National Day of Conversation (#NDOC)

A DIGITAL DAY OF CONVERSATION ON NOVEMBER 26, 2019
What is the National Day of Conversation?

**Date:** November 26, 2019

- **What:** A digital conversation focused on the issue of sexualized violence against fundraisers in the charitable sector
- **Why:** One year since last dialogue on this issue at AFP Congress and little progress has been made
- **Goal:** to increase awareness around this issue with charitable sector employees, leadership, and donors
#NDOC: Sector Statistics

- **85,000 charities** in Canada generating **$165 B in revenue** (8.1% of GDP)
- Employ more than **2 million** people
- **70%** of those identify as women
- **70%** senior leadership positions are held by men
- Boards of directors predominantly Caucasian (87.6%)

**Sources:** Imagine Canada; AFP Global; Race to Lead; Schulich School of Business
#NDOC: Lack of Diversity

- Lack of diversity at leadership level leads to blind spots
- Dominant culture leads (patriarchy, misogyny, racism, sexism etc.)
- Harassment and sexualized violence are rooted in this culture
- No one is immune from this – including the charitable sector
- We are ALL responsible for changing this dynamic

Sources: PWC; Schulich School of Business
#NDOC: Harassment Statistics

- 1 in 4 women in fundraising experience sexually harassment
- 65% of the time the harassers were donors
- 95% of those harassing were male
- 71% of those who reported no action taken by their employer

This is UNACCEPTABLE

Sources: Imagine Canada; AFP Global
Current charitable regulations focus on **operations and fiscal compliance**

Ethics and guidelines focus on **protection of donors** (Donor Bill of Rights; AFP Code of Ethics)

No **standards, codes, or laws** for donor conduct towards fundraisers

But **HOW are we protecting fundraisers?**

The laws around harassment need to change
#NDOC: Organizational Change

- **Policies and procedures** are the bare minimum
- **Culture is set at the highest level** - senior leaders and boards
- **Educate everyone** at all levels about this issue
- **Empower** members of your team **to act**
- **Take a principled stand** on this issue - lead by example

Our industry must **do better**
#NDOC: Become an Ally

- **Allyship is key** to changing the power dynamics
- **Acknowledge your privilege**
- **Make space for others** (especially those marginalized)
- Be willing to have **uncomfortable conversations**
- **See Something, Say Something, DO something**
#NDOC: Call To ACTION

- **SYSTEMS CHANGE:**
  - Advocate for changes to harassment legislation across Canada
  - Push for a Fundraiser Bill of Rights to be adopted by all organizations

- **ORGANIZATIONAL CHANGE:**
  - Ensure your organization has the policies and procedures to address this issue
  - Culture is key - create a safe space where fundraisers can report

- **INDIVIDUAL SUPPORT:**
  - Sign up for ROSA and VESTA as tools for employees
  - Bystander training
#NDOC: Partner Organizations

**ROSA: Canadian Women’s Foundation & After Me Too**
- Digital platform being developed with Federal funding
- Centralizes law, reporting options, how to prepare, etc., in one place
- **Donations:** [https://www.aftermetoo.com/](https://www.aftermetoo.com/)
- Twitter: @cdnwomenfdn @aftermetoo
- LinkedIn: [https://www.linkedin.com/company/the-canadian-women’s-foundation/](https://www.linkedin.com/company/the-canadian-women’s-foundation/)
- Facebook: @CanadianWomensFoundation
Next Gen Men

- Social Enterprise co-founded by Jake Sitka and Jermal Alleyne
- Focused on creating spaces to engage, educate, and empower men and boys around gender.
- Sign up for more information & support programming
  - **Donations:** [https://nextgenmen.ca › donate](https://nextgenmen.ca › donate)
  - **Email:** info@nextgenmen.ca
  - Twitter, Facebook & Instagram: @nextgenmen
  - LinkedIn: [https://www.linkedin.com/company/next-gen-men/](https://www.linkedin.com/company/next-gen-men/)
#NDOC: Partner Organizations

**Vesta Social Innovation Technologies**

- Founded by Lucrezia Spagnolo (CEO)
- An online platform and app that allows victims of sexual assault and harassment to document their experience in real time
- To sign up and learn more: [https://www.vestasit.com/](https://www.vestasit.com/)
  - Twitter: [https://twitter.com/vestasit](https://twitter.com/vestasit)
  - Facebook: [https://www.facebook.com/VestaSIT](https://www.facebook.com/VestaSIT)
  - LinkedIn: [https://www.linkedin.com/company/vesta-social-innovation-technologies/?originalSubdomain=ca](https://www.linkedin.com/company/vesta-social-innovation-technologies/?originalSubdomain=ca)
AFP Women’s Impact Initiative

- Assess, address, and highlight specific challenges that women in the fundraising sector face
- Library of research and resources available
- www.afpidea.org
- Liz LeClair, Chair 2019-2020
#NDOC: Schedule for Day
(Eastern Time Zone)

- **7:00 am EST**: Kick Off for #NDOC (Liz LeClair)
- **9:00 am EST**: FB Live Discussion on Org Culture (TBC) (Halifax)
- **11 am EST**: TBC
- **12:30 pm EST**: Facebook Live with Canadian Women’s Foundation (Toronto)
- **1:00 pm**: Facebook Live Discussion with Jamal Alleyne (KW)
- **2 pm EST**: Facebook Round Table with Wanda Deschamps (Kitchener Waterloo)
- **5 pm EST**: Facebook Live Roundtable on Allyship with Next Gen Men (Vancouver)
#NDOC: Hastags

- #NDOC
- #NationalDayofConversation
- #Women4Women
- #EquityforAll
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