Association of Fundraising Professionals Canada
IDEA POLICY

GLOSSARY OF TERMS:

Access: Provides opportunities to participate in an activity, function, or network by virtue of a lack of barriers, be they physical, systemic, justice, financial, or social. Removing these barriers can involve changes in behaviour, challenges to existing attitudes, proactive and deliberate creation of opportunities, and financial investment. By providing access, we in turn invite greater participation from a larger community whose ideas and perspectives can enhance and grow our own.

Ally: a member of the dominant group who acts against oppression.

Anti-racism/Anti-oppression: an active and consistent process of change to eliminate individual, institutional, and systemic racism as well as the oppression and injustice racism causes.

Barrier: anything that prevents a person from fully taking part in all aspects of society, including physical, architectural, information or communications, attitudinal, economic, and technological barriers, as well as policies or practices.

Discrimination: treating someone unfairly by either imposing a burden on them, or denying them a privilege, benefit or opportunity enjoyed by others, because of their race, citizenship, family status, disability, sex, or other personal characteristics (note: this is not a legal definition).

Diversity: Means difference in all forms, visible and non-visible. It covers all aspects of difference without limitation including race, colour, ethnicity, gender identity, sexual orientation, religion, nationality, age, economic class, educational level, language, physical, mobility and ability, geography, and marital and parental status. Diversity is exploring these differences in a safe, positive, and nurturing environment. It is about moving beyond simple tolerance and tokenism to embracing and celebrating the rich dimensions of diversity contained within everyone. And it is about exploring the intersections of these various dimensions and ensuring that our efforts to be inclusive do not inadvertently contribute to the continued exclusion of historically under-represented groups.

Equity: Redistributes individuals' power and access to resources by shifting organizational structures and processes to empower under-represented groups and achieve equitable outcomes. Practicing equity helps address the effects of colonization, economic and social disparity, injustices against marginalized groups, and the systems that sustained them.

Gender: the social classification of people as masculine and/or feminine.

Historical disadvantage: disadvantage resulting from historic patterns of institutionalized and other forms of systemic discrimination, sometimes legalized social, political, cultural, ethnic, religious, and economic discrimination, as well as discrimination in employment. This also includes under-

representation experienced by disadvantaged groups such as women, Aboriginal peoples, persons with disabilities, LGBT persons and racialized people.

Inclusion: Is the practice of creating a culture that enables AFP to attract, retain, accommodate, and involve a range of diverse people who are valued, accepted, and supported at the national, regional, or local level to bring their whole and authentic selves to the non-profit sector. Real inclusion takes place when those already included in the mainstream learn from those that are historically and currently excluded and then work together to initiate change.

Indigenous: used in the international context, refers to peoples who are original to a particular land or territory. This term is remarkably like "Aboriginal" and has a positive connotation.

Intersectionality: Intersectionality is the acknowledgement that everyone has their own unique experiences of discrimination and oppression, and we must consider everything and anything that can marginalise people – gender, race, class, sexual orientation, physical ability, etc.

2SLGBTQIA+: short for Two-Spirited/Lesbian/Gay/Bisexual/Transgender/Queer/Intersex/Asexual and the plus encompasses all other non-cisgender and non-heterosexual gender identities and sexual orientations.

Persons with disabilities: persons with one or more long-term or recurring disability (see disability).

Racialization: the process by which societies construct races as real, different, and unequal in ways that matter and affect economic, political, and social life.

Racism: a belief that one group is superior or inferior to others. Racism can be openly displayed in racial jokes, slurs or hate crimes. It can also be more deeply rooted in attitudes, values, and stereotypical beliefs. In some cases, people do not even realize they have these beliefs. Instead, they are assumptions that have evolved over time and have become part of systems and institutions.

Reconciliation: Establishes and maintains a mutually respectful relationship between Indigenous and non-Indigenous peoples in Canada. For that to happen, we must be aware of the history of colonial practices, recognizing the complexity of intergenerational trauma and acknowledge the harm that has been inflicted, atone for its causes, and take action to change our behaviours.

Representation: Representation is how marginalized and oppressed communities see themselves within a system or media product.

Sexism: discrimination based on sex.

Systemic barrier: a barrier embedded in the social or administrative structures of an organization, including the physical accessibility of an organization, organizational policies, practices and decision-making processes, or the culture of an organization. These may appear neutral on the surface but exclude members of groups protected by the Human Rights Code.

