# Equity, Diversity, and Inclusion Current State Analysis

*March 2023*
*For AFP Ottawa Chapter Board of Directors*

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# Introduction

In May 2022, the leadership team with the Association for Fundraising Professionals, Ottawa Chapter (AFP) contracted with external facilitators, INclusion Incorporated (ININ) to help foster a better understanding how well the organization is doing with respect to their Equity, Diversity, and Inclusion (EDI) journey.

This work will support AFP Ottawa to understand their current state and to have guidance about how to move forward on their EDI journey.

# Approach to the Audit

**Audit of Current State**

An audit of the current state involved understanding the status of diversity, equity, and inclusion within an organization, particularly the sense of belonging and of feeling valued, respected, and included in the organization and the barriers that are preventing these experiences from occurring.

Review of current policies and processes

Conduct the BelongINg Metric - INclusion INdex survey for Board and Members to understand the demographics of their membership, and the feelings of those members about their experience with AFP Ottawa,

Taking what is learned through the equity audit and survey results, undertake interviews or small focus group discussions to dig deeper into what we learned.

**BelongINg Metric – INclusion INdex**
- Demographics of
  - Board and committees
  - Membership
- Inclusion Scale which brings together determinants on trust, belonging, fairness, expression, and respect across their experience in the organization.

**Policy Review**
In this stage we dug into your policy and processes to understand the current state and what might be supporting or hindering your DEI efforts. This work reviewed and offered recommendations for going forward and to build into the action plan.

**Website Review**
In this stage we did a review of the website and core communication approaches across AFP Ottawa to understand the approaches currently in place to communicate with membership and the broader community.

**Engagement with the AFP Membership**
Completed focus groups with members from across the organization to explore insights surfaced from the data analysis prioritizing themes that came up through that process.

**Development of Audit Report**
- Draft of an Audit report based on the inputs from the current state inputs and review.
- Deliver a final Audit report of the current state of EDI with strategic recommendations to frame how AFP Ottawa should move forward.

## Current State, Key Learnings & Recommendations

This section of the report shares the learnings that came through from the EDI Audit, and weaves together of many methodologies that were undertaken into a concise plot that shares "What We Learned" with references to places where we learned it, the Key Learnings for each theme area and Recommendation that will help inform the action plan.

### WHAT WE LEARNED

This section of the report shares the learnings that came through from the EDI Audit, and weaves together of many methodologies that were undertaken into a concise plot that shares "What We Learned".

### Lack of Diversity Impacting Participation

The lack of diversity in programming is impacting participation. This lack of diversity in programming seems to be informed by lack of diversity in members who participate in planning and becomes a double-edged sword where AFP cannot diversify ideas without diverse people with diverse experiences at the table but can also not get these diverse people at the table because they do not see themselves or their experiences represented. Through this process, we saw the least engagement from members from the under-represented groups. This is an indication of lack of trust in the process, a lack of trust that their ideas will be taken seriously and a lack of belief that the process will lead to meaningful change.

**Recommendations to support increased diversity:**
- A good way to approach this challenge is to look beyond current networks and current sector to diversify ideas and approaches. Specifically, look to other areas even outside of fundraising in order to have diverse perspectives at the table if there is an inability to get that from within.
- Engage members through the process from ideation to execution. It is also important to let members know in advance when and how they will be able to participate. This will let members feel/know that their input will be valued and that they were intentionally built into the process.
- Be intentional with the changes made and added to your website and policies. A website and other communication channels are an extension of your organization and should reflect your vision and mission but also your capacity to follow through on your representation and commitments.
- Share more stories and different voices but be careful not to fall into tokenism or taxing the same people to be the "face of diversity" in your association.
- Highlight and share profiles/stories on fundraisers from organizations that support charities focused on equity seeking groups.
- Provide non-voting roles on the Board where you can mentor new folks to learn about governance.
- Consider what equity-based supports need to be in place to assist equity-deserving groups to take on leadership roles within the organization.

- Provide EDI education for Board and Membership.
- Ensure events and membership engagement is accessible for all abilities.

### *Equity Lens Required*

Throughout the policy review, it was clear that the organization has operated in the same ways for a long time, and that has resulted in a sameness of who is involved. In order to move forward with equity work, host more inclusive events, and attract and retain new members and Board to the organization, there is a need to consider each policy, decision and event within the organization with an equity lens. There is also a need to branch out of the "normal" and typical approaches and topics.  By diversifying approaches and topics, members who are not typically engaged may be enticed to participate.

**Recommendations to support adding an Equity Lens**
- This can be undertaken by engaging folks with different lived experiences to review these items before they are moved forward.
- An "equity lens" tool can be developed which asks a series of questions to support identifying where inequities might be at play.
- Map already existing ideas, events, initiatives into themes and see where gaps which will allow for AFP to fill theme and area gaps.

### *Need for Change*

Related to the theme above, many of the ways AFP Ottawa has operated has been in place for a long time, and there is an opportunity to bring innovation, creativity and new ways of operating to move forward in more equity focused ways. The sentiment that members are receiving the same information, the events are the same and the ideas are the same suggests that there is a need for change and innovation.

Through the INclusion INdex we heard that English only programming, accessibility and finances were the main barriers limiting participation and a feeling of belonging to part of the AFP Ottawa community, and this is from people who have gotten involved in your work. If these folks are navigating these barriers, imagine how many people have chosen to not get involved when they encountered some of these challenges.

**Recommendations for the Need to Change**
- Consider adding an award that could focus on charities/fundraisers supporting/making a difference in the areas of Diversity, Equity and Inclusion.
- Add French language options in communications, marketing, website, social media and event offerings.
- Review accessibility of events and member engagements to minimize barriers to participation.
- Consider sliding scale options for membership and events for those who need lower cost options to engage.

*Need for internal capacity to reach equity goals*

AFP Ottawa has a need to be more strategic about leveraging internal knowledge to support with equity goals. The existing Board and Committee is seeking opportunities to make meaningful change and has opportunities to do so, especially if they can find expertise to support this work.

**Recommendations for the Internal Capacity to Reach Equity Goals**
- Review policy recommendations to build opportunities for more inclusive practices as AFP moves forward.
- Recruit Board and Committee roles that have specific expertise in EDI.
- Expand board roles to be minimum two years to allow for learning about the organization.
- There is an opportunity not only to set targets for Board positions but also to include commitments to outreach to ensure that intentional effort is made to meet targets. You can see this in certain initiatives such as the Canada 50/30 initiative setting targets for 50% gender representation and 30% all other diversity.
- In addition to Fair behaviour policy, many boards incorporate EDI directly into their code of conduct to ensure alignment to their values as an organization. This may be something that AFP can consider.
- Mandatory EDI training, and goals for board members.

*Challenge the history of Fundraising to increase new members and challenge historical narratives that hinder different groups from participating*

We heard from members that the history of fundraising, including the way the field has/is dominated by White women, relies on the narrative of the white saviour and the misconception that fundraising is a field where you cannot get paid, impacts the sectors' ability to grow in various directions. Members also named challenges in recruiting younger members. There is an opportunity to challenge these narratives as a way to attract new and diverse members.

**Recommendations for challenging the history of Fundraising**

- Work with colleges, universities and students' associations to promote fundraising as a profitable career that aligns with their values and principles
- Host workshops and educational sessions about the history of fundraising and how it has changed over the years
- Create profiles of fundraisers doing new and exciting work that can inspire young people and new members

## Conclusion

As we consider where AFP Ottawa is today, it is important to remember this is one moment in time we are examining. The Board invested in understanding your current state, so that you could find new ways forward. To quote the prolific writer and thinker, Maya Angelou: When you Know Better, Do Better. Through this work, the opportunity is to learn what AFP Ottawa can do better, and then to explore how to do better to create a more diverse, equity and inclusive culture.

AFP Ottawa has many opportunities to consider equity in more intentional ways as you move forward. Many of these will not take much capacity or expense, but do offer a new way to undertake work together.

# APPENDIX A – POLICY REVIEW

## Introduction to the Policy Review

The policies were reviewed in October 2022, and the policy review was undertaken by three members of the INclusion INcorporated team. This is part of the Equity Audit project that AFP is undertaking over fall 2022 and winter 2023.

