervise the management of Confidential Information in order to ensure safekeeping, accuracy, accountability, and compliance with this Confidentiality Policy.

Requests for Confidential Information by Other Agencies: Any request from other organizations or persons for Confidential Information shall be honored only if the request is accompanied by written authorization from the parents or guardians of the youth participant expressly permitting the release of the requested information.

Violations of Confidentiality: Known violations of this Confidentiality Policy (by volunteers or youth participants) shall be reported to the chapter president or her designee. A violation of this Confidentiality Policy shall result in disciplinary action up to and including suspension or termination from the Program, as appropriate.

No Liability. There shall be no liability to Delta Sigma Theta Sorority, Incorporated, the Little Rock Alumnae Chapter, or any volunteer or youth participant for disclosing information that is required to be disclosed by a court, an administrative body of competent jurisdiction, a governmental agency, or by operation of law.

APPENDIX A
YOUTH INITIATIVE VIRTUAL MEETING/EVENT
PARTICIPATION AGREEMENT

I/We, _____ (“Parent/Guardian”), as parent(s) or legal guardian(s) of _____, give permission for Delta Sigma Theta Sorority, Inc. (“the Sorority”) and the Little Rock Alumnae Chapter of Delta Sigma Theta Sorority, Incorporated (the “Chapter”, together with the Sorority, “Delta”) to host and facilitate closed virtual meetings/events using Zoom (“the Virtual Meeting Platform”), that my/our child will attend during participation in **(circle one) Delta Academy / Delta GEMS / EMBODI / Delta Presents** Youth Initiative Program activities, without payment or any consideration and without notifying me in advance and hereby acknowledge, understand, and agree to the terms enumerated below, including the terms set forth on any Schedules attached hereto and incorporated by reference (the “Participation Agreement”).

I/We also understand that the Virtual Meeting Platform may collect information about its users and has its own privacy terms and conditions to which users must adhere. I/We will be responsible for reviewing the virtual meeting platform’s privacy terms and conditions before registering for virtual meetings/events.

I/We also understand that my/our child will need the following to participate in a virtual meeting platform.

- A computer, mobile, or tablet device with access to the Internet
- A quiet space in which participants can participate in the virtual meeting/event under the supervision of an adult
- Registration for the virtual meeting/event platform and provide some customer data (including but not limited to an email address, first and last name, etc.)

I/We also understand, acknowledge and agree to indemnify, defend, protect and hold harmless the Chapter and any of its officers and members; and the Sorority and any of its officers; National Executive Board; employees; members; representatives; agents; and assigns from and against any and all liability, whether in law or in equity, should there a breach of security of the Virtual Meeting Platform and any subsequent injury, malice, or harm that might occur as a result, and waive and release any and all rights with respect to the same.

I/We hereby hold harmless and release and forever discharge the Chapter and any of its officers and members; and the Sorority; its officers; National Executive Board, employees; members; representatives; agents; and assigns from any and all claims, costs, suits, actions, judgments, and expenses which my child, his/her heirs, representatives, executors, administrators, or any other persons acting on his/her behalf have or may have by reason of the use of the Virtual Meeting Platform as a venue for meetings or events. This release specifically includes, without limitation, a complete release and discharge of any liability by virtue of any editing, distortion, alteration, or optical illusion, whether intentional or otherwise, that may occur or be produced in the taking of or editing of said images and content of the virtual meeting/event, unless it can be shown that such was maliciously caused, produced and published solely for the purpose of subjecting my child to conspicuous ridicule, scandal, reproach, scorn and indignity.

I/We hereby certify that I/we are the parents/guardians of _____, authorized legally to give this consent, and do hereby give my/our consent without reservation to the foregoing behalf of my/our child.

Little Rock Alumnae Chapter Δ Delta Sigma Theta Sorority, Inc.

I/We have fully read and understand the Code of Conduct (attached hereto as **Schedule 1**). I understand that my child's compliance with the Code of Conduct is a condition of her/his participation in the program. I further acknowledge, understand, and agree that the sanctions for violating the Code of Conduct are reasonable and should my child be non-complaint, they will be subject to the prescribed disciplinary action.

I/We also give permission for the Chapter and the Sorority to highlight my/our child's achievements and activities in efforts to promote the youth initiative program through the Virtual Meeting Platform that will include the use of still photographs, moving images or live images, and chats including, if applicable any sound recordings accompanying the images ("Images") taken of my/our child or provided by my/our child during participation in the **(circle one) Delta Academy / Delta GEMS /EMBODI / Delta Presents** Youth Initiative Program in accordance with the terms set forth in the Media and Publication Releases (attached hereto as **Schedule 2**).

