



# Club Culture

Meg & Grace

# Agenda



What is club culture?



Your role as a club leader



Setting expectations



Practice Scenarios



Best practices & pro tips



Q&A

**What made you start  
and/or join your club?**

# What is “Club Culture”?



**What/why:** Shared values and beliefs



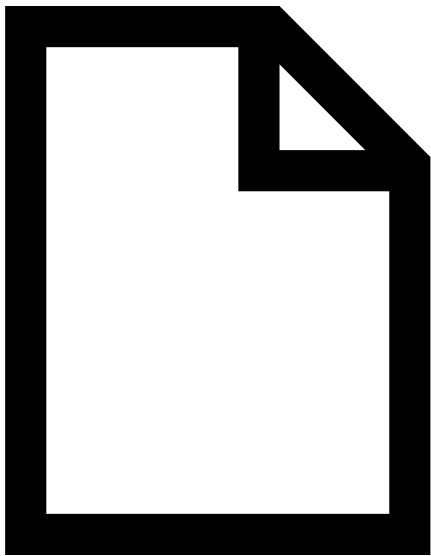
**How:** Norms, expectations, and practices



**If/then:** Accountability

**What is one practice that  
makes your club feel  
welcoming?**

# Where is your influence as a leader?



Is this in your Constitution??

## Setting expectations in every domain:

- How will you spend your money? What is a priority? how do these align with your RSO's values?
- What are expectations for participation? How do you share with new members how they will engage with the RSO? How about returning members?
- What are behavioral expectations?
  - What is permissible and what is not?
  - How do you decide and agree upon what behavior is permissible and how do you hold all members to these standards?

## Role clarity:

- What does the president of your RSO do?
- What does the treasurer do?
- Do your RSO members know your roles? Do they know their role as a member?
  - do new members have this information upon joining the RSO?

# What would you do?

## Scenario 1:

You notice one member never speaks during meetings and seems disengaged.

- A.) Ignore it – they might just be shy
- B.) Check in privately to see how they are feeling
- C.) Call on them during the next meeting to encourage participation

**Things to think about:** How is your meeting space set-up? Are you sitting in rows or in a circle? Is there an opportunity for folks to attend virtually?

Individually it might be easier to just ignore it. However, if one of your group values is to create a space where everyone feels welcome and is encouraged to show up as their full selves, how does that fit or align? Participation looks different for everyone.

# What would you do?

## Scenario 2:

One of your officers repeatedly misses meetings but insists they want to keep their role.

- A.) Remove them from the position
- B.) Have a candid conversation about expectations and barriers
- C.) Let it slide – they are probably just really busy

**Things to think about:** What does your constitution say about officer removal? Who should be involved in that conversation? What are the exceptions?

Consider the working relationship you have with this officer – might they be more comfortable discussing the situation with an advisor? What might the effect be on the RSO in the future if the behavior is allowed to continue? How could the club culture be affected?

# What would you do?

## Scenario 3:

Your club's event turnout has dropped significantly.

- A.) Survey members to find out what they want
- B.) Offer incentives like free food
- C.) Make the executive decision to just reduce the number of events and save resources

**Things to think about:** What types of events are you holding? What might others be hoping for when they attend your events?

What are your group values? Do you want someone who is only motivated by free pizza or who shares your group values and norms? Make sure people are attending for the right reasons... identify what are those reasons?

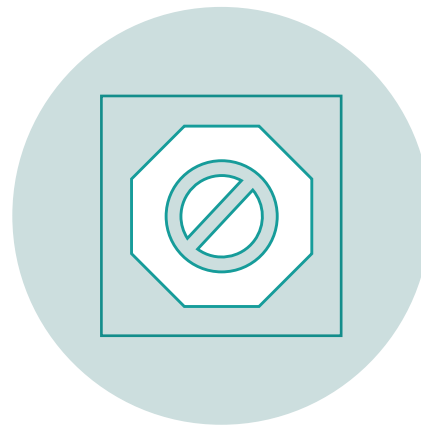
# Tool: Build in time for ongoing reflection throughout the year

## START



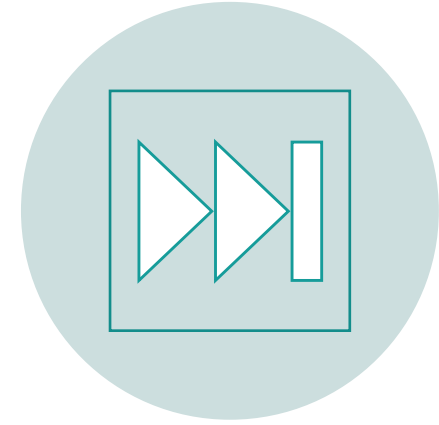
Think about what you should start implementing with your club? Where are the gaps?

## STOP



What is not working?  
What needs to be left behind...?

## CONTINUE



What is going well?  
What should we carry on in our club?

# Next Steps...

- Establish protocol for conflict (& **document it** in your Club Constitution) because it is going to happen!
- Take time to think about the kind of club culture you want
  - What **values** will inform that environment?
  - What **expectations** do you need to set to maintain that culture?
  - Whose **feedback** do you need to consider when making these decisions?

**REMINDER: Club Culture is everyone's responsibility!!**

# Questions?



**Reach out to [uvmsga@uvm.edu](mailto:uvmsga@uvm.edu)**