



Inclusion Diversity Equity Access (IDEA) Plan

AFP Nova Scotia Chapter Definition of IDEA in Fundraising

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 accommodating, but is considered equivalent or fair 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 NS Inclusion Diversity Equity & Access (IDEA) Chair Purpose:

- To ensure that AFP NS Chapter is aware of and welcoming to a broad diversity of backgrounds and perspectives in our region and open to inviting these attributes to become an integral part of all of the Chapter's actions and activities;
- To form an IDEA committee to research, strategize and advise the chapter on issues and aspects related to IDEA in our community that impact the Chapter membership;
- To implement programs and advocate for practices that assure inclusion in our membership, leadership and services that helps to identify and meet the needs of diverse members;
- To serve as a resource to the Board, Committees and Membership on diversity and inclusion; and
- To find ways to assess the level of inclusion and accessibility in order to promote opportunities for participation and leadership.



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AFP NS Chapter- IDEA Portfolio Goals

Work with Chapter Leadership to:

- Develop and present opportunities which identify and attract fundraisers and aspiring fundraisers from diverse experiences, backgrounds and organizations to share those attributes with the AFP Nova Scotia Chapter.
- Develop and review ways to engage existing and prospective chapter members in discussion on ways to become sensitive to and promote opportunities to foster and further a culture of diversity and inclusion in the AFP Nova Scotia Chapter.

Work with the Education/Professional Development Committee to:

- Ensure accessibility of programs as far as location and facility.
- Ensure inclusion to program delivery of membership outside Greater Halifax Region.
- Explore a diverse range of topics and speakers relating to IDEA.
- Work toward ensuring that needs of various professional levels, orientations and sectors are met through the presentation of curriculum, topics and levels.

Work with the Membership Services Committee to:

- Collaborate with under-represented organizations and groups within the community to create awareness and opportunities for AFP membership.
- Promote, attract, and retain an inclusive and diverse membership.

Work with the Communications/Marketing Committee to:

- Create better awareness and understanding of what is meant by Inclusion, Diversity, Access, and Inclusion throughout the Chapter and prospective members.
- Promote, attract, and retain an inclusive membership through our internal and external communications.

Strategies:

Inform

It is proposed that the IDEA Chair/Committee of AFP Nova Scotia Chapter work with the Chapter's Communications/Marketing Committee to solicit feedback, identify opportunities and inform members about IDEA.

Involve

It is proposed that the Chapter fund one (1) membership bursary annually under the diversity and inclusion portfolio. This bursary will be awarded annually by a committee of no less than three (3) people formed by and including the IDEA



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Chair to people for whom fundraising represents at least 50% of their work week and who work or reside in the Chapter's geographical areas of Nova Scotia and Prince Edward Island. To be a successful bursary recipient, candidates will be asked to apply and demonstrate to the committee that they either embody or represent a diverse population as defined and justified by the applicant.

Educate

It is proposed that the IDEA Chair/Committee write or share an information piece annually for Chapter communications, to bring about better awareness surrounding AFP Nova Scotia Chapter's commitment towards building a Chapter that embodies the ideals of IDEA and all that this might entail.

The Chapter's IDEA Chair shall build a list of speakers and resources on the subject to draw from and direct others to in the quest to become a more diverse and inclusive Chapter.

The Chapter to engage in one IDEA related session at least once this fiscal year, to promote an understanding of diversity within the profession.

Strive to be innovative, responsive to the community and to inform a diverse, educated population about fundraising intended to encourage consideration of fundraising as a career; and to introduce prospects to the profession.

Approved by AFP Nova Scotia Board: December 9, 2020