

Delta Upsilon Fraternity



Technology Chapter

Massachusetts Institute of Technology
526 Beacon St.
Boston, MA 02215

RE: Allegation Letter

March 14, 2014

Justin Kirk, Boise State '00
Executive Director, Delta Upsilon Fraternity

Dear Brother Kirk,

Now that the interviews are over, I wanted to share my impression of the process and the state of the Technology Chapter. As you know, I have only been President since December 6th, 2013. Because of this brief period, my fellowship over IAP, and this current situation, I have not been properly able to assess the condition of the house to determine how I can make a lasting impact when I am succeeded in May. Nevertheless, our meetings on the current situation and discussions with brothers have given me several ideas:

As you mentioned during our meeting, there was a tragic death of a senior brother before my time as a DU. After Brother Wells passed, it is my understanding that the Technology Chapter did a lot of soul searching to identify how it wanted to be and how it could address any shortcomings so that such a tragic event would not repeat itself. The dominant idea was to change DU's reputation from "jocks who partied" to valuable members of the MIT, IFC, and greater Boston community. I believe we are now one of the closest houses on campus as few houses have all their brothers live together until they graduate. We are also one of the most active when it comes to community service projects. We raised over \$1000 for Sean Collier's family last spring after the marathon bombing, have consistently sent a dozen brothers to help load buses before the Boston Marathon, and numerous brothers have spent their time working on community service projects outside of what we do as a chapter. While we have made great strides, we clearly have not done as good a job connecting with the larger Delta Upsilon fraternity. I am working with Brother Boone, the Alumni Relations chair at the Technology Chapter, to either act as a regular partner with your office or to appoint a new position solely dedicated to opening and improving communication and to ensure that we are represented at the programs and events like the retreats and leadership programs. I do not know how this has become the current state, but many brothers are simply not aware of the opportunities available, especially underclassmen that would be able to learn from these experiences. I hope that this will push our brothers to be leaders not just locally, but within the International brotherhood.

We believed that our new member education process was safe and supportive. I know the classes before me have removed what they considered hazing from the process to produce one that was supportive, safe, and connected the new members to the chapter's (and ideally, International's) values. The house as a whole reviews the pledge process every year. We ask the freshmen what they liked about each event

asking them if they ever felt uncomfortable or asked to do more than they wanted to, and that feedback has been used to eliminate any activities that any of the new brothers felt were not in line with everything else. That being said, this investigation has made us realize that there is still work to do. We want a new member education process that lives up to the best of our ideals, educates our new brothers on the ideals of the larger fraternity and is beyond reproach. We have not been secretive regarding our process, and in fact we have one of the most (if not the most) transparent new member education processes on campus. Again, that does not mean it is without its faults, but those faults are not intended to contradict our values or interfere with building a strong and lasting brotherhood. If we can improve this process and serve as examples, we want to do so and will make any changes that are necessary.

Our risk management has come a long way in the last two years. A couple years ago, the leadership made a decision to not only address alcohol use in the chapter, but to address any brothers who were believed to have a problem. While this does not mean that there aren't members who consume underage and we do not vilify alcohol, we do not have anything resembling the drinking culture of the past. In fact, through our efforts, several brothers have connected to resources on campus that have let them develop healthy habits that do not include alcohol. This year, one of our new members who had a problem before he came to MIT, was addressed numerous times, encouraged to get help, and eventually decided that he needed to remove himself from everything except athletics and academics—deactivating from Delta Upsilon, dropping several other activities, and turning down an internship. While he says that we were one of the motivating reasons for his desire to change his behavior, he did not feel that he could trust himself to be in non-structured situations until he gets better. He remains in contact with many of us, and frequently turns to us for support, but he does so on his own terms. That is the chapter we are. We have made and will make mistakes, but we work hard to ensure that none of those mistakes impact the health, safety, and wellbeing of any brother or any guest. Unfortunately, we have a long (and outdated) reputation to get past and would love to make our reputation and actions match our intentions.

While I am sure that there are other ways in which we can improve, I wanted to let you know that I am aware of many of our issues and the entire chapter is dedicated to improving our decisions and our connection to Delta Upsilon International. I recognize that there have been many problems and regret the current relationship we have, the decisions and actions that have created those situations are much more about who we were before I even joined than who we believe we are and how we want to be seen. While I cannot do anything to undo the past mistakes, I can make sure that we position ourselves to not make them again in the future. I am hoping that International, the alumni, and our campus administrators will help us become more than we are even though what we are is still something we are proud of.

We still do not understand what initiated this entire process, but if it can help strengthen the connection between the Technology Chapter and DU International and improve the way we do things as a chapter then I am grateful.

Fraternally,

Guillaume Kugener, Technology '15
President