Association of Fundraising Professionals Silicon Valley Chapter IDEA Committee

IDEA: Inclusion, Diversity, Equity and Access (formerly Diversity) Committee of AFP-Silicon Valley promotes inclusion and mutual respect among fundraisers, the non-profits we support, and the communities we serve. We are dedicated to creating a more diverse, representative and inclusive membership community grounded in respect, humility, celebration and appreciation. The Committee endorses a broad definition of diversity and seeks to create dialogue through programs and resources that enhance fundraising knowledge and encourage an understanding of diversity, inclusion and capacity in the nonprofits we serve. The IDEA Committee provides leadership for AFP SV in meeting the needs of all its internal and external constituencies. This committee works toward cultural competency and understanding for our membership by surfacing IDEA issues and facilitating open, honest dialogue about them. We also offer specific training in cultural humility practices, panels and workshops on diversity issues and support for our community around these topics.

* ***I***nclusion 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 to embracing and celebrating the rich dimensions of diversity within each individual. It is the profound practice of making sure all have a seat at the table.
* ***D***iversity means understanding that 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.
* ***E***quity 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.
* ***A***ccess 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 whom is present and heard in decision-making, leadership and organizations.