Systemic discrimination: patterns of behaviour, policies or practices that are part of the social or administrative structures of an organization, and which create or perpetuate a position of relative disadvantage for groups identified under the Human Rights Code.

PURPOSE

AFP Canada recognizes that there are many underrepresented communities in the fundraising sector, and they face numerous barriers to access as fundraising professionals. Namely:

- That marginalized and racialized individuals are under-represented across the sector, especially in leadership roles, and that racialized philanthropists are equally under-represented. We are responsible for changing this narrative.
- Systemic racism plays a significant role as a barrier to the advancement of racialized leaders in the fundraising sector.
- That 2SLGBTQIA+ individuals are under-represented across the sector, especially in leadership roles, and that gender-diverse individuals experience barriers to access of employment and opportunity within the sector.
- That individuals with disabilities experience barriers to equity and access in leadership roles and employment in the fundraising sector, including those experiencing both mental and physical disability.
- That the philanthropic sector derives part of its wealth from many systems that were built on the traditional, ancestral, and unceded lands that were stolen from the First Nations, Métis, and Inuit peoples in Canada.
- That allies within the sector can continue to do more to support the advancement of inclusion, diversity, equity, and access (IDEA) in the fundraising and philanthropic sectors in Canada.

This policy sets out the Association of Fundraising Professionals (AFP) Canada's IDEA policy, and its approach to the principles of Inclusion, Diversity, Equity, and Access.

SCOPE

This policy applies to all board members, employees, and other representatives of AFP Canada. This policy is particularly relevant for board members during budgetary approval. Third parties who have business dealings with AFP Canada are encouraged to abide by the general principles of this policy in dealings with AFP Canada.

AFP Canada acknowledges that our board members are not specialists or experts in principles associated with IDEA. However, we are committed to facilitating meaningful discussion on these issues, partnerships with stakeholders across the sector to better tackle these issues and learning from experts when required and as often as possible. We also acknowledge the intersecting ways in which people experiencing lack of representation, barriers, or systemic exclusion face these issues.

COMMITMENT

AFP Canada values and promotes inclusion and is committed to fostering a community of non-profit professionals that enables the participation and advancement of all members of our sector and communities.

AFP Canada celebrates the diversity within the non-profit sector in Canada and sees diversity as a strength in its vision and the sector. AFP Canada is committed to using its position as a sector leader in the country and globally to advocate for, and give voice to, marginalized and under-represented voices.

AFP Canada also is committed to recognizing that there is a significant issue across our sector related to the principles of IDEA. As such, AFP Canada commits to:

- Increasing the representation of marginalized and underrepresented groups on the board and providing opportunities for them to serve in leadership positions.
- Developing a board culture that actively values difference in decision-making and equitably shares power among its members.
- Ensuring members of under-represented groups have access to leadership opportunities and financial resources that can support their advancement both inside of the board, and as members of the sector when possible.
- Honouring the United Nations Declaration of Rights for Indigenous Persons and the Truth and Reconciliation Commission and exploring ways to decolonize our practices;
- Consultation with underrepresented communities to better advocate for them within the sector;
- Meaningfully including IDEA principles in AFP committees, as a way of raising awareness of these issues;
- Encouraging underrepresented populations to explore careers in fundraising; and,
- Finally, recognizing the intersectional perspectives and identities of marginalized and racialized communities and that the barriers they face to inclusion, diversity, equity, and access are complex issues that require complex, meaningful, and deliberate solutions.

As leaders within our community and profession, we play a significant role in welcoming others to philanthropy and therefore commit to upholding the values of Inclusion, Diversity, Equity, and Access that help us to foster a barrier-free, respectful, and welcoming profession.

DEFINITIONS

PRINCIPLES

AFP Canada's IDEA policy is captured in the following seven (7) principles: Diverse Board Representation, Inclusive Board Culture, Welcoming and Inclusive Communications, Equitable Access to Programs, Commitment to Reconciliation, Commitment to Anti-Racism and Anti-Oppression, and Investing in Community. Where there is a pre-existing policy that address one of these items, this policy will take precedence.

Diverse Board Representation

AFP Canada seeks to attract highly qualified board members that represent the diversity of the non-profit sector and Canadian society more broadly. We are committed to equity in the selection of these directors and aspire to reverse existing trends that have seen marginalized persons under-represented on the board and in positions of leadership due to the lack of an intersectional lens. Our nominations processes seek to be transparent, impartial, and fair and maintain compliance with relevant and applicable human rights, accessibility, and equity legislation.

