



**Research and Feedback from AFP Chapters
Who Are Practicing IDEA**

Presented By:



Evolution: IDEA in our AFP chapters seems to lead to IDEA ‘ideas’ which integrate IDEA in our fundraising practice.

A deeper reflection for those already on the journey.

1. Inclusion: Who I am (Who are we?) (What are the lenses I look through to view the world, others?)

The ability of AFP to attract, retain, accommodate, and involve a range of diverse people who are valued, accepted, and comfortable at the international, national, regional or local chapter level.

2. Diversity: What describes me (us?) (How do I describe/identify myself? How does my identity order my inner/outer world?)

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.

3. Equity: How I (we) enter in (the conversation, the playing field, the workplace, socialize, etc.)

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.

4. Access: Why it matters (How do I reorder my inner world, see through other lenses, transform myself and my sphere of influence?)

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.

Based on results from 1-4: What are next steps for me/us?

Other thoughts:

1. AFP website: GLBT and African American group pages don't seem current/active.
2. Resource Center would be a good place to post current data, information, articles around IDEA or great ideas that chapters are implementing.
3. Encourage other affinity groups to establish communication tools through AFP Global, e.g. website, LinkedIn discussion groups etc.

Resources:

1. Teaching Tools: Example: (Facebook has a Managing Unconscious Bias workshop on video <https://managingbias.fb.com/>)
2. Intercultural Development Inventory: <https://idiinventory.com/>