



AFP Okanagan Strategic Plan 2018-2021

Goal # 1: To promote inclusion, diversity, equity and access (IDEA)

AFP Okanagan reflects a diverse and inclusive community, evolving and enhancing our national influence and mission impact.

Objective and Tasks

1. Participate in IDEA Training with Board
2. Define IDEA and ensure board resolution is approved.
3. Create an inclusive and accessible environment for our diverse members, donors and community partners to participate equitably.
4. Ensure that AFP activities in Okanagan practice diversity across multiple dimensions. Embraced within our work will be culture, race, gender, geography, the Indigenous community, and our official languages.
5. Ensure that representation on our AFP Chapter Boards, as well as our volunteer groups, reflects the communities, which we serve. We will actively work to reduce barriers to make these roles more accessible to diverse individuals.
6. Develop a plan for increasing diversity within the chapter
7. Apply for IDEA Designation

Discussion

There are obvious “classifications” people think of when addressing diversity. We usually depend on visual clues and preconceived notions to classify each other by race, sex, sexual orientation, religious affiliation and physical ability. Here are other types of diverse groups/characteristics to consider:

- gender (different than sex)
- socioeconomic status
- ethnicity
- language
- age
- parental status
- culture
- diet (which is often, but not always, a function of health consideration, culture or religion)
- education level
- geography
- political/ideological beliefs
- marital status
- citizen status

Definition of Diversity

DIVERSITY in fundraising (def.) - Diversity is the seeking and achieving of a broad representation of experiences, perspectives, opinions and cultures. Diversity includes and is not limited to-Race, gender, sexual orientation, religion, physical abilities as well as • socioeconomic status • ethnicity • language • age • parental status • culture • diet-which is often, but not always, a function of health consideration, culture or religion • education level • geography • political/ideological beliefs• marital status • citizen status). Inclusiveness is an essential source of vitality and strength for the effective pursuit of an organization's mission.

Board Resolution

WHEREAS the vision of Association of Fundraising Professionals (AFP) Okanagan is to stimulate a world of generosity and positive social good through fundraising best practice; and,

WHEREAS AFP Okanagan's mission is to empower individuals and organizations to practice ethical fundraising through professional education, networking, research and advocacy; and,

WHEREAS philanthropy requires a continuous renewal of ideas and perspectives that reflect the evolving needs and diversity of the communities it is embedded in through the equitable participation of its members; and

WHEREAS AFP Okanagan recognizes inclusion as essential to the vitality; creativity; innovation; strength.; and impact of any organizations; and that inclusion involves respectful environments intentionally open to all; values and welcome the contributions and equitable participation of every individual; and reflects and respects those they serve; and,.

WHEREAS AFP Okanagan recognizes the diverse makeup within and between the communities that we serve and values these differences as integral to our overall makeup, operation and effectiveness as a worldwide association; and,

WHEREAS AFP Okanagan will be guided by the principle that equity means more than treating people in the same way; it requires creating a level playing field for individuals or groups according to their respective needs, which may include equal treatment or treatment that is different but is considered equivalent in terms of rights, benefits, obligations and opportunities; and,

WHEREAS AFP Okanagan is committed to fostering attitudes, behaviours and procedures to facilitate access that promotes equity and diversity, fosters inclusion and allows people to maximize their contribution to our association and communities they serve; and,

WHEREAS AFP Okanagan is committed to inclusion, diversity, equity and access in the selection process and criteria for all staff, volunteer positions, board appointments, committees and working groups; and,

WHEREAS AFP Okanagan Board will set IDEA goals appropriately aligned with their position as a part of an international organization: and,

WHEREAS the AFP Okanagan IDEA Chair or designated person with report to the Board twice each year on initiatives taken to advance our inclusiveness and demonstrate our commitment to diversity, equity and access; and,

WHEREAS AFP Okanagan will set IDEA goals, consistent with the overarching AFP Global Goals but tailored to meet our chapter's unique constituents and stakeholders.

THEREFORE BE IT RESOLVED THAT AFP Okanagan will lead our sector in achieving inclusion, diversity, equity and access by taking continuous, quantifiable action, dedicated to these goals, throughout AFP governance; leadership and staff; committees; membership; volunteers; programs and activities.

Plan for IDEA for 2019-2021

1. IDEA Board Training including discussing and defining Diversity as a board – Completed December 2019
2. Board Resolution on IDEA – Completed January 7, 2020
3. Designate an IDEA Chair/Delegate to lead our board and chapter in the areas of inclusion, diversity, equity and access. This person reports to the Board twice a year on the activities, workshops and related information specific to our commitment to IDEA.
4. Include a budget line for IDEA activities – funds for meetings in other regions of the Okanagan, technology, recruitment. – Completed January 7, 2020
5. Include IDEA as a goal in our Strategic Directions for 2019-2021. Goal was established in 2018 and we are reviewing February 2020.
6. Host one IDEA programming session – Scheduled for September 2020.
7. Survey our members to determine needs, barriers, demographics (age, type of charity, salary ranges, years in fundraising) geographical barriers. – July 2020