## Content Reviewed

The policies that were provided by AFP for review included Board Chapter policies for:

1. Budget Policy, May 21, 2015
2. Conflict of Interest and Non-Disclosure Agreement
3. Non-Disclosure Agreement
4. Board Diversity Policy
5. International Service Policy
6. Fair Behaviour Policy
7. Chapter Officer Term Policy
8. Program Pricing Policy
9. Chapter Reserve Policy
10. Chapter Speakers Policy
11. Sponsorship Policy
12. Travel Policy for National and International meetings
13. Voting Policy
14. Website Privacy Policy
15. Whistleblower Protection Policy
16. Cheque Writing Policy
17. Refund/Return Policy

The following are opportunities that were identified in the policy review to help increase EDI lens on the policies. If policies are not included below, it was felt that they appropriately addressed any potential barriers to EDI based on the policies themselves.  Overall, AFP had strong policies. The levers mentioned below are opportunities to continue to strengthen the policies from an EDI perspective to support board members to bring their best selves, lived experiences and diverse perspectives to the table with less obstacles or barriers.

| Policy | Additional Comments | Levers (Opportunities) |
|---|---|---|
| **Budget Policy** | No major recommendations for changes in terminology | Opportunity to include a paragraph that sures that all budgets are set to ensure delivery of programs and services in an inclusive way so that all members, regardless of their diversity have equitable access to programs and services through the set annual budget. |
| **Diversity Policy** | Excellent practice to include a diversity policy for the board. It currently identifies various areas of diversity including:<br>1. Development background and roles<br>2. Fields of expertise (other than development, e.g. management, finance, etc., should include EDI expertise)<br>3. Geographical representation (e.g. city, region)<br>4. Gender, ethnicity, lifestyles, age range, culture and language<br>5. Organizational representation and size (e.g. arts, social services, education, etc.)<br>6. Membership Category Type(Professional, Corporate, Young Professional etc.)<br>7. Language<br><br>The current practice of annual review of this policy is a great practice to continue with. | This list does not include people, race, IBPOC, sexual orientation, etc. it would be beneficial to include under section iv - Gender, ethnicity, lifestyles, age range, culture and language.<br><br>Some organizations set targets around the diversity they wish to see on the board. This may be an opportunity for AFP – however, the organization would need to ensure that its reach for board representation is extensive when undergoing the elections/appointment process. Otherwise, you would not be able to reach such targets.<br><br>There is an opportunity not only to set targets but also to include commitments to outreach to ensure that intentional effort is made to meet targets. You can see this in certain initiatives such as the Canada 50/30 initiative setting targets for 50% gender representation and 30% all other diversity.<br><br>AFP should strongly consider recruiting board members who have an expertise in EDI/Anti-racism. This will allow decisions that happen at the board level to have an equity lens applied to them from the governance level. The policy should also speak to training and development for board members that focus on organizational commitments including EDI/anti-Racism.<br><br>Further, while the policy mentions removing barriers that are "systemic, physical or otherwise", it would be beneficial to include language around structural barriers as well, as |

| Policy | Additional Comments | Levers (Opportunities) |
|---|---|---|
| | | in, the structure of AFP, including hierarchy, membership, etc. |
| **Fair Behaviour Policy** | Excellent opening on this policy with a zero tolerance towards discrimination and harassment. | You may wish to also consider incorporating what the expectations are of the board (i.e. showing up with respect and inclusion) in addition to what is not appropriate behaviour.<br><br>It may also be worth including how will AFP take a zero tolerance approach.<br><br>In addition to Fair behaviour policy, many boards incorporate EDI directly into their code of conduct to ensure alignment to their values as an organization. This may be something that AFP can consider. This can include taking mandatory EDI training, and goals for board members.<br>The policy may also benefit from language around culture, while it is important to note the kinds of behaviours that are unacceptable, it is important to include language that point people to the underlying/unspoken cultures that give way to the overt unacceptable behaviour.<br><br>The addition of victim or complainant centered approach would significantly benefit the policy. This approach puts the onus on AFP as an entity to utilize a praxis that does not create further harm.<br><br>Lastly, it would be extremely useful to consider changing the name of this policy, not only to ensure people looking for the policy that governs harassment can locate it with more ease but also to ensure the policy name is more in line with the content of the policy and is in line with the strong behaviour of the policy. |
| **Chapter Officer Term Policy** | | When pushing for EDI and strategic programs and planning for a board, often 1-year terms are difficult in maintaining a culture that you wish to thrive in. |

| Policy | Additional Comments | Levers (Opportunities) |
|---|---|---|
| | | Usually, the first year is used to learn and any additional years help in operating the organization effectively with inclusive leadership. Though there is opportunity for term to go up to 8 years, may want to consider increasing the first-year term to 2 years for consistency of practice, onboarding, and delivery of programming.<br><br>It may also be worth considering mentoring and succession planning as part of the term policy. If you must adhere to a 1-year term, consider thinking about how to ensure the success of board members who have been historically excluded from board spaces through a mentoring process or succession planning approach, allowing people to be ready before the official one year term.<br><br>Also consider having non-voting roles on the board to allow for inexperienced board members to gain experience before their official term begins. |
| **Speaker Policy** | No overarching concerns with the speaker policy – well laid out | One opportunity would be to increase representation of speakers within the policy to be inclusive of speakers from equity deserving groups as a requirement for Standing committee for events/education to incorporate into their programs and events. All checklists may need to incorporate this as a standing requirement for increasing diversity of speakers. This also helps members to feel more included when they see themselves represented in the speakers and educators. |
| **Chapter Travel Policy** | This policy creates great opportunities to send both the President/President Elect and one member to experience the AFP leadership academy and enables opportunities for individuals from all walks of life to build capacity within the organization without marginalizing those who cannot afford to do so. It also | Nothing further to add. |

| Policy | Additional Comments | Levers (Opportunities) |
|---|---|---|
| | creates equities annually when boards changes. | |
| **Whistleblower Protection Policy** | | As with the Fair behavior policy, this policy would benefit from language that considers what does it mean to be "whistleblower centric", meaning there is a culture that supports whistleblowers before and after the reporting of a perceived wrongdoing. Consider whistleblower and bystander training, thereby equipping members with the relevant tools. Further, clarification around the type of investigation that will take place will be helpful to creating a supportive culture. |
| **AFP Affiliate Volunteerism Policy** | There is great opportunity with this policy | An equity approach would suggest that where possible, financial support provided should be distributed through an equity criteria. |
| **Expense Authorization and Payment Policy** | Reimbursements made within 30 days is reasonable for reimbursement terms. | From an equity lens, it may be worth adding language on how members will be compensated if payments exceed 30 days or how to align the policy if they incur interest charges from being out of pocket costs up front.<br><br>There is also an opportunity to consider advance payment options for equity deserving groups, therefore putting the financial strain on the organization versus on the individual. |

## APPENDIX B - AFP Focus Group Summary

Four Focus Group sessions were held with different stakeholder groups within AFP including volunteers, non-English first language members, General members and members from under-represented groups.

The questions for the Focus Groups were:

- What does equity look like, currently, in your sector of fundraising?
- What kind of support do you think could benefit Member AFP and its members, especially the equity seeking members? What kind of workshops or what kind of support could a professional association provide?
- What are some of the challenges that you've experienced?
- With the data in mind, how do we ensure younger, diverse people are coming into fundraising roles and seeing it as a viable career opportunity?
- If somebody is outside of the organization – how do they see it? Do they see themselves? What did you think AFP was before you joined?
- Capacity wise – is there room to take on more? Are there ways to trade off or embed it so that it doesn't seem like equity is more extra work or a burden?
- What do you do the keep motivated?

