

2021 AFP-RI Policy on Anti-Racism

AFP-RI empowers individuals and organizations to practice ethical fundraising through professional education, networking, research and advocacy to stimulate a world of generosity and positive social good through fundraising best practice. In 2020, following the anti-racism uprisings happening around the nation, our chapter took an introspective look at our practices to see how we could be better aligned with anti-racist practices. This policy is the result of that work.

Laying the Foundation:

Rhode Island has 4,140 registered 501(c)3 public charities which together hold assets of \$31.7 billion. 62% of these organizations have budgets of less than \$100,000. Presumably, these organizations have a significant impact on a broad swath of our community. 92% of foundation CEO's are white, 89% of foundation boards are white, while only 7-8% of funding goes specifically to people of color.

Many of RI nonprofit organizations address the symptoms of systemic racism, which is part of US history, including:

- exclusions of New Deal disadvantaging people of color by way of professions (farmworkers and domestic workers);
- benefits of G.I. Bill, relining practices;
- criminal justice systems hugely disproportionate impact on communities of color;
- images in media that criminalize people of color;
- killing of unarmed people of color by police;
- inequality in bank loans and venture capital
- health inequities resulting from bias in the health care system, lack of access to affordable, quality food and health care, and the stress placed on BIPOC which manifests itself physically
- And other symptoms of overt and/or less visible racism

AFP-RI is a volunteer led professional association. Membership is about 130 members, primarily white with very little diversity, primarily women and aged 30+. The IDEA (inclusion, Diversity, Equity & Access) Committee was created in 2018 to increase the diversity of our profession and our membership base in RI. That same year, we updated our [resolution on Inclusion, Diversity, Equity & Access](#). In 2020, the committee produced a [report on the diversity of CEOs and board members at RI's largest nonprofit organizations](#).

Preamble:

Whereas, AFP Rhode Island recognizes that racism in the United States is systemic, that it is rooted in a white supremacist culture that is baked into every aspect of life in this country, and that it includes more than visible and obvious acts of racially-motivated animus or aggression. This white supremacist culture informs perceptions, biases, and institutions so completely that it is often an invisible force, and it requires thoughtful and purposeful action to counteract and dismantle.

Whereas, AFP Rhode Island further recognizes that Systemic Racism exists alongside and intersecting with other axes of systemic oppression. Sexism, ableism, heterosexism, and other forms of oppression can and do overlap, affecting the lived experience of people living at the intersection of those different axes of marginalization. Recognizing the differences in those experiences and the accompanying challenges is key to addressing and dismantling these systems of oppression.

Whereas, People of color in Rhode Island and across America have faced systems designed to deny them agency, voice, and economic opportunity. We know that we must do more to overcome centuries of systemic racial oppression and recognize the skills and assets of communities of color.

Whereas, AFP Rhode Island recognizes that the nonprofit field is not immune to any of these systems. U.S. and local wealth was created on the backs of Native people, whose role was never compensated and never acknowledged. This wealth was made on the backs of enslaved Africans. This wealth was made with stolen resources on stolen land with slave labor or low-wage labor. This wealth was stolen again when it was shielded from taxation, which would have generated revenue to pay for community improvements and programs. These historical injustices have yet to be reconciled or repaired, and reckoning with that fact must be a part of all of our anti-racism work.

Whereas, AFP Rhode Island recognizes and honors that we are living and working on the land of the federally recognized Narragansett tribe, as well as the Niantic, Wampanoag and Nipmuck nations on whose traditional territory AFP Rhode Island operates.

Therefore, let it be:

Resolved, that AFP Rhode Island as a chapter will take continuous, quantifiable actions supplementing our IDEA (Inclusion, Diversity, Equity & Action) practices to ensure that they are also anti-racist.

Resolved, that AFP Rhode Island will serve as an effective means for promoting a culture of anti-racist fund development practices that expand professional opportunities and dollars raised with, by and for communities of color in the state of Rhode Island.

Resolved, AFP Rhode Island will annually present and enact actively anti-racist strategies that improve our chapter's practices, inform our members and help them to grow professionally, and improve the broader fundraising/development atmosphere in Rhode Island.

AFP Rhode Island Anti-Racism Strategy

In 2021, AFP Rhode Island endorsed an [anti-racism policy](#) that:

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Below includes specific practices that the Chapter will engage in moving forward to ensure we are acting effectively on this policy.

I. Internal AFP-RI practices that address racism

A. Educate Board, Committee Chairs, and general members about anti-racist practices within our industry

1. All Board and committee members will go through anti-racism training at least bi-annually, training which will be offered by AFP and/or other vendors and measured by self-certification
2. All AFP-RI members will receive our anti-racism policy annually, and the policy will also live on our website

B. Increase representation and involvement of Black People, Indigenous People, and People of Color (BIPOC) in AFP-RI board, committees and speakers

Membership in AFP-RI is overwhelmingly white. This is partially explicable by the structurally racist factors that make it more difficult for BIPOC to become fundraisers and force them out of the field at higher rates than their white counterparts. Regardless of explanation, it is still unacceptable.

