

Inclusion, Diversity, Equity and Access (IDEA) Board Resolution
Adopted February 4, 2021

The Association of Fundraising Professionals (AFP-CA) Central Alabama Chapter realizes achieving Inclusion, Diversity, Equity and Access (IDEA) is an evolutionary process that will require sustained commitment over time demonstrated in the ongoing dialogue and actions by AFP-CA and all its stakeholders.

WHEREAS the vision of AFP-CA is to stimulate a world of generosity and positive social good through fundraising best practice; and,

WHEREAS the mission of AFP-CA is to empower individuals and organizations to practice ethical fundraising through professional education, networking, research and advocacy; and,

WHEREAS philanthropy requires a continuous renewal of ideas and perspectives that reflect the evolving needs and diversity of the communities it is embedded in through the equitable participation of its members; and,

WHEREAS AFP-CA recognizes inclusion as essential to the vitality; creativity; innovation; strength; and, impact of any organization; and, that inclusion involves respectful environments intentionally open to all; values and welcomes the contributions and equitable participation of every individual; and, reflects and represents those they serve; and,

WHEREAS AFP-CA recognizes the diverse makeup within and between the communities that we serve and values these differences as integral to our overall makeup, operation and effectiveness as a worldwide association.; and,

WHEREAS AFP-CA will be guided by the principle that equity means more than treating people in the same way; it requires creating a level playing field for individuals or groups according to their respective needs, which may include equal treatment or treatment that is different but is considered equivalent in terms of rights, benefits, obligations and opportunities; and,

WHEREAS AFP-CA is committed to fostering attitudes, behaviors, and procedures to facilitate access that promotes equity and diversity, fosters inclusion and allows people to maximize their contribution to our association, chapter, and communities they serve; and,

WHEREAS AFP-CA is committed to inclusion, diversity, equity and access in the selection process and criteria for all volunteer positions, board appointments, speakers, vendors, programs, partners, committees and working groups; and,

WHEREAS the AFP-CA Board will set IDEA goals appropriately aligned with the position of AFP Global international organization; and,

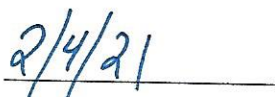
WHEREAS the IDEA Chair will report to the Board twice each year on initiatives taken to advance our inclusiveness, and demonstrate our commitment to diversity, equity and access; and,

WHEREAS AFP-CA chapter will set IDEA goals, consistent with the overarching AFP Global goals but tailored to meet our chapter's unique constituents and stakeholders;

THEREFORE BE IT RESOLVED THAT AFP-CA will lead our sector in achieving inclusion, diversity, equity and access by taking continuous, quantifiable actions, dedicated to these goals, throughout AFP-CA governance; leadership; chapter; committees; membership; volunteers; and, programs and activities.



Chacolby Burns-Johnson
AFP-CA President



Date