



WII Chapter Ambassador  
Program Topics

**1) Women's Impact Initiative Program**

- a. Mandate
- b. Accomplishments
- c. Overall Program Information

**2) Sexual Harassment**

- a. Definition
- b. Sexual Harassment in the Philanthropic Sector
- c. AFP/Ohio State University Sexual Harassment Survey Results
  - a. 2018
  - b. 2020
- d. Addressing Donor Misconduct
  - a. Support Your Team
  - b. Set Policies
- e. Literature and Resources

**3) Inclusion, Diversity, Equity and Access**

- a. Definitions
- b. AFPs Commitment to IDEA
- c. How Organization can Improve IDEA
- d. How Funders can Improve IDEA
- e. How Organizations can Improve IDEA
- f. Literature and Resources

**4) Gender Equality**

- a. Definitions
- b. Promoting Gender Equity
- c. Unconscious Bias
- d. COVID Effects on Women

**5) Male Allyship**

- a. Definitions
- b. Male Bias
- c. How to be an Active Male Ally

**6) Pay Equity**

- a. Impact of Gender of Fundraising Salaries
- b. How to Combat Pay Inequity
- c. Equity and Leadership
- d. Case Study
- e. Pay Inequity in the US
- f. Pay Inequity in Canada

**7) Alford Group Mentor Program**

- a. Goals
- b. Timeline