1. Our goal is for the AFP-RI board and committees to be at least as racially diverse as the Rhode Island community (as of August 2020, this means 71% White, 16% Hispanic, 9% Black, 3% Multi-racial, 1% Native American). Pools of speakers for our events should also reflect the state's diversity.
2. Recognizing that it will take some time to get to that goal, we will make incremental growth in diversity each year by at least 20%.

3. This increase in racial diversity and equity must not be tokenistic, and must reflect a cultural change within the organization to prioritize anti-racism and value the safety, perspective, and expertise of our BIPOC colleagues.

C. Cultivate BIPOC Development Professionals and AFP Membership

Whiteness is also over-represented in the local fundraising field, reflecting the need to dismantle the white supremacist culture within fundraising and recruit and support BIPOC fundraisers. Therefore;

1. AFP-RI will devote scholarship funds for membership and programming for the purpose of opening up these opportunities to BIPOC fundraisers and future fundraisers who need them.
2. At least 30% of nominees for AFP-RI scholarships, awards or honors will be BIPOC before any honoree decisions are made
 - a) The IDEA committee will be responsible for ensuring that a diverse slate of candidates is nominated
 - b) The awarding committees need to collaborate with IDEA to ensure we meet the desired percentage of nominees
3. Communication tools and materials should follow inclusive language guidelines
https://drive.google.com/file/d/14LWAQY3A1bZSjS_UrexEhZcyjuGXEHtt/view?usp=sharing
4. BIPOC participation will be encouraged through active publicizing of AFP-RI events to organizations that serve these communities and through free registration where appropriate
 - a) The IDEA committee will assist the Marketing & Membership Committees with outreach to organizations that serve communities of color
5. The membership committee will offer a chapter orientation to first time participants to make the functioning of the organization transparent and inclusive
6. The governance committee and board will move beyond the personal networks of current organizational leaders by engaging outside organizations, consultants and stakeholders in sourcing future board members by tracking who we are asking for referrals from and how many degrees outside of AFP relationships the referrals are coming from

II. External AFP-RI practices that address racism

A. Advocate for anti-racism work in the Rhode Island nonprofit and philanthropic community

1. Increase awareness of the importance of anti-racism and equity to partners

- a) AFP-RI will make a link library of anti-racism resources available on its website
- b) AFP-RI will create spaces (peer discussion calls, programs, newsletter features, etc.) to discuss anti-racism and its relationship to nonprofit work and philanthropy, at least once quarterly. IDEA will track.
- c) **Advocate for best practices that foster anti-racist fund development in Rhode Island**

2. Governance

a) Help organizations implement anti-racism policies with strong community accountability

- (1) AFP-RI will make a template anti-racism policy and links to how to implement an anti-racism policy available on their website

b) Increase representation and equity in governing boards

- (1) AFP-RI will continue to highlight the (lack of) diversity of CEO's and board members leading Rhode Island nonprofits, through research, presentations and conversations
- (2) The Board and IDEA committee members will be a resource to recommend women and people of color to serve on boards or be considered for open leadership positions

c) Recommend hiring & personnel practices to nonprofit employers and enforce where possible

- (1) AFP-RI will not post a job to our jobs board that does not include a salary range
- (2) Increase outreach beyond usual networks; actively promote your job openings to BIPOC communities
- (3) Stop using 'Culture Fit' as a metric
- (4) Eliminate unreasonable education and experience requirements for entry level positions
- (5) Desired job qualifications focus on "SKAs" (Skills, Knowledge, Ability)
- (6) Candidate interview questions are specific to the role and ask only for the qualifications and experience necessary to do the job

- (7) Acknowledge the value of working within diverse racial communities, knowledge of anti-racism practices, ability to do work within a racially diverse team
- (8) Personnel policies and procedures acknowledge the organization's responsibility to meet the needs of people with diverse identities (care for dependents, religious observances, etc.)

III. Accountability

A. AFP-RI Anti-racism policy audit

1. The AFP Rhode Island IDEA committee will perform an audit of AFP-RI's success in implementing this policy one year after its adoption and every two years after that.
2. The metrics for this audit will be quantitative (in the case of sections of the policy pertaining to specific numerical goals) and qualitative (in the case of sections pertaining to interpersonal practices). The AFP-RI IDEA committee will also solicit feedback from community members and organizations on points that involve external relationships and inter-organizational practices.
3. The metrics and result of this audit will be published and made public each time, to ensure complete transparency and to facilitate dialogue with the community.