The sharing of responses were then summarized into themes with observations and actions, and these are articulated below:

| Theme | Observations | Recommendation |
|---|---|---|
| Representation | ● AFP has demonstrated a willingness and openness to the conversation of representation, to,<br><br>● Ottawa is bilingual, but you often find that it's dominated by Anglophones. This presents a challenge, because people just assume it's going to be truly bilingual. It's important for AFP to consider how to ensure that its design is truly bilingual, especially in Ottawa, | ● Recruit and onboard more diverse Board/Committee members and AFP members<br><br>● There should be more visual representations of diversity coming from the organization. This representation should be reflected on the website and all other disseminated materials. Not limited to only promotional material, but also diverse representation among decision making bodies so that different voices are at the table. |

| | | |
|---|---|---|
| | where you do have a lot of Francophone speaking people.<br>● As more diverse peoples get involved in fundraising there will be more knowledge to pull from as people from diverse experiences have tools that will prove useful to the organization. Diversity will support in donors wanting to invest<br>● AFP is a membership driven organization. If we have a more diverse demographics of groups who are part of our organization the organization will generate more income. Diverse representation is good for business. | ● AFP should stress the Community importance of EDI for all members including information about the work of AFP Global and provide supports for it's members to learn more about EDI topics.<br><br>● AFP should heighten French representation and content<br><br>● Representation as it relates to multiple expressions and intersections needs to be better understood and implemented within the organization. Representation as it relates to sexuality, ability, language, race, and gender and more should all be accounted for in the work that is being done.<br><br>● Events or speakers should reflect the diversity of Ottawa. |
| Leadership | ● AFP leadership has shown a tendency to revert to the same activities, events practices, and perspectives. This tendency has resulted in the same kinds of people being featured continually.<br>● The leadership does not have a comprehensive approach to intersectionality | ● The board should take ongoing EDI education and training<br><br>● AFP leadership to commit to supporting peoples from diverse perspectives with social justice awareness to take on leadership roles<br><br>● Consider what equity-based supports need to be in place to assist equity-deserving groups to take on leadership roles within the organization. |

| Advocacy/ Influencing sector | ● Many participants "fell" into fundraising as opposed to studying any academic courses that prepared them for their roles. <br> ● Mentorship is an important dynamic within AFP | ● AFP needs to continue the pipeline of new fundraisers through workshopping and facilitating charitable learning in education spaces <br><br> ● AFP should future amplify the way it does advocacy by creating opportunities for peoples who usually don't have visibility to be given platforms <br><br> ● AFP should provide capacity building and professional development opportunities for equity seeking groups and agencies. The organization should assume an educative role in the sector <br><br> ● AFP should engage and partner with other institutions in order to build awareness about careers in fundraising and encourage students to study fundraising <br><br> ● Working with student groups may prove viable in introducing students to fundraising. AFP could host competitions around fundraising and facilitate speaking engagements at student events to promote fundraising as career <br><br> ● AFP should be more involved in creating an institutional approach to supporting youth in building capacity, such as amplifying youth oriented advisory groups <br><br> ● AFP should ensure that mentorship is supported by providing mentees with materials that are relevant to their experiences, especially in connection to what AFP does |
|---|---|---|

| History of Fundraising | • Fundraising, historically, is a very white-dominated space<br>• Fundraising has popularly been perceived as telemarketing and begging for money<br>• Historically, fundraising has been understood as very a volunteer driven industry. Now, it's moved into a direction where it's actually a career. The reason why it's a career is because it requires a special skill set and different knowledge sets that support in securing various funding streams<br>• Gendered ideas around the historical understanding of fundraisers *(being predominantly white women)* impacts the perception of the vigor associated with the role. Women fundraisers don't get regarded in the same light as men because of sexism. | • Confronting the racism and power dynamics embedded in the history of fundraising is a necessary step to addressing EDI/inequity<br><br>• AFP should participate in actively changing the historical narrative associated with fundraising through the work of EDI through storytelling about fundraisers who come from diverse backgrounds (either in Ottawa or from other places); actively challenging the stereotypes that come up; recruiting fundraising professionals from equity-deserving backgrounds and supporting their development. |
|---|---|---|

# APPENDIX C – WEBSITE REVIEW

A scan of each page within the AFP Ottawa website https://afpottawa.ca/ was performed using the lens of a first-time user.

It was reviewed for visual and explicit representation and looked at with a gender, racial, language, disability equity lens.

## Content Reviewed
The content that was provided by AFP for review included:
   18. https://afpottawa.ca/

## Overall Website Learnings and Recommendations
The following are opportunities that were identified in the website review to help increase EDI lens. If content is not included below, it was felt that they appropriately addressed any potential barriers to EDI.

Overall, website pages are clear and general for all professional fundraisers.

When thinking about reviewing or designing a website with EDI in mind, one can ask themselves: "who is using the website? What will their experience be like? Are we excluding any users with our design?" Inclusion and commitment to serving a diverse group should be explicit and easy to find/see.

## Images
Images used should represent a variety of members/users. The landing page has a carrousel of images showing a homogenous group of professional fundraisers. The assumption at first glance is that they are all white.

- Review stock images from your events and diversify the images used on your website.

- A review of some photo galleries shows a more diversified membership than the images first showed on your landing pages

- Considering using stock photos to show a more diverse and inclusive group

## Language

Associations in the Nationals Capital should offer information on their website in both French in English at a minimum

- Consider what other languages can be offered.

- Would a scan of your membership to discover how many languages are spoken allow for connection between different professionals?

## Gender representation

The balance between female and male presenting images is good.

## Diversity of culture, race, and ethnicity

Any representation of diversity in culture, race and ethnicity of AFP members is buried within photo galleries or news stories and not front and center in first images or website items a user would see when visiting the website for more information.

## LGTBQI2A+ representation/support

There is no clear representation or support of members of the LGTBQI2A+ community.

## Accessibility and representation of disability

A general accessibility scan of your website is offered below. Implementations around accessibility should include taking into consideration visual, sensory and intellectual impairment needs.

There are many website accessibility scans available online. It is recommended that AFP uses a checker regularly as content is updated to ensure they align with WCAG 2.0 guidelines.  The WCAG standards have 12-13 guidelines. The guidelines are organized under 4 principles: perceivable, operable, understandable, and robust. For each guideline, there are testable *success criteria.*

The scan assessed the accessibility of clickable links, titles on each page, orientation and navigation of the page, menus, graphics, forms, documents housed on the website, the font size and readability, carousels within the site, tables used, and any other general areas including the interface.

Overall, the website scan faired well on its accessibility. **Levers** or opportunities for further enhancement  were primarily on the use of titles, menus, and graphics.

a. **Titles** – Every page should include a single H1 Title - An H1 title provides information to blind-users using screen-readers of what the main topic of the page is; and each page should have exactly one H1 title.

Titles built as text tags should be labeled as headings for assistive technology - Elements that visually appear as titles but are coded with a non-heading HTML Tag should include a "role" attribute that equals to "heading" or have their tags fixed.

Titles should have a consistent hierarchy so that they are appropriately marked for assistive technology - Title levels should not be skipped and should be built with consistent hierarchy. For example: you cannot have "h4" titles and "h2" titles without having "h3" titles.

b. **Menus** – Menu dropdowns should be tagged for assistive technology. Though for the most part has been the case, there were four failed elements that showed up in the website coding that were not tagged.

Dropdown expanded/collapsed state should be represented in the code – similar to the dropdown menus, four elements were identified where this does not occur.

c. **Graphics** – Objects and embedded text of images should be described for assistive technology - Images should have an alternative text description that describes both the objects and the embedded text that the image contains, using the "alt" attribute. On AFP's website, this was true for only 5 of 22 elements on the website

Background images behaving as standard images should also be tagged and described - Background images that are not just for decoration purposes and should have the same treatment as standard images and include a "role" attribute that equals to "img" and an alternative text description in an "aria-label" attribute.

Colour contrasts – ensure that colours used on the site are aligned with accessibility WCAG 2.0 guidelines so that all assistive technology can capture the content effectively and for those with limited visual abilities are able to still view the site without assistive technology.

