



SECTION 5 – MEMBERSHIP ENGAGEMENT/IDEA

AFP Chicago Board Resolution and Policy on Inclusion, Diversity, Equity and Access

Adopted April 23, 2004; Revised April 22, 2005; Revised June 16, 2017; Revised November 17, 2017; Revised November 16, 2018; Revised November 20, 2020

WHEREAS

AFP Chicago endorses AFP International's Inclusion, Diversity, Equity and Access (IDEA) Statement of Principles; and

WHEREAS

AFP Chicago recognizes that philanthropy and a robust fundraising profession require representation, leadership and equitable participation from all communities within its geography; and

WHEREAS

AFP Chicago acknowledges that there are systemic barriers and inequities embedded in its current practices; and

WHEREAS

AFP Chicago understands that an inclusive, equitable, accessible and diverse profession benefits everyone and is essential to the mission of the Chicago Chapter; and

WHEREAS

AFP Chicago recognizes that it is the responsibility of all chapter leaders and members to be champions for IDEA, advocating for and practicing inclusion, diversity, equity and access in all aspects of their engagement with AFP and professional work.

THEREFORE BE IT RESOLVED THAT:

AFP Chicago will devote its resources to ensuring that its leadership, membership and public presence reflects the diversity of metropolitan Chicago, and

AFP Chicago commits to deliberate actions, proactive programs and tangible solutions that identify, address and rectify current inequities and result in inclusion, diversity, equity and access in all aspects of its operations and public presence; and

AFP Chicago as well as each of AFP Chicago's working groups shall have IDEA embedded in their overall and programmatic goals and objectives; and

Progress toward IDEA goals shall be tracked and measured and reported at each board meeting.