



OUR PRIORITIES

The Association of Fundraising Professionals (AFP) is committed to developing and maintaining a diverse organization that reflects, is responsive to, and embraces the diversity of the communities we serve throughout the world; respecting and valuing all people.

AFP is committed to promoting an inclusive, equitable and accessible organization where every member, volunteer, staff and board member can realize their potential and have their contributions valued.

AFP recognizes that Inclusion, Diversity, Equity & Access (IDEA) are central to its mission.

The following are AFP's Statement of IDEA Principles:

- Recognizing others as different but equal.
- Respect and empathy for all.
- Trust and integrity that facilitates the integration of different and multiple voices in organizational discourse.
- Demonstrated appreciation for different voices, active listening; open to disparate viewpoints and opinions, and facilitating dialogues among the diverse groups.
- Practicing and encouraging transparent communication in all interactions.
- Developing participative decision making; problem solving; and, team capabilities.
- Exploring potential underlying, unquestioned assumptions that interfere with inclusiveness.

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 different but is considered equivalent 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.

If you have questions or concerns, don't hesitate to contact afpchapteroffice@afpdallas.org.