**Website review**
General comments

| Website or Communications Item | Content Block | EDI Comment or Question | Recommendations or Opportunities |
|---|---|---|---|
| Images | Throughout the website | Images used should represent a variety of members/users. The landing page has a carrousel of images showing a homogenous group of professional fundraisers. The assumption at first glance is that they are all white. | Review stock images from your events and diversify the images used on your website.<br><br>A review of some photo galleries shows a more diversified membership than the images first showed on your landing pages<br><br>Considering using stock photos to show a more diverse and inclusive group |
| Language | Throughout the website | English only | Associations in the Nationals Capital should offer information on their website in both French in English at a minimum<br><br>Consider what other languages can be offered<br><br>Would a scan of your membership to discover how many languages are spoken allow for connection between different professionals? |

**Website/Communication Item/Page**
Overall comments about the content

| Website or Communications Item | Content Block | EDI Comment or Question | Recommendations or Opportunities |
|---|---|---|---|

| About Us | Who we are | This stood out: *We actively seek and achieve a broad representation of experiences, perspectives, opinions and cultures. After all, inclusiveness is an essential source of vitality and strength for the effective pursuit of an organization's mission.*<br><br>This is not represented in subsequent pages<br><br>Most Board Members (where pictures are available) are white<br><br>The picture on this landing page shows homogeneous group | Consider how your messaging in this first page is reflected into action throughout the rest of your website and association<br><br>Consider using a picture that shows more diversity in your group |
|---|---|---|---|
| Diversity Policy | Who we are | This speaks to the board representation being "diverse in its make-up" as in showing a broad range of experience, age, expertise and includes one line about EDI elements<br><br>The assumption when seeing a Diversity Policy now is that it will speak to the commitment of an organization/association toward Equity, Diversity | Consider a different name for this document – Board Nomination Policy is more appropriate<br><br>Consider having a separate document that speaks to your commitment to Diversity and Inclusion |

| | | and Inclusion for all their members/users/customers | |
|---|---|---|---|
| Advancements and Certifications<br><br>Every Member Campaign | https://afpottawa.ca/advancement-and-certifications/<br><br>https://afpottawa.ca/every-member-campaign/ | Use of stock photo | Consider using different pictures that show a greater representation of people – refer back to images above<br><br>Stock photos can be used if not available within your database |
| I.D.E.A | https://afpottawa.ca/idea/ | This link is buried in the website<br><br>This is a direct link to AFP's commitment to diversifying their membership. | Consider giving this page it's own place on the menu or moving it up in about us or nestling under Membership<br><br>Consider moving this story/offer to your carrousel<br><br>Overall a review of the way this section is written would be recommended<br><br>"allies" should not be lumped into EDI "coverage"<br><br>Instead of a generic graphic can you highlight a member?<br><br>A review of the application is recommended<br><br>This great initiative seems rushed and |

| | | | could appear as tokenism |
|---|---|---|---|
| | | | |

**Note:** Due to time and scope, only the Diversity policy was reviewed as it stuck out based on its title.

**Summary Recommendations:**

Be intentional with the changes made and added to your website and policies. A website and other communication channels are an extension of your organization and should reflect your vision and mission but also your capacity to follow through on your representation and commitments.

Share more stories and different voices but be careful not to fall into tokenism or taxing the same people to be the "face of diversity" in your association.

Highlight and share profiles/stories on fundraisers from organizations that support charities focused on equity seeking groups

Consider adding an award that could focus on charities/fundraisers supporting/making a difference in the areas of Diversity, Equity and Inclusion

## APPENDIX D – INCLUSION INDEX SURVEY RESULTS



**INclusion INdex Report**

Prepared for: Association of Fundraising Professionals – Ottawa Chapter
Prepared By: Bingo Impact Management Consulting Inc. & INclusion INcorporated



**INTRODUCTION**

### About the INclusion INdex

- The INclusion INdex is an online assessment tool that investigates how members feel about their organization and about their experiences within the organization
  - Members are asked to provide demographic information related to age, gender, race and ethnicity, disability, sexual orientation, and others
  - The tool also asks about belonging, accessibility, obstacles to participation, inclusivity, and organizational culture
- In total, the tool consists of 115 total possible questions, each tailored to match the roles or experience of each respondent

## INTRODUCTION

## About the INclusion INdex

- The survey to AFP – Ottawa membership was distributed by anonymous link
  - Responses were collected between July 12 - September 6, 2022

## ASSOCIATION OF FUNDRAISING PROFESSIONALS
### Roles and Involvement

**What is/are your current role(s) within the AFP Ottawa Chapter?** Please select all that apply.

| Role | Number of Respondents |
|------|----------------------|
| Member | 52 |
| Board | 9 |
| Volunteer | 7 |
| Previous Board or Committee Mem.. | 3 |
| Mentee | 2 |
| Presenter | 1 |
| Employee | 1 |

**How long have you been active or involved with the AFP Ottawa Chapter?**

| | Number of Respondents |
|---|---|
| Did not respond | 2 |
| Less than 6 months | 7 |
| 6 months to 1 year | 3 |
| 1 to 3 years | 10 |
| 3 to 5 years | 10 |
| 5 years or more | 27 |

**What is/are your current role(s) within the AFP Ottawa Chapter?** Please select all that apply.

88.14%    15.25%    11.86%

Legend:
- Employee
- Mentee
- Presenter
- Previous Board or Committee Member
- Volunteer
- Board
- Member

**How involved or active are you with the AFP Ottawa Chapter?**

8.47%    38.98%    32.20%    16.95%

Legend:
- A lot
- Some
- Very little
- Not at all
- Did not respond

**How long have you been active or involved with the AFP Ottawa Chapter?**

45.76%    16.95%    16.95%    11.86%

Legend:
- Did not respond
- Less than 6 months
- 6 months to 1 year
- 1 to 3 years
- 3 to 5 years
- 5 years or more

AFP Ottawa – EDI Current State Analysis Report

## AFP ASSOCIATION OF FUNDRAISING PROFESSIONALS
### Demographics

**AGE**

The greatest number of respondents (n=18) identified themselves as between 35-44 years of age, representing 30.51% of respondents. Nearly an additional third of respondents (n=17, 28.81%) identified themselves as between 45 to 54 years of age.

**How old are you?**



| 6.78% | 28.81% | 30.51% | 16.95% | 11.86% |

| | | | |
|---|---|---|---|
| Did not respond | 7 | ▨ Did not respond | |
| 25 to 34 years old | 10 | ■ 25 to 34 years old | |
| 35 to 44 years old | 18 | ■ 35 to 44 years old | |
| 45 to 54 years old | 17 | ■ 45 to 54 years old | |
| 55 to 64 years old | 4 | ■ 55 to 64 years old | |
| I prefer not to say | 3 | ■ I prefer not to say | |
| Grand Total | 59 | | |

**How old are you?**



**GENDER**

Nearly two-thirds of all respondents identified as female (n=37, 62.71%).

**What gender do you identify as?**

| 18.64% | 6.78% | 62.71% | 11.86% |

| | | | |
|---|---|---|---|
| Did not respond | 7 | ▨ Did not respond | |
| Female | 37 | ■ Female | |
| I prefer not to say | 4 | ■ I prefer not to say | |
| Male | 11 | ■ Male | |
| Grand Total | 59 | | |

**What gender do you identify as?**



## AFP ASSOCIATION OF FUNDRAISING PROFESSIONALS
### Demographics

**DISABILITY**

16.33% of respondents (n=8) identified as a person with a disability. Of those, 3 identified as having a neurological disability.

**Do you identify as a person with a disability?**

| 16.95% | 13.56% | 67.80% |

| | | | |
|---|---|---|---|
| No | 40 | ■ No | |
| Yes | 8 | ■ Yes | |
| Did not respond | 10 | ▨ Did not respond | |
| I prefer not to say | 1 | ■ I prefer not to say | |
| Grand Total | 59 | | |

**What type of disability do you have? Please select all that apply.**



**SEXUAL ORIENTATION**

29.17% of respondents (n=14) identified as a member of one or more LGBTQI2S+ communities. Of those, 5 identified as bisexual.