Inclusive Board Culture

AFP Canada is committed to building an organizational and board culture that embraces justice and principles of anti-oppression and provides opportunities for leadership and advancement for all its members. Through our onboarding process we provide an experience that fosters welcoming, belonging, and inclusion between our board members and staff and contributes to the creation of a safe and respectful space to achieve our goals together.

We also ensure that every person—employee, board member, member, representative—has access to a range of guidance and support needed to uphold and embody the values of Inclusion, Diversity, Equity, and Access.

Welcoming and Inclusive Communications

AFP Canada aspires to be responsive to the diversity of abilities in the community we serve. We produce information in plain language that is usable by people of all abilities, regardless of their physical, neurological, cognitive, auditory, visual, and/or speech ability. We are committed to ensuring that the imagery, language, and references used in these materials are representative of the communities we serve and were developed in consultation with informed stakeholders with local knowledge. We also aspire to share our communications with diverse networks and agencies to ensure that those outside of our immediate network feel welcomed and invited to participate and join in our work.

Equitable Access to Programs

AFP Canada is committed to delivering inclusive, accessible programs that support the leadership, professional development, and advancement of under-represented groups. We strive to ensure that our resources are distributed equitably among those who apply for this support and that our programs create opportunities to remove barriers and not create additional ones. We advocate on behalf of the fundraising profession, and thus must be committed to IDEA with our advocacy work.

Commitment to Reconciliation

AFP is committed to and honours reconciliation as a process for building respectful relationships with Indigenous communities and forging a more equitable and inclusive approach to philanthropy.

Commitment to Anti-Racism and Anti-Oppression

AFP is committed to building an organization that is committed actively eliminating individual, institutional and systemic racism as well as the oppression and injustice racism causes.

Investing in Community

AFP Canada recognizes that how and where it chooses to invest its finances and spend its budget has a social, financial, and relational impact on the communities it serves and operates in. We seek to do business with those who have a social mission and/or connection to under-represented communities and request that all our partners consider developing their own IDEA policy, when and where appropriate and possible.

ROLES AND RESPONSIBILITIES

The ultimate responsibility and authority for applying this policy rests with the entire AFP Canada Board, led by its chair.

Each committee will embed IDEA principles in its work, and, where appropriate, report on its activities inclusive of and deliberately focusing on the championing of IDEA principles.

All individuals affiliated with AFP Canada are also expected to support its IDEA initiatives and behave in accordance with the expectations outlined in the Fair Member Behaviour Policy and Board Norms of Behaviour

MONITORING THE POLICY

This policy applies to the Board of AFP Canada specifically, and its members are all responsible for upholding its values and principles.

At the direction of the executive, the Board Governance Committee will work collaboratively with other committees and partners to develop and implement practices and procedures that uphold the principles guiding this policy. The impact of these efforts will be publicly reported on an annual basis.

Annual, anonymous, engagement surveys completed by Board members will be reported internally with action items that arise being delegated to the appropriate committee with the support of the Board Governance Committee.

This policy will be reviewed and evaluated on a bi-annual basis by the Board with the support of the Governance Committee.

COMMUNICATION OF POLICY

All new board members will be given a copy of this policy as part of their orientation package upon joining AFP Canada. Updates will be shared if changes are made to the policy during the biennale review. The policy will be posted, along with the contact information for the chair of the board Governance Committee, on the organization's website.

LEGAL GUIDELINES

AFP Canada will follow legal requirements set forth by Federal and Provincial Legislation in the jurisdictions in which it operates. This includes, but is not limited to, the Canadian Human Rights Act, the Employment Equity Act, the Accessible Canada Act, the Accessibility for Ontarians with Disabilities Act, the Accessibility for Manitobans Act, and the Nova Scotia Accessibility Act.

POLICIES CONTROL

Date Approved:	May 27, 2022
Date Revised:	n/a
Date of Next Review:	Every two years

ADDENDUM

Useful Links

https://afpglobal.org/inclusion-diversity-equity-and-access-idea-definitions

https://www.ohrc.on.ca/en/teaching-human-rights-ontario-guide-ontario-schools/appendix-1-glossary-human-rights-terms

https://afptoronto.org/events/being-black-in-philanthropy/

https://afpglobal.org/news/message-andre-dowell-black-history-month-and-fundraising