

# AFP Inclusion, Diversity, Equity, Access (I.D.E.A.)

## Definitions

The AFP, IA Greater Tri-State Chapter defines I.D.E.A as follows:

**Inclusion:** The ability of AFP to attract, retain, accommodate, and involve a range of diverse people who are valued, accepted, and comfortable at the international, national, regional or local chapter level.

**Diversity:** AFP defines diversity as a core value. It is an inclusive concept encompassing, without limitation, race, color, ethnicity, gender identity, sexual orientation or identity; religion, nationality, age, economic class, educational level, language, physical, mobility and ability, geography, and marital and parental status. The state of being diverse means having the broadest possible representation of individuals, experiences, and perspectives in all-encompassing terms.

**Equity:** 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.

**Access:** The commitment to foster attitudes, behaviors, and procedures to facilitate access that promotes equity and diversity, fosters inclusion and allows people to maximize their contribution to our association and communities that our members serve.

# **AFP Inclusion, Diversity, Equity, Access (I.D.E.A.)**

## **Statement of Principles**

The Association of Fundraising Professionals (AFP) is committed to developing and maintaining a diverse organization that reflects, is responsive to, and embraces the diversity of the communities we serve throughout the world; respecting and valuing all people.

AFP is committed to promoting an inclusive, equitable and accessible organization where every member, volunteer, staff and board member can realize their potential and have their contributions valued.

AFP recognizes that Inclusion, Diversity, Equity & Access (IDEA) are central to its mission. The following are AFP's Statement of IDEA Principles:

- Recognizing others as different but equal.
- Respect and empathy for all.
- Trust and integrity that facilitates the integration of different and multiple voices in organizational discourse.
- Demonstrated appreciation for different voices, active listening; open to disparate viewpoints and opinions, and facilitating dialogues among the diverse groups.
- Practicing and encouraging transparent communication in all interactions.
- Developing participative decision making; problem solving; and, team capabilities.
- Exploring potential underlying, unquestioned assumptions that interfere with inclusiveness.

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## **AFP, IA Greater Tri-State Chapter Board Policy**

The AFP, IA Greater Tri-State Chapter Board of Directors formally adopted the following policy at its March 8, 2022 meeting:

*WHEREAS the vision of AFP and the AFP, IA Greater Tri-State Chapter is to stimulate a world of generosity and positive social good through fundraising best practice; and,*

*WHEREAS the mission of AFP and the AFP, IA Greater Tri-State Chapter 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 and the AFP, IA Greater Tri-State Chapter recognize 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 and the AFP, IA Greater Tri-State Chapter recognize 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 and the AFP, IA Greater Tri-State Chapter 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 and the AFP, IA Greater Tri-State Chapter are 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 and communities they serve; and,*

*WHEREAS AFP and the AFP, IA Greater Tri-State Chapter are committed to inclusion, diversity, equity and access in the selection process and criteria for all staff, volunteer positions, board appointments, committees and working groups; and,*

*WHEREAS the AFP, IA Greater Tri-State Chapter Board will set IDEA goals appropriately aligned with their position as an international organization; and,*

*WHEREAS the AFP and the AFP, IA Greater Tri-State Chapter Board will report each year to the membership on initiatives taken to advance our inclusiveness, and demonstrate our commitment to diversity, equity and access; and,*

*WHEREAS the AFP, IA Greater Tri-State Chapter will set IDEA goals, consistent with the overarching AFP goals but tailored to meet its unique constituents and stakeholders;*

*THEREFORE BE IT RESOLVED THAT THE AFP, IA Greater Tri-State Chapter will lead our region in achieving inclusion, diversity, equity and access by taking continuous, quantifiable actions, dedicated to these goals, throughout governance; leadership; committees; membership; volunteers; and, programs and activities.*