**Do you identify as a member of one or more of the LGBTQI2S+ communities?**

| 23.73% | 57.63% | 18.64% |

| | | | |
|---|---|---|---|
| Did not respond | 11 | ▨ Did not respond | |
| No | 34 | ■ No | |
| Yes | 14 | ■ Yes | |
| Grand Total | 59 | | |
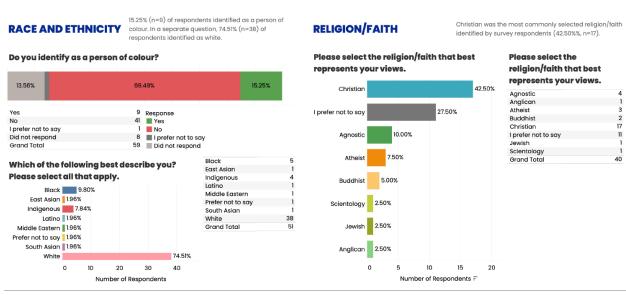
**With which do you identify?**



AFP Ottawa – EDI Current State Analysis Report

## ASSOCIATION OF FUNDRAISING PROFESSIONALS
### Demographics

**RACE AND ETHNICITY**  15.25% (n=9) of respondents identified as a person of colour. In a separate question, 74.51% (n=38) of respondents identified as white.

**Do you identify as a person of colour?**

| 13.56% | 69.49% | 15.25% |
|---|---|---|

| Response | | |
|---|---|---|
| Yes | 9 | ■ Yes |
| No | 41 | ■ No |
| I prefer not to say | 1 | ■ I prefer not to say |
| Did not respond | 8 | ■ Did not respond |
| Grand Total | 59 | |

**Which of the following best describe you? Please select all that apply.**

| | |
|---|---|
| Black | 9.80% |
| East Asian | 1.96% |
| Indigenous | 7.84% |
| Latino | 1.96% |
| Middle Eastern | 1.96% |
| Prefer not to say | 1.96% |
| South Asian | 1.96% |
| White | 74.51% |

Number of Respondents

| | |
|---|---|
| Black | 5 |
| East Asian | 1 |
| Indigenous | 4 |
| Latino | 1 |
| Middle Eastern | 1 |
| Prefer not to say | 1 |
| South Asian | 1 |
| White | 38 |
| Grand Total | 51 |

**RELIGION/FAITH**  Christian was the most commonly selected religion/faith identified by survey respondents (42.50%%, n=17).

**Please select the religion/faith that best represents your views.**

| | |
|---|---|
| Christian | 42.50% |
| I prefer not to say | 27.50% |
| Agnostic | 10.00% |
| Atheist | 7.50% |
| Buddhist | 5.00% |
| Scientology | 2.50% |
| Jewish | 2.50% |
| Anglican | 2.50% |

Number of Respondents

**Please select the religion/faith that best represents your views.**

| | |
|---|---|
| Agnostic | 4 |
| Anglican | 1 |
| Atheist | 3 |
| Buddhist | 2 |
| Christian | 17 |
| I prefer not to say | 11 |
| Jewish | 1 |
| Scientology | 1 |
| Grand Total | 40 |

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## ASSOCIATION OF FUNDRAISING PROFESSIONALS
### Demographics

**LANGUAGES SPOKEN**  97.92% of all survey respondents (n=47) were English speakers, while 47.92% identified themselves as French speakers (n=23). 29 respondents (49.15%) speak multiple languages.
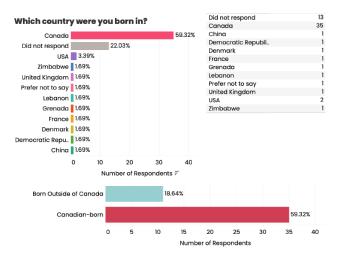
**What language(s) do you speak? Please select all that apply.**

| 49.15% | 37.29% | 13.56% |
|---|---|---|

| | |
|---|---|
| Did not respond | 8 |
| English-Only Speakers | 22 |
| Multiple Languages Spoken | 29 |

| | |
|---|---|
| English | 47 |
| French | 23 |
| Spanish | 3 |
| Arabic | 1 |
| Cantonese | 1 |
| Danish | 1 |
| Farsi | 1 |
| Mandarin | 1 |
| Swahili | 1 |
| Grand Total | 48 |

**What language(s) do you speak? Please select all that apply.**

| | |
|---|---|
| English | 97.92% |
| French | 47.92% |
| Spanish | 6.25% |
| Arabic | 2.08% |
| Cantonese | 2.08% |
| Danish | 2.08% |
| Farsi | 2.08% |
| Mandarin | 2.08% |
| Swahili | 2.08% |

**COUNTRY OF BIRTH**  59.38% of respondents were born in Canada (n=35).

**Which country were you born in?**

| | |
|---|---|
| Canada | 59.32% |
| Did not respond | 22.03% |
| USA | 3.39% |
| Zimbabwe | 1.69% |
| United Kingdom | 1.69% |
| Prefer not to say | 1.69% |
| Lebanon | 1.69% |
| Grenada | 1.69% |
| France | 1.69% |
| Denmark | 1.69% |
| Democratic Repu... | 1.69% |
| China | 1.69% |

Number of Respondents

| | |
|---|---|
| Did not respond | 13 |
| Canada | 35 |
| China | 1 |
| Democratic Republi.. | 1 |
| Denmark | 1 |
| France | 1 |
| Grenada | 1 |
| Lebanon | 1 |
| Prefer not to say | 1 |
| United Kingdom | 1 |
| USA | 2 |
| Zimbabwe | 1 |

| | |
|---|---|
| Born Outside of Canada | 18.64% |
| Canadian-born | 59.32% |

Number of Respondents

## ASSOCIATION OF FUNDRAISING PROFESSIONALS
### INclusion INdex

Response
- Strongly Agree
- Agree
- Neither Disagree nor Agree
- Disagree
- Strongly Disagree

### SCALE QUESTIONS

Series of questions ask respondents the extent to which they agree or disagree with each statement.

| Type | Question | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|---|---|---|---|---|---|---|
| Belonging | Anyone who wants to can get involved in AFP Ottawa | | 14.89% | 17.02% | 36.17% | 31.91% |
| | Even when something negative happens within the AFP Ottawa Chapter, I do not question that it's the right place for me | | 7.69% | 35.90% | 38.46% | 15.38% |
| | I feel like I am a valued member of the AFP Ottawa Chapter | 6.52% | | 26.09% | 39.13% | 23.91% |
| | I feel like I belong in the AFP Ottawa Chapter | 6.38% | | 19.15% | 46.81% | 25.53% |
| | I feel welcome in the AFP Ottawa Chapter | | 10.87% | 13.04% | 47.83% | 28.26% |
| | I see other people like me fully participating in the AFP Ottawa Chapter | | 12.77% | 14.89% | 36.17% | 36.17% |
| Culture | Everyone is treated fairly in the AFP Ottawa community | 9.76% | | 34.15% | 41.46% | 12.20% |
| | I am satisfied with AFP Ottawa Chapter's culture | 8.51% | | 36.17% | 31.91% | 19.15% |
| | I can really be myself in the AFP Ottawa Chapter | | | 30.43% | 36.96% | 23.91% |
| | People within the AFP Ottawa Chapter go out of their way to help everyone feel like they belong there | 6.38% | | 42.55% | 27.66% | 21.28% |
| | There is a culture of inclusion within the AFP Ottawa Chapter overall | 6.52% | | 32.61% | 45.65% | 13.04% |
| | There is a very high level of trust throughout the AFP Ottawa Chapter | 9.52% | | 42.86% | 38.10% | 7.14% |

0% 5% 10% 15% 20% 25% 30% 35% 40% 45% 50% 55% 60% 65% 70% 75% 80% 85% 90% 95% 100%

% of Total Number of Respondents

### SCALE QUESTIONS

Series of questions ask respondents the extent to which they agree or disagree with each statement.

| Type | Question | Strongly Disagree | Disagree | Neither | Agree | Strongly Agree |
|---|---|---|---|---|---|---|
| AFP | AFP Ottawa respects assistive devices and makes room for them within the Chapter | 13.16% | | 42.11% | 31.58% | 10.53% |
| | I believe that AFP Ottawa respects all members of the Chapter equally | | | 27.66% | 46.81% | 17.02% |
| | I feel like AFP Ottawa takes swift and appropriate action against any kind of inappropriate behaviors, discrimination, or hate | | | 44.12% | 41.18% | 11.76% |
| | I think AFP Ottawa appropriately assists individuals who face barriers to obtain equipment, training education, or other programs and services | 9.76% | | 41.46% | 39.02% | 7.32% |
| | I think AFP Ottawa expresses and communicates its goals around diversity, equity, and inclusion appropriately | 8.89% | | 31.11% | 48.89% | 8.89% |
| | Programs, services, and facilities offered by AFP Ottawa are accessible to all participants | 4.55% | 15.91% | 31.82% | 38.64% | 9.09% |

