



Today's Panelists

- **AFP Ethics Committee Members**
 - Yulanda N. Davis-Quarrie, CFRE
 - Robbe Healey, ACFRE
 - Amir Pasic, Ph.D.

Welcome to the discussion:

- What are the baselines or universal principles that must be observed by every ethical fundraising professional in any organization regardless of culture or community?
- How do we identify, assess and address cultural variables that may benefit from or require alternative approaches and solutions, but still remain within the baseline of ethical fundraising practices?
- As either an internal or external member of a diverse community how do we navigate and address circumstances or situations which may arise, while maintaining our commitment to ethical practice and sensitivity to racial, ethnic, socioeconomic, LGBTQ, religious, ability and other differences?
- What sort of a commitment to diversity and inclusion is expected of a fundraising professional?



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The Seven Ethical Dilemmas

1. Tainted Money

- Conflict between the mission and the source of funds

2. Compensation

- Persons who provide you with the names of prospects or donors should not receive any form of compensation
- Compensation of fundraisers or consultants should never be based upon a percentage of funds raised



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The Seven Ethical Dilemmas

3. Privacy

- Fundraisers, consultants, board members and volunteers should not obtain or retain non-essential or highly personal information
- Information obtained should remain within the organization, the custodians of confidential information, not the fundraiser

4. Appearance of Impropriety

- We can be abiding by the law and adhering to regulations, but still not be acting ethically.



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The Seven Ethical Dilemmas

5. Stewardship

- Assure the public that philanthropic funds will be used in accordance with the wishes of the donor
- Comply with the donors' written stipulations as well as with their spirit and intent

6. Honesty and Transparency

- Promote decision-making on the part of donors and prospects based upon complete and accurate information
- Honesty with our donors is the basis for healthy relationships



The Seven Ethical Dilemmas

7. Conflicts of Interest

- Business transactions with board members should:
- be totally transparent
- use open processes
- be subject to the same rules and norms as other business transactions (E.g., bidding)
- be addressed openly



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Broadening Our Perspectives

- Cultural Competence
- Think Beyond North America
- The International Statement Of Ethical Principles
- What should we know? An obligation to be informed. Asking the right question...



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Mission Related Influences

- Individual and Institutional Donors
 - Sources of wealth
 - Character, Reputation and Integrity
 - Individual
 - Family
 - Industry
- Sources of Funds
 - Conflict with mission
 - Changing norms over time
- How to decide/navigate
 - Who should be included?



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Navigating the Challenges

- How does an internal or external member of a diverse community:
 - navigate and address circumstances or situations which may arise
 - maintain commitment to ethical practice and sensitivity to differences?



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Panelist Observations

- What sort of a commitment to diversity and inclusion is expected of a fundraising professional?



Thank you!

