

## Harassment and Bias in the Fundraising Profession

In the release of the second part of a [The Fundraising Workplace Climate Survey](#) this month, the prevalence of sexual harassment in the fundraising professional was clear, but not evenly experienced by all. Here are some key stats from the report, showing the disproportionate impact on historically marginalized populations:



1. 78% of female fundraisers have experienced sexual harassment.
2. 43% of respondents who identify both as female and Black, Indigenous, and/or people of color (BIPOC) have experienced sexual harassment.
3. Respondents who identified as LGBTQ+ were more likely to report instances of harassment across all demographic categories.

In a profession that values relationships, continually navigates inherent power dynamics--all while promoting social good--there are major implications for nonprofits. Not only are fundraisers experiencing unsafe work environments, but the disproportionate impact on marginalized populations indicates significant bias, as well.

We must address the cultures that allow this to occur within our organizations and the sector, as a whole. This includes adopting policies, implementing training and, perhaps most importantly, being ready to “fire staff, remove Board Members or turn away donors that exhibit sexually harassing behaviors.”

If you would like to hear the voices of those directly impacted by sexual harassment in the workplace, we recommend these resources (trigger warning - these articles include descriptions of sexual harassment):

- [The Issue of Equity and Ethics: Trust, Support, Culture—An Organization’s Responsibility to Their Fundraisers](#) by **Jonathan Meagher-Zayas**
- [Beyond Fundraising: What I’ve Learned As A Survivor of Sexual Harassment](#) by **Liz LeClair**

To those who have experienced sexual harassment in the workplace, we stand with you, we hear you, and we will work together to change our sector for the better.

~ **Nia Wassink on behalf of the AFP Colorado Board**

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## Job Postings

**Bravo!Vail - Director of Development**

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## LAST CALL: NPD Deadline at 5pm FRIDAY!



The NPD nominations close tomorrow at 5pm... so you have a little over 24 hours to get in those nominations for Colorado Change Makers!

Click [here](#) for nomination information and forms!

### ***But, now what?!***

Have you ever wondered how the winners are selected? After all the nominations are received, they are reviewed by the awards & selection subcommittee to ensure they meet the award criteria. Then, we assign our panel of 50-60 community judges to the various categories, ensuring there are no conflicts of interest. Finally, it's time for one of the best days...the judging meeting! Our judges are leaders from across the state that represent the diversity of our sector and lived experiences. They will gather together in late August to review each category and select the winners. Each group of judges will review one or two categories each.

Stay tuned to see who ends up as a 2021 National Philanthropy Day award winner!

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## Deadline For A RMPI Scholarship Is This Sunday

The deadline to apply for a **Rocky Mountain Philanthropy Institute (RMPI) scholarship** is Sunday, July 18th. The application is short, and you do not want to miss out. Please share this opportunity with your network.

[Apply here.](#)

These scholarships are made possible by the generosity of our scholarship sponsors, **Animal Assistance Foundation**, **In the Know, LLC** and **Moniker Foundation**.



## Register for the July Education Session on July 29th!

We have been taught to raise funds and not challenge our donors on the stereotypes they may have about the populations we serve. On Thursday, July 29th **Lynnette Adams** will present **The Brave Ask**. This workshop is designed to show you how to compassionately educate and inspire donors. It will take a critical look at:



1. Educating the donors in a way that helps them celebrate the population we serve.
2. How to advocate when a stereotype is communicated.

3. How to ask the brave questions to help the donor think critically about the services your organization provides.

This education session will be a two-part series. Join us for a follow-up discussion at our next Coffee Chat on Thursday, August 5th where we will have the opportunity to discuss what we learned during the education session, questions that were raised, and how we can use what we learned to inform donor conversations moving forward.

[LEARN MORE AND REGISTER](#)

**Thursday, August 5th\*\***  
**8:00 am - 10:00 am**

## **Follow Up Discussion to the July Education Session**



This event will be the follow up to the July 29th education program ***The Brave Ask with Lynnette Adams***. This event will be **LIVE** with a link to attend virtually.

\*\*Please note this is a special date for Coffee Chat!

Check [here](#) for more information.

Anyone with fundraising duties in their job description is welcome to attend. Coffee Chats are free to everyone and there is no need to register

**Member Spotlight**

## KUDOS! Celebrating the accomplishments of our members.

Kudos to **Sarah Schmidt** for her 5-year anniversary at Rocky Mountain Children's Health Foundation. Sarah serves as Director of Development.



*If you have some great news to share, like a promotion, a new job, or an award received, email us at [AFPkudos@gmail.com](mailto:AFPkudos@gmail.com). Please note this is specifically to celebrate our Members, so no need to send the results of your latest campaign or event*

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## Upcoming AFP Events

### July 16th - **TOMORROW!**

Deadline for National Philanthropy Day  
Change Maker Nominations!

[Nomination Forms Here](#)

### July 18th

Deadline for RMPI Scholarship Applications!

[Apply Here](#)

### July 29th

July Education Session: **The Brave Ask**

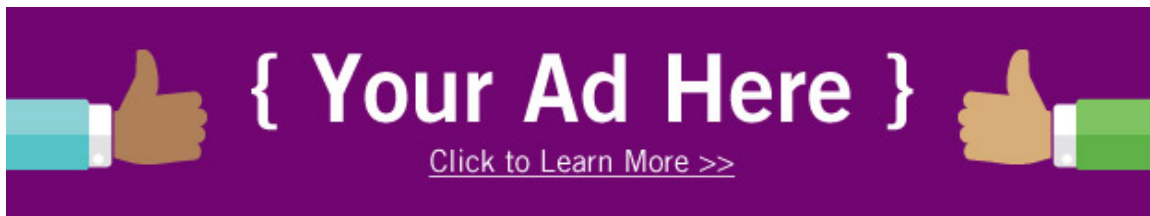
[Learn More and Register Here](#)

### August 5th

Follow Up Discussion for the July Education Session.

[Learn More](#)





AFP is a membership organization committed to advancing philanthropy. We offer resources and create opportunities to help fundraising professionals be the best they can be. We bring fundraisers together to network, grow professionally, and advance our field. [Visit Our Website](#)

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