# ASSOCIATION OF FUNDRAISING PROFESSIONALS
## INclusion INdex

## SCALE QUESTIONS

Series of questions ask respondents the extent to which they agree or disagree with each statement.

| Type | Question | Disagree/Strongly Disagree | Neither Disagree nor Agree | Agree | Strongly Agree |
|------|----------|------|------|------|------|
| Respect | I feel like I can speak up about any concerns I have | 6.82% | 15.91% | 59.09% | 15.91% |
| | I feel respected by those I interact with in the AFP Ottawa Chapter | | 13.33% | 55.56% | 26.67% |
| | Other members within the AFP Ottawa Chapter take my opinions and perspective seriously | | 18.42% | 60.53% | 15.79% |
| | People of all cultures and backgrounds are respected and valued in the AFP Ottawa community | | 27.91% | 51.16% | 13.95% |
| | When I speak up within the AFP Ottawa Chapter, my opinion is valued | 10.53% | 21.05% | 50.00% | 18.42% |
| Fear/ Psychological Safety | I feel safe within the AFP Ottawa community | | 20.93% | 46.51% | 30.23% |
| | There are safe ways to voice grievances or disagreements within the AFP Ottawa community | 10.53% | 39.47% | 36.84% | 10.53% |

**Response**
- Strongly Agree
- Agree
- Neither Disagree nor Agree
- Disagree
- Strongly Disagree

### Scale (Reverse)

| Type | Question | Strongly Disagree | Disagree | Neither Disagree nor Agree | Agree | Strongly Agree |
|------|----------|------|------|------|------|------|
| Fear/ Psychological Safety | Bullying is a problem within the AFP Ottawa Chapter | | 35.00% | | 32.50% | 27.50% |
| | Individuals within the AFP Ottawa Chapter exhibit inappropriate or offensive behaviors towards others | | 25.64% | | 35.90% | 35.90% |
| | There are issues of sexual harassment within the AFP Ottawa community | 11.43% | 28.57% | | 28.57% | 31.43% |
| Belonging | I feel like an outsider in the AFP Ottawa community | 19.57% | 10.87% | | 41.30% | 26.09% |
| | I feel like some aspect(s) of who I am are not welcomed in the AFP Ottawa Chapter (e.g., my race, ethnicity, religion, culture, sex, gender .. | 17.78% | 8.89% | | 33.33% | 40.00% |
| | There are barriers to participation within the AFP Ottawa Chapter because of race, ethnicity, religion, culture, sex, gender identity, sexua.. | 29.55% | 29.55% | | 20.45% | 15.91% |

**Response (reverse coded)**
- Strongly Disagree
- Disagree
- Neither Disagree nor Agree
- Agree
- Strongly Agree

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# ASSOCIATION OF FUNDRAISING PROFESSIONALS
## INclusion INdex

**Response (group)**
- Disagree & Strongly Disagree
- Neither Disagree nor Agree
- Agree & Strongly Agree

## TOP 12 QUESTIONS

Series of questions ask respondents the extent to which they agree or disagree with each statement. The options for disagree and strongly disgaree are combined in this visualisation, as are the options agree & strongly agree.
This view shows the top 12 statements by percentage of agreement.

| Question | Agree & Strongly Agree | Neither Disagree nor Agree | Disagree & Strongly Disagree |
|----------|------|------|------|
| I feel respected by those I interact with in the AFP Ottawa Chapter | 77.08% | 12.50% | 4.17% |
| I feel safe within the AFP Ottawa community | 68.75% | 18.75% | |
| Other members within the AFP Ottawa Chapter take my opinions and perspective seriously | 60.42% | 14.58% | 4.17% |
| I feel welcome in the AFP Ottawa Chapter | 72.92% | 12.50% | 10.42% |
| I feel like I can speak up about any concerns I have | 68.75% | 14.58% | 8.33% |
| I see other people like me fully participating in the AFP Ottawa Chapter | 70.83% | 14.58% | 12.50% |
| I feel like I belong in the AFP Ottawa Chapter | 70.83% | 18.75% | 8.33% |
| When I speak up within the AFP Ottawa Chapter, my opinion is valued | 54.17% | 16.67% | 8.33% |
| Anyone who wants to can get involved in AFP Ottawa | 66.67% | 16.67% | 14.58% |
| People of all cultures and backgrounds are respected and valued in the AFP Ottawa community | 58.33% | 25.00% | 6.25% |
| I believe that AFP Ottawa respects all members of the Chapter equally | 62.50% | 27.08% | 8.33% |
| I feel like I am a valued member of the AFP Ottawa Chapter | 60.42% | 25.00% | 10.42% |

AFP Ottawa – EDI Current State Analysis Report

**AFP** **ASSOCIATION OF FUNDRAISING PROFESSIONALS**
INclusion INdex

Response (group)
- ■ Disagree & Strongly Disagree
- ■ Neither Disagree nor Agree
- ■ Agree & Strongly Agree

## BOTTOM 12 QUESTIONS

Series of questions ask respondents the extent to which they agree or disagree with each statement. The options for disagree and strongly disgaree are combined in this visualisation, as are the options agree & strongly agree.
This view shows the bottom 12 statements by percentage of agreement.

| Statement | Agree & Strongly Agree | Neither | Disagree & Strongly Disagree |
|---|---|---|---|
| I feel like some aspect(s) of who I am are not welcomed in the AFP Ottawa Chapter (e.g., my race, ethnicity, religion, culture, sex, gender identity, sexual orientation, socio | 17.78% | 8.89% | 73.33% |
| Individuals within the AFP Ottawa Chapter exhibit inappropriate or offensive behaviors towards others | | 25.64% | 71.79% |
| I feel like an outsider in the AFP Ottawa community | 21.74% | 10.87% | 67.39% |
| There are issues of sexual harassment within the AFP Ottawa community | 11.43% | 28.57% | 60.00% |
| Bullying is a problem within the AFP Ottawa Chapter | 5.00% | 35.00% | 60.00% |
| There are barriers to participation within the AFP Ottawa Chapter because of race, ethnicity, religion, culture, sex, gender identity, sexual orientation, socio | 34.09% | 29.55% | 36.36% |
| Programs, services, and facilities offered by AFP Ottawa are accessible to all participants | 47.73% | 31.82% | 20.45% |
| AFP Ottawa respects assistive devices and makes room for them within the Chapter | 42.11% | 42.11% | 15.79% |
| Anyone who wants to can get involved in AFP Ottawa | 68.09% | 17.02% | 14.89% |
| There are safe ways to voice grievances or disagreements within the AFP Ottawa community | 47.37% | 39.47% | 13.16% |
| I am satisfied with AFP Ottawa Chapter's culture | 51.06% | 36.17% | 12.77% |
| I see other people like me fully participating in the AFP Ottawa Chapter | 72.34% | 14.89% | 12.77% |

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**AFP** **ASSOCIATION OF FUNDRAISING PROFESSIONALS**
INclusion INdex

**In your opinion, how much does AFP Ottawa do to make sure that everyone feels like they belong in the AFP Ottawa community?**

- ■ Everything they can do
- ■ A lot
- ■ Some
- ■ Very little

| | | | |
|---|---|---|---|
| 10.20% | 30.61% | 36.73% | 22.45% |

| Question | Response | % of Total Respondents | Number of Respondents |
|---|---|---|---|
| In your opinion, how much does AFP Ottawa do to make sure that everyone feels like they belong in the AFP Ottawa community? | Everything they can do | 22.45% | 11 |
| | A lot | 36.73% | 18 |
| | Some | 30.61% | 15 |
| | Very little | 10.20% | 5 |
| Grand Total | | 100.00% | 49 |

