



Association of Fundraising Professional – Greater Houston Chapter

Inclusion, Diversity, Equity & Access Plan

GOAL

To implement a plan that insures Inclusion, Diversity, Equity & Access (I.D.E.A.) is encompassed in all chapter operations.

DEFINITION

The Association of Fundraising Professionals-Greater Houston Chapter (AFP-GHC) defines I.D.E.A as follows:

Inclusion: The ability of AFP-GHC to attract, retain, accommodate, and involve a range of diverse people who are valued, accepted, and comfortable at the international, national, regional or local chapter level.

Diversity: AFP-GHC defines diversity as a core value. It is an inclusive concept encompassing, without limitation, race, color, ethnicity, gender identity, sexual orientation or identity; religion, nationality, age, economic class, educational level, language, physical, mobility and ability, geography, and marital and parental status. The state of being diverse means having the broadest possible representation of individuals, experiences, and perspectives in all-encompassing terms.

Equity: 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.

Access: The commitment to foster attitudes, behaviors, and procedures to facilitate access that promotes equity and diversity, fosters inclusion and allows people to maximize their contribution to our association and communities that our members serve.

GOVERNANCE

1. AFP-GHC will adopt a Board Resolution on I.D.E.A.
2. AFP-GHC will create a I.D.E.A. Committee comprised of volunteers from every chapter committee (or as many as feasible); this philosophy ensures that a

commitment to diversity and inclusion will be emphasized in all chapter activities, as well as assisting with the integration of diversity and inclusion efforts in all areas of chapter infrastructure (e.g., Membership, Education, Programming, Communications, etc.).

3. The Chair of the I.D.E.A Committee will sit on the Chapter Board; this enhances the role of the Chair as a leader and focal point for the chapter's diversity and inclusion efforts.
4. AFP-GHC will perform a self-assessment to determine the current status of its diversity and inclusion efforts. This assessment will be a three-part process.

I. *Assessment of the chapter's demographic composition.* AFP-GHC will request a summary of demographic information from IHQ's staff. This is comprised of demographic information that the member has the option of filling out. AFP-GHC will also conduct a separate member survey for additional information.

II. *Conduct an Internal Survey.* I.D.E.A. committee will evaluate the composition of the chapter board, membership and committees to make sure it represents the community the chapter serves; develop an assessment matrix, formal or informal, which relates to analyzing the board membership by type, ethnic group or any such category.

III. *Culture Check* of chapter activities and programs to ensure that the chapter is being considerate and inclusive of underrepresented populations within the chapter and community-at-large. Items to consider would be the location of chapter meetings, composition of attendance at chapter programs, content of programs, speakers, funds earmarked for diversity programs, etc.

5. Ensure diversity and inclusion vision and language is in the AFP-GHC Strategic Plan and set measurable objectives with regard to chapter diversity and inclusion efforts.

MEMBERSHIP

1. Use the peer principal to identify, cultivate and recruit diverse members. Peers not only give to peers, they recruit peers.
2. Set a chapter goal on the number of diverse individuals that will be recruited for the year.
3. Recruit committee members that are diverse and may or may not be AFP members, but have access to diverse communities in your region.
4. Understand the diversity in our community and offer incentives that will reach this audience.
 - Tailor membership recruitment material for different diverse audiences

- Cultivate diverse individuals or organizations by inviting them to be a guest at AFP sponsored events (e.g., awards lunch, workshop, committee meeting)
5. Establish an outreach subcommittee that will focus on recruitment of diverse individuals for chapter committees and membership.
 6. Allocate money in the chapter's annual budget to pay for five lunches for diverse guests. Use the opportunity to educate them about AFP. Ask their help in identifying additional diverse prospective members.
 7. Participate in at least one event each year that is integral to a "diverse" community.

PROGRAM DELIVERY

1. Engage speakers and workshop leaders with diverse backgrounds for chapter programs. Some examples are:
 - a. Women, Wealth and Philanthropy
 - b. Understanding LGBTQ Donors and Prospects
 - c. Giving in Different Ethnic Groups
2. Designate one month's educational luncheon to a topic that revolves around I.D.E.A. Possible topic: How philanthropy functions in diverse groups.
3. Establish a network of professionals with diverse backgrounds (check with national associations and get local member listings, university professors).
4. Offer scholarships to attend chapter programs to individuals with diverse backgrounds.
5. Establish a mentoring program for individuals from diverse organizations.
6. Develop one joint program/workshop in conjunction with an organization that has a diverse staff and constituency.
7. Ask chapter members to network to identify diverse professionals who can make presentations to our chapter (e.g., CPA's, fundraisers from other chapters, attorneys, marketers, public relations professionals, members of the media, etc.).
8. Commit money (\$100) from the budget to co-sponsor an event with an organization that serves a diverse constituency.
 - a. Make sure members from our chapter attend the event to help recruit prospective new members.

COMMUNICATIONS

1. Insure all chapter material uses inclusive language and imagery that reflects AFP's diversity goal.
2. Include the following on all chapter communications, seat sheets and e-Blast:

AFP-GHC is committed to Inclusion, Diversity, Equity and Access (I.D.E.A.) in all chapter activities.

3. Dedicate a section in the monthly e-Blast dedicated to I.D.E.A.
 - a. Ask a member of a diverse group to write an article for the chapter's blog and/ or e-Blast.
 - b. Spotlight a nonprofit organization that focuses on diversity, not only with regard to ethnicity but also to the exciting differences in communities in terms of age, race, interests, values and sexuality in the chapter's blog and/or e-Blast.
 - c. Include stats that relate to diversity and inclusion in philanthropy and/or the fundraising profession.

NATIONAL PHILTHANTHROPY DAY AWARDS

1. Dedicate an award to either an individual from a diverse background and/or an organization that focuses on diversity, not only with regard to ethnicity but also to the exciting differences in communities in terms of age, race, interests, values and sexuality.