



AFP Charlotte Board Resolution on Inclusion, Diversity, Equity, and Access

Adopted 8/14/2018

Similar to how philanthropy is embedded in our culture and drives the philosophy of AFP Charlotte, so should inclusion, diversity, equity, and access (IDEA). Guided by the AFP Charlotte Board of Directors, the principles of IDEA will be interwoven throughout all aspects of our work in membership, programming, and outreach.

Ensuring diversity in philanthropy will require the following:

- Membership that is representative of the communities we serve
- Perspective that reflects the evolving needs of our community and sector
- Continuous renewal of ideas

AFP Charlotte embraces the IDEA principles set forth by AFP International as defined below:

- **Inclusion:** The ability of AFP Charlotte to attract, retain, accommodate, and involve a range of fundraising professionals who are valued, accepted, and comfortable within our Chapter.
- **Diversity:** The inclusive representation and acknowledgement of varied experiences, perspectives, opinions, cultures, and identities. AFP Charlotte affirms diversity as a core value in the profession. The strategies and goals of our fundraising should be reflective of the communities we seek to strengthen.
- **Equity:** The responsibility of AFP Charlotte to create a level playing field for members that ensures equal or equivalent opportunities, rights, and treatment for all.
- **Access:** The commitment of AFP Charlotte to allow people to engage and maximize their contribution to our Chapter and community.

AFP Charlotte, along with myself as a board member, are committed to achieving diverse practices by taking continuous, observable actions to enhance the IDEA principles, the overall strength of the organization, and its impact on the community.

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Signature: *Brittany Jenkins*