**In your opinion, how much is the AFP Ottawa Chapter accessible to everyone who is interested in being involved?**

- ■ Completely
- ■ A lot
- ■ Some
- ■ Very little
- ■ Not at all

| | | |
|---|---|---|
| 40.00% | 40.00% | 12.73% |

| Question | Response | % of Total Respondents | Number of Respondents |
|---|---|---|---|
| In your opinion, how much is the AFP Ottawa Chapter accessible to everyone who is interested in being involved? | Completely | 12.73% | 7 |
| | A lot | 40.00% | 22 |
| | Some | 40.00% | 22 |
| | Very little | 5.45% | 3 |
| | Not at all | 1.82% | 1 |
| Grand Total | | 100.00% | 55 |

**Was there ever a time when you wanted to be involved in AFP Ottawa, but weren't able to?**

Response
- Yes: 26.42%
- No: 73.58%

Number of Respondents

| Question | Response | % of Total Number of Respondents | Number of Respondents |
|---|---|---|---|
| Was there ever a time when you wanted to be involved in AFP Ottawa, but weren't able to? | Yes | 26.42% | 14 |
| | No | 73.58% | 39 |
| Grand Total | | 100.00% | 53 |

AFP Ottawa – EDI Current State Analysis Report

## ASSOCIATION OF FUNDRAISING PROFESSIONALS
### INclusion INdex

Total Number of Respondents (n): 59

Response:
- Completely
- A lot
- Some
- Very little
- Not at all

### BELONGING

| Subtype | Question | Not at all | Very little | Some | A lot | Completely |
|---|---|---|---|---|---|---|
| All | In your opinion, how much does AFP Ottawa do to make sure that everyone feels like they belong in the AFP Ottawa community? | | 10.20% | 30.61% | 36.73% | 22.45% |
| Age | In your opinion, to what extent does AFP Ottawa take steps to make sure that people of all ages feel like they belong in the AFP Ottawa community? | | | 37.84% | 40.54% | 16.22% |
| Disability | In your opinion, to what extent does AFP Ottawa take steps to make sure that people with disabilities feel like they belong in the AFP Ottawa community? | 17.14% | | 42.86% | 25.71% | 11.43% |
| Financial | In your opinion, how much is the AFP Ottawa Chapter accessible to people of all financial situations? | | 18.42% | 42.11% | 31.58% | 7.89% |
| Gender | In your opinion, to what extent does AFP Ottawa take steps to make sure that all genders feel like they belong in the AFP Ottawa community? | | | 38.89% | 25.00% | 30.56% |
| Language | In your opinion, to what extent does AFP Ottawa take steps to make sure that people who speak a language other than English or French feel like they belong in the AFP Ottawa community? | 42.31% | | 26.92% | 23.08% | |
| Race and Ethnicity | In your opinion, to what extent does AFP Ottawa take steps to make sure that people of all races and ethnicities feel like they belong in the AFP Ottawa community? | | 20.51% | 33.33% | 23.08% | 23.08% |
| Religion | In your opinion, to what extent does AFP Ottawa take steps to make sure that people of all religions/faiths feel like they belong in the AFP Ottawa community? | | 13.04% | 30.43% | 17.39% | 34.78% |
| Sexual Orientation | In your opinion, to what extent does AFP Ottawa take steps to make sure that people of all sexual orientations feel like they belong in the AFP Ottawa community? | | | 41.67% | 16.67% | 33.33% |

% of Total Number of Respondents

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## ASSOCIATION OF FUNDRAISING PROFESSIONALS
### INclusion INdex

Response (grouped):
- A lot, Completely, Everything they can do
- Some
- Not at all, Nothing, Very little

Total Number of Respondents (n): 59

### BELONGING (GROUPED)

| Subtype | Question | Not at all, Nothing, Very little | Some | A lot, Completely, Everything they can do |
|---|---|---|---|---|
| All | In your opinion, how much does AFP Ottawa do to make sure that everyone feels like they belong in the AFP Ottawa community? | 10.20% | 30.61% | 59.18% |
| Age | In your opinion, to what extent does AFP Ottawa take steps to make sure that people of all ages feel like they belong in the AFP Ottawa community? | 5.41% | 37.84% | 56.76% |
| Disability | In your opinion, to what extent does AFP Ottawa take steps to make sure that people with disabilities feel like they belong in the AFP Ottawa community? | 20.00% | 42.86% | 37.14% |
| Financial | In your opinion, how much is the AFP Ottawa Chapter accessible to people of all financial situations? | 18.42% | 42.11% | 39.47% |
| Gender | In your opinion, to what extent does AFP Ottawa take steps to make sure that all genders feel like they belong in the AFP Ottawa community? | 5.56% | 38.89% | 55.56% |
| Language | In your opinion, to what extent does AFP Ottawa take steps to make sure that people who speak a language other than English or French feel like they belong in the AFP Ottawa community? | 69.23% | 23.08% | 7.69% |
| Religion | In your opinion, to what extent does AFP Ottawa take steps to make sure that people of all religions/faiths feel like they belong in the AFP Ottawa community? | 17.39% | 30.43% | 52.17% |
| Sexual Orientation | In your opinion, to what extent does AFP Ottawa take steps to make sure that people of all sexual orientations feel like they belong in the AFP Ottawa community? | 8.33% | 41.67% | 50.00% |

% of Total Number of Respondents

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AFP Ottawa – EDI Current State Analysis Report

**ASSOCIATION OF FUNDRAISING PROFESSIONALS**
INclusion INdex

Total Number of Respondents (n)
59

Response
- Completely
- A lot
- Some
- Very little
- Not at all

## ACCESSIBLE

| Subtype | Question | Not at all | Very little | Some | A lot | Completely |
|---|---|---|---|---|---|---|
| All | In your opinion, how much is the AFP Ottawa Chapter accessible to everyone who is interested in being involved? | | 5.45% | 40.00% | 40.00% | 12.73% |
| Age | In your opinion, how much is the AFP Ottawa Chapter accessible to people of all ages? | | 5.26% | 31.58% | 36.84% | 26.32% |
| Disability | In your opinion, how much is the AFP Ottawa Chapter accessible to people with disabilities? | | 5.88% | 52.94% | 23.53% | 14.71% |
| Financial | In your opinion, how much is the AFP Ottawa Chapter accessible to people of all financial situations? | | 20.51% | 46.15% | 20.51% | 10.26% |
| Gender | In your opinion, how much is the AFP Ottawa Chapter accessible to all genders? | | 20.93% | 39.53% | 37.21% | |
| Language | In your opinion, how much is the AFP Ottawa Chapter accessible to people who speak a language other than English or French? | 46.88% | 21.88% | 25.00% | 6.25% | |
| Race and Ethnicity | In your opinion, how much is the AFP Ottawa Chapter accessible to people of all races and ethnicities? | 10.81% | 37.84% | 18.92% | 32.43% | |
| Religion | In your opinion, how much is the AFP Ottawa Chapter accessible to people of all religions/faiths? | | 7.41% | 29.63% | 18.52% | 40.74% |
| Sexual Orientation | In your opinion, how much is the AFP Ottawa Chapter accessible to people of all sexual orientations? | | 29.73% | 29.73% | 37.84% | |

% of Total Number of Respondents

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**ASSOCIATION OF FUNDRAISING PROFESSIONALS**
INclusion INdex

Response (grouped)
- A lot, Completely, Everything they can do
- Some
- Not at all, Nothing, Very little

## ACCESSIBLE (GROUPED)

Total Number of Respondents (n)
59

| Subtype | Question | Not at all, Nothing, Very little | Some | A lot, Completely, Everything they can do |
|---|---|---|---|---|
| All | In your opinion, how much is the AFP Ottawa Chapter accessible to everyone who is interested in being involved? | 7.27% | 40.00% | 52.73% |
| Age | In your opinion, how much is the AFP Ottawa Chapter accessible to people of all ages? | 5.26% | 31.58% | 63.16% |
| Disability | In your opinion, how much is the AFP Ottawa Chapter accessible to people with disabilities? | 8.82% | 52.94% | 38.24% |
| Financial | In your opinion, how much is the AFP Ottawa Chapter accessible to people of all financial situations? | 23.08% | 46.15% | 30.77% |
| Gender | In your opinion, how much is the AFP Ottawa Chapter accessible to all genders? | | 20.93% | 76.74% |
| Language | In your opinion, how much is the AFP Ottawa Chapter accessible to people who speak a language other than English or French? | 68.75% | 25.00% | 6.25% |
| Race and Ethnicity | In your opinion, how much is the AFP Ottawa Chapter accessible to people of all races and ethnicities? | 10.81% | 37.84% | 51.35% |
| Religion | In your opinion, how much is the AFP Ottawa Chapter accessible to people of all religions/faiths? | 11.11% | 29.63% | 59.26% |
| Sexual Orientation | In your opinion, how much is the AFP Ottawa Chapter accessible to people of all sexual orientations? | | 29.73% | 67.57% |

