



A Message from AFP- Hampton Roads

Dear AFP-Hampton Roads Chapter Members,

AFP stands for and fights for the values of inclusion, justice, diversity, fairness, generosity and compassion. Fundraising unites people—there is no place for exclusion, racism and oppression.

As we enter another week of fundraising in the COVID-19 era, we recognize that the world landscape is changing. We continue to adjust to the challenges brought about by the coronavirus and the resulting impact on the economy as well as the non-profits we represent. While our AFP community has been committed to the principles of inclusion, diversity, equity and access (IDEA) in the fundraising profession, the philanthropic sector and throughout all of society, we recognize we must continue to do more. We must increase our focus on the principles of IDEA, especially in light of events surrounding the anguish and anger over the death of George Floyd and many other countless individuals, as well as the resulting protests and violence that continue to unfold in cities across the United States and around the world.

AFP Global President Mike Geiger wrote the following message that our chapter leaders wanted to share with you:

As fundraisers for nonprofit organizations, no matter our cause, we are part of the solution to making the world a better place—by listening, empathizing, inspiring, raising funds and taking action.

AFP members raise funds for thousands of different causes, but stamping out institutional racism must be a priority for all. Every donor we inspire, every dollar we raise, every colleague we support, every action we take—is another vital step on the journey to eliminating hatred and racism.

Most importantly, regardless of our race, gender, socioeconomic circumstances, sexual preferences, geography or any other applied labels, we must ALL act and we must all act TOGETHER.

AFP continues to create its long-term plan in conjunction with our IDEA (Inclusion, Diversity, Equity and Access) Committee, volunteer leaders and different voices in the

profession. In the short term, AFP is:

- *Supporting organizations working on issues of equality, racism and racial justice through monetary donations. We've identified Bryan Stevenson (a past speaker at our AFP ICON) and his Equal Justice Initiative as one recipient, and are looking at two other organizations, including one in Canada.*
- ***Hosting a townhall forum on social justice and fundraising on June 15. (To register for this no-cost, member-only event, [click here](#)).***
- *Developing a series of panels and webinars on the issues of racial justice, diversity and equal pay.*
- *Creating a bundle of webinars and resources about these issues that we'll be offering at no cost to all members.*

More information will be coming soon, and in the meantime, you can read my previous message—along with the comments of Birgit Burton, Martha Schumacher, CFRE, ACFRE, MInstFour, and others—[here](#).

Please contact me with your thoughts on all these issues at Mike.Geiger@afpglobal.org.

Whatever our organizational missions are, I believe we can all agree that confronting and stamping out institutional racism must be a priority for all of us. We must put our IDEA beliefs into tangible actions as words are simply not enough. We welcome your participation as we move forward to develop action steps to address this directly. For starters, members of our IDEA committee will be included in all of our Board committees in order to prioritize and weave diversity work throughout every aspect of our chapter. I invite you to join us in our efforts. While we are just at the beginning of this journey, we are committed to this work. And, we acknowledge there is clearly still so much work to do.

Sincerely,

Kenda G. Council
President, AFP-Hampton Roads Chapter