

Pay Equity – Not Being A “White” Fundraiser Costs You 10%

One of the benefits for AFP members is having access to the [Annual AFP Compensation And Benefits Report](#).

Fifteen percent of the 3,800 study participants identified a race or ethnic heritage that was either Multiracial or something other than “white/Caucasian only.” This includes Hispanic whites. The salary difference reported was 10 percent less for Hispanic, Asian, or Black, Indigenous, and People of Color (BIPOC). Average median compensation for non-consultants working more than 30 hours was \$78,000 for “whites” and \$72,500 for those identifying as something other than “white/Caucasian only”.



This is a problem in fundraising but also in general. The management consulting company McKinsey has an extensive report of the

“Economic State of Black America”. The main takeaways are that:

- ***“today the median annual wage for Black workers is approximately 30 percent, or \$10,000, lower than that of white workers; and***
- ***a \$220 billion annual disparity between Black wages today and what they would be in a scenario of full parity...”***

For more information read the full article [here](#).

Job Postings

Community Foundation Boulder County - VP of Development

Denver Rescue Mission - Public Relations Manager

[See all job postings >>](#)

National Philanthropy Day Youth Nominations Are Open!



Do you know a student or student group who has demonstrated an outstanding commitment to the promotion of philanthropy and volunteerism through his/her/their work in the community? No matter how the student or youth group shows their philanthropy, now is the time to nominate them for **National Philanthropy Day** awards.

There is no cost to be nominated, the forms are on-line, and the Outstanding Youth and Youth Group each receive a \$3,000 award

sponsored by the Daniels Fund.

Nominations forms and full details are available [here](#).

Black History Month

February is Black History Month. We will share a Member Moment each February newsletter introducing black AFP members and the causes they are working on.

Member Moment

Kevin L Mullin, MNM, CFRE

President, Estes Park Health Foundation

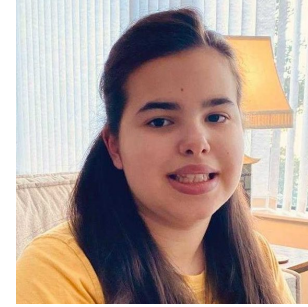
The Estes Park Health Foundation works to build awareness and generate philanthropic support for Estes Park Health, the local integrated healthcare organization serving the Estes Valley. EPH provides a variety of quality services unavailable in many small, rural communities.

For more information, visit givetoeph.org.



Condolences

Our thoughts and prayers are with the President and CEO of the Denver Foundation, Javier Alberto Soto, and his family on the passing of their daughter Sofia Isabel. Javier shares [this message](#) with the community.



Thursday, February 10th
8:00 am - 10:00 am

**Inclusifying the Nonprofit
Boardroom**



Presented by

Ryann Peyton of The Peyton Group



For more information on this program
click [here](#).

To learn more about Ryann, click [here](#).

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 **Susan Samaniego, CFRE** for recently earning her CFRE certification. Sue is the Executive Director of Advancement/Foundation for Colorado Northwestern Community College.



If you have some great news to share, like a promotion, a new job, or an award received, email us at 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

Upcoming AFP Events

February 10th

AFP Coffee Chat: Inclusifying the Board Room

[Learn More](#)

March 4th

Effective Conflict Management to Surpass Your Fundraising Goals

[Register](#)





Congratulations to our Tourism Hall of Famer
Barry Hirschfeld,
Recipient of the Lifetime Achievement Award,
National Philanthropy Day in Colorado
With gratitude,
The VISIT DENVER Staff and Board of Directors



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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