



## **AFP-GHC Inclusion, Diversity, Equity and Access (I.D.E.A) Statement of Principles**

AFP-GHC is committed to developing and maintaining a diverse organization that reflects, is responsive to, and embraces the diversity of the communities we serve throughout the world; respecting and valuing all people.

AFP-GHC is committed to promoting an inclusive, equitable and accessible organization where every member, volunteer and board member can realize their potential and have their contributions valued.

AFP-GHC recognizes that Inclusion, Diversity, Equity & Access (IDEA) are central to its mission. The following are AFP-GHC's Statement of IDEA Principles;

- Recognizing others as different but equal.
- Respect and empathy for all.
- Trust and integrity that facilitates the integration of different and multiple voices in organizational discourse.
- Demonstrated appreciation for different voices, active listening; open to disparate viewpoints and opinions, and facilitating dialogues among the diverse groups.
- Practicing and encouraging transparent communication in all interactions.
- Developing participative decision making; problem solving; and, team capabilities.
- Exploring potential underlying, unquestioned assumptions that interfere with inclusiveness.



**Association of Fundraising Professionals – Greater Houston Chapter Inclusion, Diversity, Equity & Access (I.D.E.A) Board of Directors Resolution**

Association of Fundraising Professionals-Greater Houston Chapter (AFP-GHC) formally adopted the following policy at its \_\_\_\_\_ meeting.

*WHEREAS* the vision of AFP-GHC is to stimulate a world of generosity and positive social good through fundraising best practice; and,

*WHEREAS* the mission of AFP-GHC 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-GHC recognizes inclusion as essential to the vitality, creativity, innovation, strength and impact of any organization; and, that inclusion involves respectful environments intentionally open to all; values and welcomes the contributions and equitable participation of every individual; and, reflects and represents those they serve; and,

*WHEREAS* AFP-GHC 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-GHC 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-GHC is committed to fostering 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 they serve; and,

*WHEREAS* AFP-GHC is committed to Inclusion, Diversity, Equity & Access (I.D.E.A) in the selection process and criteria for volunteer positions, board appointments, committees and working groups; and,

*WHEREAS* AFP-GHC Board will I.D.E.A goals appropriately aligned with our position as part of an international organization and goals that meet our chapter’s unique constituents and stakeholders; and,

*WHEREAS* the I.D.E.A Chair will report to the Board, periodically, on initiatives taken to advance our inclusiveness, and demonstrate our commitment to diversity, equity and access; and,

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

Signed by: \_\_\_\_\_ Date: \_\_\_\_\_

Melissa Simon, MSW, CFRE, AFP-GHC President

Signed by: \_\_\_\_\_ Date: \_\_\_\_\_

Vida L. Avery, PhD, AFP-GHC I.D.E.A Chair