



Member Benefit: Free Negotiation Workshops

- AFP has entered into a new partnership with the American Association of University Women (AAUW) and its Work Smart Online program to offer a free negotiation workshop to all members of AFP. The partnership launches May 8, 2019.
- **All AFP members will have access to [AAUW Work Smart Online](#), a free one-hour digital course, which provides strategies and skills to help individuals learn to better negotiate on behalf of themselves.** In-person AAUW Work Smart workshops will also be made available during upcoming AFP conferences and events.
- The AAUW workshop was designed originally to address the gender gap in salaries and help women better negotiate for wages and benefits. AFP's recent study, *The Impact of Gender on Fundraising Salaries 2014-2018*, found that women fundraisers make about 10 percent less than their male counterparts. This is particularly noteworthy since 70 percent of fundraising professionals are female. AFP is committed to closing the gender salary gap in fundraising, and our work with AAUW is an important step towards that goal.
- Through this special partnership, all AFP members can participate in the workshop. ***The skills and knowledge provided in the workshop, while focused on salary and benefit negotiations, will help fundraisers in a variety of conversations—including talking with donors, making “the ask,” and addressing tough topics with colleagues—and make everyone more aware of the salary gap in our profession.***
- AAUW's workshop provides negotiating tactics that participants can feel comfortable with and teaches them that negotiation is a conversation, not a confrontation. AFP members will learn to analyze and verbalize their worth and accomplishments and develop a value statement that can empower their conversations with others. According to AAUW, after completion of the workshop, nearly half of the participants were able to negotiate for a raise, promotion, or higher-paying job.
- AFP is not only committed to providing members the best education and networking programs, but to ensuring that all members have the opportunity to go as far as they want professionally in fundraising and the nonprofit sector. AFP's partnership with AAUW provides critical skills for all members to achieve professional success.
- **On May 8, all AFP members can go to the [Work Smart Online website](#) and access the online workshop.** In addition, chapters who are interested in holding an in-person training as part of a chapter event can contact Michael.Nilsen@afpglobal.org for more information.