



AFP Central Texas I.D.E.A. Resolution

Chapter Resolution

WHEREAS the mission of AFP is to enable people and organizations throughout the world to practice effective and ethical fundraising through education, training, mentoring, research, credentialing and advocacy; and,

WHEREAS the AFP Central Texas Chapter is committed to encouraging its members and the nonprofit sector to better serve their respective communities and cultures; and,

WHEREAS the AFP Central Texas Chapter board exists to promote an Association that is more reflective of Chapter's diverse community; and,

WHEREAS the AFP Central Texas Chapter defines diversity as recognizing but not limited to one's: race, gender, gender identity, ethnicity, sexual orientation, physical/developmental abilities, and economic circumstance,

WHEREAS the AFP Central Texas Chapter is committed to diversity as an overarching theme in its programs, activities, committees, and structure.

THEREFORE BE IT RESOLVED THAT the AFP Central Texas Chapter is committed to diversity as an on-going proactive process in its governance, chapters, committees, membership, programs and activities. The AFP Central Texas chapter is active, intentional, and ongoing in its pursuit of greater diversity in membership, speakers, board members, and understanding

Definitions

Diversity and Inclusion in Fundraising – seeks to achieve a broad representation of experiences, perspectives, and cultures to ensure that the best possible thinking, ideas, opportunities and solutions are considered; intentionally creates a respectful and welcoming environment that is open to all; and appreciates the unique contributions of every member of the community.

Inclusion is the exploration of differences in a safe, positive, and nurturing environment, personally and professionally. It is about understanding each other and moving beyond simple tolerance in order to embrace and celebrate the rich dimensions of diversity within each individual. It is the profound

practice of making sure that not only do all have a seat at the table, but also that all have a voice at the table.

Diversity means understanding each individual is unique and recognizing our individual differences ideas, and experiences in philanthropic grant making. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

Equity is the movement toward more justice and fairness in organizational and societal practices. Fair pay for equal work, access to leadership opportunities, and ending discrimination all support the development of equity.

Access is the concept that all people have equal chances at advancement, learning, participation, and leadership in organizations. The systematic discrimination that exists in society necessitates the conscious questioning of who is present and heard in decision making, leadership, and organizations.