Participant Acknowledgement (Student Participant)

With my parent/guardian, I have fully read and understand the Participation Agreement. I acknowledge that should I fail to abide to the Code of Conduct that my actions will be subject disciplinary action as defined. I hereby acknowledge, understand, and agree to comply with the terms set forth in the Participation Agreement.

Participant Signature

Date

Participant Print Name

Parent/Guardian Acknowledgment

I have fully read and understand the Participation Agreement. I also understand that my child's compliance with the Code of Conduct is a condition of her/his participation in the program. I hereby acknowledge, understand, and agree to comply with the terms set forth in the Participation Agreement.

Parent/Guardian Signature

Date

Parent/Guardian Print Name

Parent/Guardian Signature

Date

Parent/Guardian Print Name

APPENDIX A – SCHEDULE 1
YOUTH INITIATIVE VIRTUAL MEETING AND PUBLICITY
CODE OF CONDUCT

The Youth Participant Virtual Meeting and Publicity Code of Conduct serves as codified guidance for youth participation in Delta's Youth Initiative Programs, namely those of a virtual nature. Your signature on the Participation agreement indicates your complete understanding and agreement to comply with this Code of Conduct.

Failure to comply with this Code of Conduct may result in loss of privileges and/or removal from Delta's Virtual Youth Initiative Programs. As a youth participant in Delta's Virtual Youth Initiative Programs you are expected to:

- **Refrain from use of any profane, foul, hurtful, obscene, or vulgar language** in any virtual chatroom and during the virtual meetings and events.
- **Refrain from engaging in any violence, cyber-bullying, or other aggressive behaviors** that may threaten the welfare of other participants.
- **Refrain from any disruptive behavior that may disrupt the virtual meetings and events.**
- **Be properly groomed and dressed for all virtual youth initiative meetings and events,** refrain from wearing articles of clothing that displays profane or obscene language and/or images.
- **Keep your camera on at all times during all virtual youth initiative meetings and events.**
- **Provide a noise-free environment while participating in any and all virtual youth initiative meetings and events.**
- **Refrain from taking, presenting, and posting any photographs, screen shots, video recordings, and/or screen recordings of any virtual youth initiative meetings or any confidential information disseminated during any virtual youth initiative meetings.**
- **Refrain from taking, presenting, and posting any and all inappropriate content** including photographs, screen shots, video recordings, and/or screen recordings of any other youth participants of Delta's youth initiative programs.

Contact the leader of your youth initiative program if you have any questions or need clarification regarding the Code of conduct.

SANCTIONS FOR VIOLATING CODE OF CONDUCT

1. Bad Language/Abusive Teasing and Related Acts:

- 1st Time: Verbal warning, parent or guardian notified from this point forward
- 2nd Time: Loss of privileges
- 3rd Time: 1-week suspension from program
- Next occurrence youth is removed from the program.

2. Physical Violence and Other Misconduct:

- 1st Time: Removal from situation, loss of privileges, *guardian notified from this point forward*
- *Next occurrence youth is removed from the program.*

3. Illegal Substances or Dangerous Weapons – 1st Time: Youth is removed from the program.

If a youth is in possession of an illegal substance or dangerous weapon, the police will be notified as well.

APPENDIX A – SCHEDULE 2 MEDIA & PUBLICATION RELEASE

In accordance with the terms of the Participation Agreement, Delta Sigma Theta Sorority, Inc. (“Delta”) will be filming, recording and photographing this event for use in Delta promotional videos, photography, advertisements, social media platforms, web pages, and other future Delta events, as the case may be, (the “Production”). In addition, Delta may use and publicize the name, image, likeness, and any other personal characteristics or other information provided by or related to the Participant that is derived from the filming, recording and photographing of this event for use in Delta videos, photography, articles, as well as any advertising and promotional materials on mediums that may include on-demand, streaming, or other web services, social media platforms, and print news and information outlets, and any other the case may be (the “Publication”).

As specified within the Agreement therein, participant and participant’s parent/guardian (participant and participant’s parent/guardian together, “Participant”), via continued participation in and by continuing to remain logged into this event, hereby:

- (i) acknowledges that Participant may be photographed, filmed, or otherwise recorded while on the premises of the event,
- (ii) grants Delta, its successors, assigns and licensees (“Authorized Persons”) irrevocable consent to include Participant’s name, likeness, photographic image, mannerisms and voice or other recording (“Media”) in any Publication or for any purpose whatsoever in any and all mediums now known or hereafter devised throughout the universe in perpetuity without compensation and/or credit,
- (iii) acknowledges no right to review or approve Materials before they are used by Delta, and that Delta has no liability to me for any editing or alteration of the Materials or for any distortion or other effects resulting from Delta’s editing, alteration, or use of the Materials, or Delta’s presentation of me, should Delta choose create or use the Materials or to exercise any rights given by this Agreement,
- (iv) acknowledges that Delta is the exclusive owner of all display, publication, and ownership rights, including copyright, trademarks, and any other intellectual property, from Media and Materials arising in any jurisdiction throughout the universe in perpetuity, including all registration, renewal, and reversion rights, and the right to sue to enforce such intellectual property against infringers,
- (v) acknowledges that Delta holds and shall forever hold all display, publication and ownership rights, licenses and privileges to any and all Media, whether in law or in equity, which may be asserted, ascertained, registered or in any way utilized with respect thereto,
- (vi) waives all legal and equitable rights against Delta and any authorized persons relating to all liabilities, claims, demands, actions, suits, damages, and expenses, including but not limited to claims for copyright or trademark infringement, infringement of moral rights, libel, defamation, invasion of any rights of privacy (including intrusion, false light, public disclosure of private facts, and misappropriation of name or likeness), violation of rights of publicity, physical or emotional injury or distress, or any similar claim or cause of action in tort, contract, or any other legal theory, now known or hereafter known in any jurisdiction throughout the world, arising

directly or indirectly from Authorized Persons ' exercise of their rights under this Release and whether resulting in whole or in part from the negligence of the Sorority, the Chapter, or any other persons, and

(vii) agree that this Agreement cannot be terminated, rescinded, or modified, in whole or in part.

Participant further agrees to abide by and comply with any and all terms of use and/or additional participation rules as applicable and specified during relevant sections of the program and acknowledges, understands, and agrees that violation of such participation rules shall result in legal recourse and disciplinary action.

APPENDIX B
MEDIA RELEASE
(TO BE DISPLAYED AT THE BEGINNING OF ALL VIRTUAL PROGRAMMING)

In accordance with the terms of the Participation Agreement, Delta Sigma Theta Sorority, Inc. (“Delta”) will be filming, recording and photographing this event for use in Delta promotional videos, photography, advertisements, social media platforms, web pages, and other future Delta events, as the case may be, (the “Production”).

As specified in the Participation Agreement, participant and participant’s parent/guardian (participant and participant’s parent/guardian together, “Participant”), via continued participation in and by continuing to remain logged into this event, hereby: (i) acknowledges that Participant may be photographed, filmed or otherwise recorded while on the premises of the event, (ii) grants Delta, its successors, assigns and licensees irrevocable consent to include Participant’s name, likeness, photographic image, mannerisms and voice or other recording (“Media”) in the Production or for exploitation for any purpose whatsoever in any and all media now known or hereafter devised throughout the universe in perpetuity without compensation and/or credit, (iii) represents, warrants and agrees that Delta holds and shall forever hold all display, publication and ownership rights, licenses and privileges to any and all Media, whether in law or in equity, which may be asserted, ascertained, registered or in any way utilized with respect thereto (“Rights”), and (iv) waives, releases and transfers, as the case may be, any and all such Rights, whether in law or equity, as may be necessary or required to effectuate Delta’s establishment of ownership.

Participant further agrees to abide by and comply with any and all terms of use and/or additional participation rules as applicable and specified during relevant sections of the program and acknowledges, understands, and agrees that violation of such participation rules shall result in legal recourse and disciplinary action.

**APPENDIX C – PRINT AND ONLINE PUBLICATIONS
PARENTAL NOTICE**

You are receiving this notice in accordance with the youth program Participation Agreement. Your youth participant's name, image, likeness, or other personal characteristics may be featured on the website and/or in the publication listed below.

DATE: _____

CHAPTER: _____

PROGRAM: _____

PUBLICATION #1: _____

WEBSITE (IF APPLICABLE): _____

DATE OF PUBLICATION: _____

ADDITIONAL DETAILS: _____

PUBLICATION #2: _____

WEBSITE (IF APPLICABLE): _____

DATE OF PUBLICATION: _____

ADDITIONAL DETAILS: _____

All references will be made in accordance with the terms specified in the Participation Agreement. To confirm, Chapters/Members are limited to the information they may provide and may only provide the youth participant's name accompanied along with one of the pre-approved selections listed below.

Pre-approved selections:

- Aspirations/goals
- Hobbies/community service activities
- Favorite quotes, books, music, etc.
- Best memories/aspects of Youth Initiative Programs
- Fun facts

In instances where youth participants have been awarded a scholarship or monetary prize, Chapters are prohibited from disclosing the value of the monetary award or scholarship to the public or any online or print publication.