



2015 Friends of Diversity Designation
To be awarded at the 2016 AFP International Conference in Boston, MA

AFP's Strategic Plan is the blueprint for organizational growth and success in the future. For the strategic plan to be effective, it must be implemented through a partnership between the International Headquarters and the local chapters. As each chapter contributes its part to the overall Strategic Plan, AFP will meet its goals and continue to advance philanthropy and the fundraising profession around the world. One of the specific goals in the plan is *AFP will embrace and engage diverse individuals, groups and organizations within the fundraising profession.*

Program Mission

The Friends of Diversity Designation recognizes those chapters who have accomplished many of the key objectives outlined in the advancing diversity strategic goal. This designation encourages chapters to perform specific activities designed to increase diversity and inclusion within fundraising and public awareness of the importance of philanthropy in all cultures.

AFP International Headquarters will publish a list of chapter goals. Chapters that successfully accomplish six of those goals during the year – and submit a nomination form – will be honored with the Friends of Diversity Designation.

Eligibility

The Friends of Diversity Designation can be earned by all AFP chapters. Once a chapter fulfills the necessary six goals, it becomes eligible to receive the award. The chapter award nomination form is due by February 1, 2016, for activities completed during the 2015 calendar year. The application must be signed by the chapter president and the chapter's diversity and inclusion chair.

Process

The goals may change every year, reflecting adjustments in the Strategic Plan and in AFP itself, although some goals may be constant year-to-year. Six goals will be required of all chapters participating in the program. The one other goal may be chosen by the chapter from the list of optional goals.

The AFP Diversity and Inclusion Committee reserves the right to confirm goals on a nomination-by-nomination basis as it deems appropriate.

Resource

If your chapter needs any additional information about completing any of the goals, please refer to the Chapter Diversity and Inclusion Resource Guide located on the AFP website in the Member Gateway, Chapter Resources Section. It is a valuable tool to help you.

AFP Diversity and Inclusion Philosophy Statement

AFP believes that diversity and inclusion create a strong, vital and unified force for the effective pursuit of an organization's mission and achieving philanthropic success.

AFP Definition of Diversity in Fundraising

Diversity and Inclusion in Fundraising – seeks to achieve a broad representation of experiences, perspectives, and cultures to ensure that the best possible thinking, ideas, opportunities and solutions are considered; intentionally creates a respectful and welcoming environment that is open to all; and appreciates the unique contributions of every member of the community.

Presentation of Designation

AFP will award which chapters have accomplished the necessary goals to earn the Friends of Diversity Designation.

Friends of Diversity chapters earn the privilege of displaying the Friends of Diversity logo on their chapter's page on AFP's website and may use the logo on their own websites, newsletters and stationery. Chapters will be listed in the Diversity section of the AFP website and on signage at the AFP International Conference on Fundraising and at the Leadership Academy.

Send nominations to:

Association of Fundraising Professionals
Attn: Lori Gusdorf, CAE
Friends of Diversity Designation
4300 Wilson Boulevard, Suite 300
Arlington, VA 22203-4167

Fax: 703-684-0540

Email: lgusdorf@afpnet.org

Deadline

Chapters must submit the nomination form by the deadline date. If mailed, the form must be postmarked on or before February 1, 2016. If sent by fax, chapters shall be responsible for obtaining a fax confirmation indicating receipt by AFP by close of business on February 1, 2016. The sender will be notified via email that the nomination form has been received by AFP.

Charles R. Stephens Excellence in Diversity Award

All chapters are encouraged to nominate themselves for the Charles R. Stephens Excellence in Diversity Award recognizing an AFP chapter annually on their accomplishments in the area of diversity and inclusion. Visit the AFP website at www.afpnet.org for more information and to download the nomination form.



2015 FRIENDS OF DIVERSITY DESIGNATION

DEADLINE FOR SUBMISSION: Monday, February 1, 2016

Award to be presented at the 2016 International Conference in Boston, MA

Chapter Profile and Instructions

Chapter Name _____

2016 Chapter President _____

Chapter Nominator (person completing the form) _____

Chapter Nominator's Telephone # _____

Email address _____

Please check all the goals that were accomplished by the chapter. The Chapter must complete the six required goals in Part I and at least one of the optional goals in Part II to be considered for the award. The chapter will need a total of seven completed goals to be considered for the award, but is encouraged to check as many as the chapter has accomplished.

Required Goals

Part I: Chapters must meet all 6 goals

- The chapter has had a discussion and defined the definition of diversity in fundraising for the community that the chapter serves. This definition is in written form and used in chapter materials and is reviewed at least every three years. The definition is:

- The chapter has established a diversity and inclusion chair and/or committee that will serve the planning and guiding role for the chapter's diversity efforts. If the chapter does not have a diversity and inclusion chair, please indicate which committee has written responsibility for the chapter's diversity and inclusion efforts.
- The chapter's communication policy or practice insures that all chapter material use inclusive language and imagery that reflect AFP's diversity goal.
- The Chapter's Board passed or reaffirmed a Board resolution that defines the chapter's commitment to diversity and Inclusion, and is reviewed at least every three years.
- The chapter created OR worked on implementation of a previously-created written diversity and inclusion plan in 2015. (A copy of the written plan is required. Please submit a copy of the plan so we may include it in the Chapter Resources Section of the AFP Resource Center for other chapters to have as a resource.)
- The chapter held an organized event or activity in 2015 that either focused on or incorporated the importance of diversity and/or inclusion.
Date: _____ Title of event: _____
Description: _____

Optional Goals

Part II: Chapters must complete at least 1 of the 8 goals

- The chapter submitted a nomination for the Charles R. Stephens Excellence in Diversity Award.
- The Chapter has received the Charles R. Stephens Excellence in Diversity Award within the last five years
- The chapter created OR worked on implementation of a mentoring program for fundraising professionals with diverse backgrounds.
- The chapter sponsored or co-sponsored a joint program/workshop in conjunction with an organization that has a diverse staff or constituency.

Date: _____ Name of Program: _____
Location: _____

- The chapter has allocated a budget specifically for increasing the diversity within the chapter's membership and/or programming.
- The chapter has included diversity and inclusion in the chapter's written strategic plan.
- The chapter had at least one member actively serving on the AFP International Diversity and Inclusion Committee during 2015.
Member's Name and Committee: _____
- The Chapter sponsors a collegiate chapter.

Verification

We hereby certify that, to the best of our knowledge, the statements contained herein accurately reflect the circumstances reported. Signatures of the chapter president and diversity and inclusion chair are required. [Note: Electronic signatures – either an inserted scanned signature or electronic signature verification – are acceptable. Names typed in the signature line do not constitute an electronic signature.]

Print name and title: _____ Signature: _____

Print name and title: _____ Signature: _____

Submission

All nomination forms must be received at IHQ on or before Monday, February 1, 2016 or be emailed to IHQ by close of business on February 1, 2016. **Receipt of Friends of Diversity nomination form will be acknowledged to the sender via email.**

Send nomination to: Association of Fundraising Professionals
Attn: Lori Gusdorf, CAE
Friends of Diversity Designation
4300 Wilson Boulevard, Suite 300
Arlington, VA 22203

Fax: 703-684-0540
Email : lgusdorf@afpnet.org