

IDEA Principles



AFPNEO embraces AFP International's values of Inclusion, Diversity, Equity and Access (IDEA). It agrees to reach out and embrace, provide engaging opportunities, and be resourceful to all diverse individuals, groups, organizations, and activities to help Chapter members, their organizations and their donors achieve an IDEA representation of organizations represented, work experience levels, geographic location, race/ethnicity, sexual orientation, gender and religious traditions. The Chapter believes that inclusiveness is an essential source of vitality and strength for an organization's mission, and AFPNEO strives to incorporate policies and practices that reflect AFP's IDEA goals.

Inclusion attracts, retains, accommodates, and involves a range of diverse people who are valued, accepted, and comfortable.

Inclusion

Access promotes an open door so that all who wish to participate can do so, embracing their particular desires or needs at all career levels.

Access Diversity

Diversity strives to include the broadest possible representation of individuals, experiences, and perspectives in all-encompassing terms.

EQUITY

Equity creates 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.