% of Total Number of Respondents

AFP Ottawa – EDI Current State Analysis Report

**ASSOCIATION OF FUNDRAISING PROFESSIONALS**
INclusion INdex

**NOT ABLE TO PARTICIPATE**

Have you ever not been able to be involved in AFP Ottawa because of...

| | | | 100.00% |
|---|---|---|---|

| | | Response | | | |
|---|---|---|---|---|---|
| | % of Total Respondents | | Number of Respondents | |
| | No | Yes | No | Yes |
| Age | 100.00% | | 52 | |
| Disability | 50.00% | 50.00% | 4 | 4 |
| Finances | 75.00% | 25.00% | 36 | 12 |
| Gender Identity | 100.00% | | 51 | |
| Primary Language Spoken | 95.83% | 4.17% | 46 | 2 |
| Race or Ethnicity | 97.96% | 2.04% | 48 | 1 |
| Religion/ Faith | 100.00% | | 48 | |
| Sexual Orientation | 100.00% | | 48 | |

Response
- No
- Yes



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**OBSTACLES**

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**OBSTACLES EXPERIENCED BY PEOPLE WITH A DISABILITY**

| | | | |
|---|---|---|---|
| Not at all | 2 | ■ | Not at all |
| Very little | 1 | ■ | Very little |
| Some | 4 | ■ | Some |
| A lot | 1 | ■ | A lot |
| Grand Total | 8 | | |

| Question | Person with a disability |
|---|---|
| How often, if at all, have you experienced obstacles to being involved with AFP Ottawa because of your disability? | Yes |

12.50% | 50.00% | 12.50% | 25.00%

% of Total Number of Respondents

**OBSTACLES EXPERIENCED BY GENDER**

| Female | Not at all | 35 |
|---|---|---|
| | Very little | 1 |
| | Some | 1 |
| Male | Did not respond | 1 |
| | Not at all | 10 |

| Question | Gender Identity |
|---|---|
| How often, if at all, have you experienced obstacles to being involved with AFP Ottawa because of your gender? | Female |
| | Male |

Female: 94.59%
Male: 90.91% | 9.09%

% of Total Number of Respondents

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**OBSTACLES EXPERIENCED BY HOUSEHOLD INCOME**

Please estimate the annual income for your household (before taxes).

| | |
|---|---|
| Less than $60,000 | 1.69% |
| $60,000 to $74,999 | 5.08% |
| $75,000 to $99,999 | 5.08% |
| 100,000 to $149,999 | 16.95% |
| $150,000 or more | 32.20% |
| I prefer not to say | 20.34% |
| Did not respond | 18.64% |

% of Total Number of Respondents

Have you ever not been able to be involved with AFP Ottawa because of issues related to finances?

■ Did not respond
■ No
■ Yes

| Question | Income (group) |
|---|---|
| Have you ever not been able to be involved with AFP Ottawa because of issues related to finances? | Less than $60,000 |
| | $60,000 to $74,999 |
| | $75,000 to $99,999 |
| | $100,000 to $149,999 |
| | $150,000 or more |
| | I prefer not to say |
| | Did not respond |

Less than $60,000: 1
$60,000 to $74,999: 2 | 1
$75,000 to $99,999: 3
$100,000 to $149,999: 3 | 7
$150,000 or more: 4 | 15
I prefer not to say: 3 | 9
Did not respond: 11

Number of Respondents

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## OBSTACLES EXPERIENCED BY
## RACE AND ETHNICITY

How often, if at all, have you experienced obstacles to being involved with AFP Ottawa (in the role that you noted above) because of your race or ethnicity?

- BIPOC-Identified: 92.86%
- Non-BIPOC: 100.00%

Legend: Not at all (green), Some (yellow)

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
% of Total Number of Respondents

| | | Not at all | Some |
|---|---|---|---|
| How often, if at all, have you experienced obstacles to being involved with AFP Ottawa (in the role that you noted above) because of your race or ethnicity? | BIPOC-Identified | 13 | 1 |
| | Non-BIPOC | 35 | |

## ACCESSIBILITY AND BELONGING EXPERIENCED BY RACE AND
## ETHNICITY

In your opinion, how much is the AFP Ottawa Chapter accessible to people of all races and ethnicities?
- BIPOC-Identified: 23.08% | 69.23%
- Non-BIPOC: 12.50% | 45.83% | 29.17% | 12.50%

In your opinion, to what extent does AFP Ottawa take steps to make sure that people of all races and ethnicities feel like they belong in th...
- BIPOC-Identified: 16.67% | 25.00% | 58.33%
- Non-BIPOC: 22.22% | 48.15% | 22.22%

Legend: Completely (dark green), A lot (green), Some (yellow), Very little (orange)

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
% of Total Number of Respondents

| | | Very little | Some | Completely | A lot |
|---|---|---|---|---|---|
| In your opinion, to what extent does AFP Ottawa take steps to make sure that people of all races and ethnicities feel like they belong in the AFP Ottawa communit... | BIPOC-Identified | 2 | | 7 | 3 |
| | Non-BIPOC | 6 | 13 | 2 | 6 |
| In your opinion, how much is the AFP Ottawa Chapter accessible to people of all races and ethnicities? | BIPOC-Identified | 1 | 3 | 9 | |
| | Non-BIPOC | 3 | 11 | 3 | 7 |

# ASSOCIATION OF FUNDRAISING PROFESSIONALS
INclusion INdex

## OBSTACLES EXPERIENCED BY
## LANGUAGES SPOKEN

How often, if at all, have you experienced obstacles to being involved with AFP Ottawa because of the primary language you speak?
- English-Only Speakers: 100.00%
- Multiple Languages Spoken: 79.31%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
% of Total Number of Respondents

| How often, if at all, have you experienced obstacles to being involved with AFP Ottawa because of the primary language you speak? | English-Only Speakers | Not at all | 22 |
|---|---|---|---|
| | Multiple Languages Spoken | Not at all | 23 |
| | | Did not respond | 3 |
| | | Very little | 2 |
| | | Some | 1 |
| Grand Total | | | 51 |

Legend: Did not respond (grey), Not at all (green), Very little (light green), Some (yellow)

## ACCESSIBILITY AND BELONGING EXPERIENCED BY LANGUAGES SPOKEN

In your opinion, how much is the AFP Ottawa Chapter accessible to people who speak a language other than English or French?
- English-Only Speakers: 33.33% | 20.00% | 33.33% | 13.33%
- Multiple Languages Spoken: 58.82% | 23.53% | 17.65%

In your opinion, to what extent does AFP Ottawa take steps to make sure that people who speak a language other than English or French feel like they belong in the AFP Ottawa community?
- English-Only Speakers: 30.00% | 20.00% | 40.00%
- Multiple Languages Spoken: 50.00% | 31.25% | 12.50%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
% of Total Number of Respondents

| | | Not at all | Very little | Some | Completely | A lot |
|---|---|---|---|---|---|---|
| In your opinion, how much is the AFP Ottawa Chapter accessible to people wh... | English-Only Speakers | 5 | 3 | 5 | | 2 |
| | Multiple Languages Spoken | 10 | 4 | 3 | | |
| In your opinion, to what extent does AFP Ottawa take steps to make sure that peo... | English-Only Speakers | 3 | 2 | 4 | | 1 |
| | Multiple Languages Spoken | 8 | 5 | 2 | 1 | |

Legend: Completely (green), A lot (light green), Some (yellow), Very little (orange), Not at all (red)

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