

DIVERSITY AND INCLUSION PLAN 2019 - 2020

Goal I Continue to elevate the importance of diversity, inclusion, equity and access for the Chapter:

Objectives:

- Reaffirm the resolution reflecting the Board's commitment to diversity, inclusion, equity and access annually.
- Provide ongoing training on diversity, inclusion, equity and access to the Board of Directors.
- Elicit support from the Board of Directors to support the Diversity & Inclusion Committee's effort to integrate diversity, inclusion, equity and access throughout all aspects of the organization
- Recruit additional members to the Diversity & Inclusion Committee and determine a succession plan for the Diversity & Inclusion Chair position.
- Submit the Friends of Diversity designation application annually.

Goal II Assess the current state of diversity within the chapter:

Objectives:

- Further assess the chapter's demographic composition through a local survey.

- Monitor the demographic information available from the new membership and membership renewal surveys conducted by International.
- Conduct an equity audit to evaluate the Chapter's progress toward inclusion.
- Monitor Chapter activities, programs and practices to ensure that the chapter is being considerate and inclusive of underrepresented populations within the chapter and the community-at-large.
- Work with the Vice President of Marketing to review and evaluate all written materials with an eye to how welcoming our image is to all potential participants. Suggest changes to current materials as appropriate.

Goal III Strive to create an organization as diverse as the Oregon and Southwest Washington community and to include all who want to participate:

Objectives:

- Recruit more members from throughout the Chapter's service area focusing on the rural areas of Eastern Oregon, Central Oregon, Oregon Coast, Southern Oregon, Southwest Washington and Mid-Willamette Valley.
- Recruit more members to more accurately reflect the ethnic and cultural diversity of Oregon and Southwest Washington.
- Recruit more members from small and grassroot organizations.

- Recruit more members with less than five years of development experience.

Goal IV Create a community that values diversity, inclusion, equity and access:

Objectives:

- Collaborate with our nonprofit and community allies in promoting diversity within the profession.
- Work with the Education Committee to annually present programs focused on diversity and to provide programs throughout the entire Chapter service area.
- Educate members on the resources related to diversity, inclusion, equity and access that are available from International Headquarters.
- Increase awareness of the role of philanthropic fundraising within affinity groups and cultures in Oregon and Southwest Washington.
- Support participation by underrepresented populations through scholarship program.

Definitions:

Inclusion

The ability of AFP to attract, retain, accommodate, and involve a range of diverse people who are valued, accepted, and comfortable.

Diversity

AFP defines diversity as a core value. It is an inclusive concept, without limitation, race; color; ethnicity; gender identity, sexual orientation or identity; religion; nationality; age; economic class; educational level; language; physical, mobility and ability status; 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 to include equal treatment or treatment that creates fairness 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.