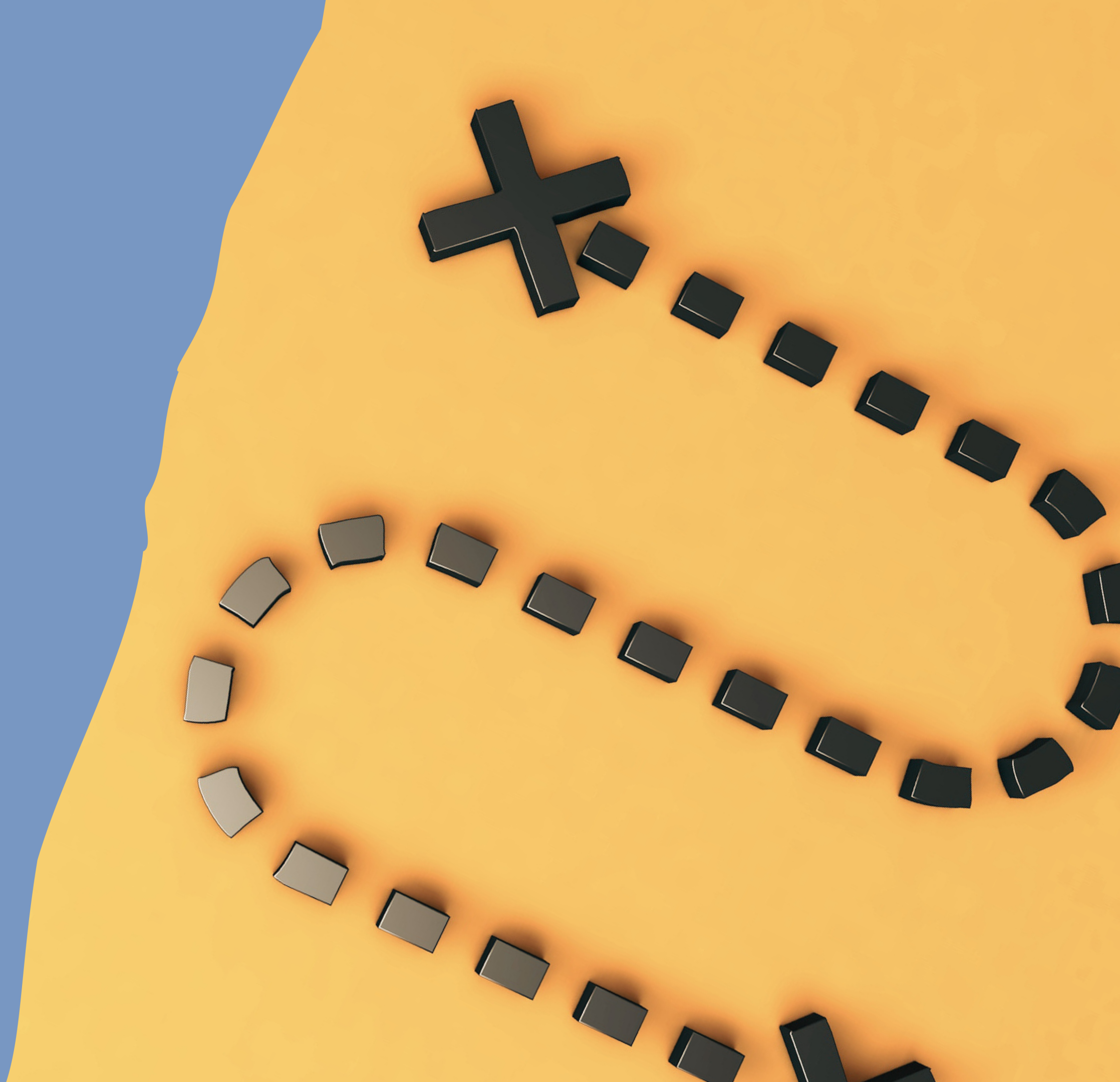




IDEA Pathway



This Plan.....

...gives AFP a blueprint to weave IDEA into your everyday operations and culture.

...will be the trusty compass to help AFP pinpoint and overcome any hurdles to fairness and open doors for all AFP members.

...acknowledges the hard work and energy that's already been invested, there is no intention of undoing it!

LEARN

...to foster a culture of respect and appreciation for every perspective, background, and identity.

LEAD

... to be a role model for a new era of IDEA and make a felt impact on the fundraising sector.

LEVERAGE

...to multiply the reach and expand the impact of our IDEA initiatives.

The logo for the IDEA Framework features the words "IDEA" and "Framework" stacked vertically in a blue, serif font. To the left of the text is a decorative graphic consisting of two overlapping, curved lines in a golden-yellow color, resembling a stylized 'C' or a swoosh.

**IDEA
Framework**



IDEA Actions

Learn

Create an AFP IDEA Learning Framework and deliver IDEA Learning and education to AFP Community

Develop strategy to promote, and socialize AFP learning offerings/opportunities

Host/facilitate opportunities for members to engage in dialogue/discussions about IDEA

Lead

Develop overarching statement of AFP's commitment to IDEA

Conduct survey of membership to understand dimensions of representation

Develop plan to address gaps in representation within AFP Board/Leadership

Develop IDEA Communications to socialize AFP IDEA position

Review AFP Policies and procedures with an Equity Lens

Leverage

Develop a Community Connection Strategy to engage, listen, and partner with equity seeking organizations

Engage National to socialize Atlantic IDEA Pathway and look for opportunities to partner and socialize

IDEA PRIORITIES Phase I



IDEA PRIORITIES Phase II



6

Host/facilitate opportunities for members to engage in dialogue/discussions about IDEA



7

Develop IDEA Communications to socialize AFP IDEA position



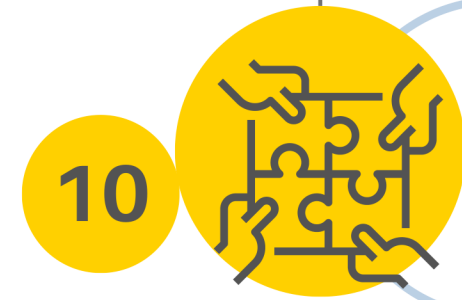
8

Review AFP Policies and procedures with an Equity Lens



9

Develop a Community Connection Strategy to engage, listen, and partner with equity seeking organizations



10

Engage National to socialize Atlantic IDEA Pathway and look for opportunities to partner and socialize

Pathway
Phase I

