

AFP IDEA | WOMEN'S IMPACT SUMMIT

OCTOBER 5-6, 2019 PHOENIX, ARIZONA

Sheraton Phoenix Downtown

A close-up photograph of a woman's hand holding a small, rectangular piece of white paper with a blue grid pattern. The paper has the words "WOMEN'S EQUALITY!" written on it in black, hand-drawn capital letters. The woman is wearing a pink headscarf and a white top. The background is a bright, out-of-focus outdoor setting, possibly a beach or a park.

WOMEN'S
♀
EQUALITY!

wiisummit.afplead.org | #WILEAD

PRESENTED BY:



INITIATIVE AND EVENT SPONSOR:



Welcome to the first-ever AFP Women's Impact Summit, a celebration of the Women's Impact Initiative (WII)!

WII was created to address the challenges that face women in fundraising—including gender inequity, sexual harassment and implicit bias, to name just a few—and to tell our stories as we bring our community together and find new solutions.

Since its launch, the initiative has accomplished so much: creating resources and educational content, developing new programs, and conducting groundbreaking research that highlights both challenges and opportunities.

We know the numbers all too well. Women make up at least 70 percent of the fundraising profession but only account for roughly 30 percent of senior fundraising positions. A quarter of all female fundraisers have experienced some type of harassment while on the job. And when holding all other factors equal, women make approximately ten percent less than men for the same job.

These figures are cold, hard truths, and we can not forget them. But we also know that they represent just the beginning. We now know the broad contours of the landscape we must change. We now have resources and solutions to help make that change possible.

The Women's Impact Summit is our time to come together, celebrate what we have accomplished, and make positive plans that will transform our profession and the entire nonprofit sector. We will hear from thought leaders, trailblazing presenters and innovative researchers about new trends and best practices that will create meaningful impact. We will share and learn from each other to begin the important process of dismantling inequitable systems.

These are not easy conversations to have, and we recognize that each of us will be affected differently as we address these issues. We come together here at the Summit in the spirit of community, and we will respect each of our individual journeys and the unique perspectives we bring.

We are also grateful for the support of our allies joining us here who do not identify as women and recognize that the goal of our efforts encompasses everyone. Women cannot do this alone, and we are all affected by the challenges of inequity.

Thank you for being a part of this Summit. We have a long journey ahead, and these are just the first few steps. But we take them together, working to create a fundraising profession that is more equitable, diverse, inclusive and ultimately, more effective.



Tycely Williams



Rachel Hutchisson

Tycely Williams, CFRE
Chair
Women's Impact Initiative

Rachel Hutchisson
Chair
Women's Impact Summit

SATURDAY, OCTOBER 5

- 7:00 a.m. – 5:00 p.m. **Registration Open**
Room: Valley of the Sun Foyer
- 8:00 a.m. – 5:00 p.m. **Quiet Room Available**
Room: Ahwatukee A
- 8:00 – 10:00 a.m. **Women's Philanthropy Institute Co-Lab Session**
Room: Camelback B
- 12:30 – 2:00 p.m. **Opening Keynote & Lunch—Mpumi Nobiva, International Speaker and Communication Strategist**
Room: Valley of the Sun A/B/C
- 2:30 – 5:00 p.m. **Executive Coaching** (Prior sign-up required; sessions occur in 30-minute blocks, not during keynote sessions)
Room: Laveen A & B
- 2:30 – 3:30 p.m. **Ohio State University Sexual Harassment Research Presentation**
Room: Encanto A
- 3:45 – 4:45 p.m. **Breakout Education Sessions**
(See page 7 for sessions and rooms)
- 5:30 – 7:00 p.m. **Networking Reception**
Room: Paradise Valley

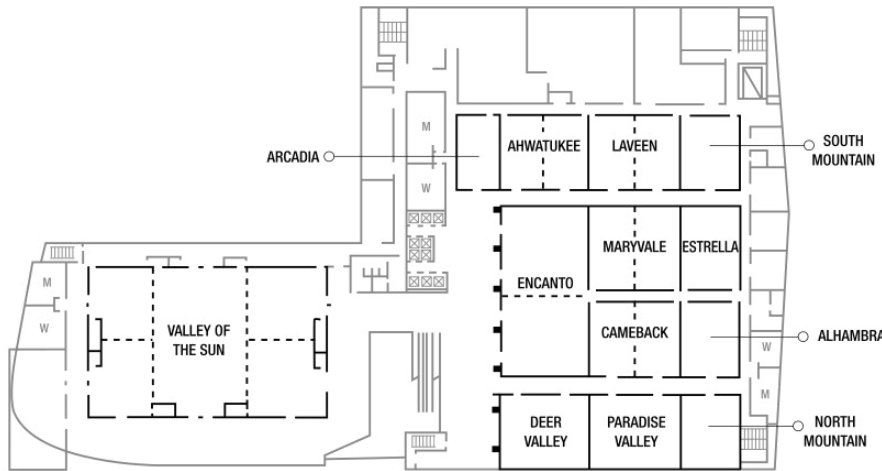
SUNDAY, OCTOBER 6

- 6:00 – 7:00 a.m. **Yoga—by Desert Breeze Yoga**
Room: Valley of the Sun E
- 7:00 a.m. – 3:00 p.m. **Registration Open**
Room: Valley of the Sun Foyer
- 7:00 – 8:00 a.m. **Breakfast**
Room: Valley of the Sun C
- 7:30 a.m. – 1:30 p.m. **Executive Coaching** (Prior sign-up required; sessions occur in 30-minute blocks, not during keynote sessions)
Room: Laveen A & B
- 8:00 a.m. – 3:00 p.m. **Quiet Room Available**
Room: Ahwatukee A
- 8:15 – 9:15 a.m. **Keynote Speaker—Kimberly Churches, Chief Executive Officer of the American Association of University Women (AAUW)**
Room: Valley of the Sun C
- 9:30 – 10:30 a.m. **Breakout Education Sessions** (See page 8 for sessions and rooms)
- 10:30 – 11:00 a.m. **Networking Break**
- 11:00 a.m. – 12:00 p.m. **Breakout Education Sessions** (See page 9 for sessions and rooms)
- 12:15 – 1:15 p.m. **Breakout Education Sessions** (See page 9 for sessions and rooms)
- 1:30 – 3:00 p.m. **Closing Keynote & Lunch**
Teresa Younger, President and CEO of the Ms. Foundation for Women
Room: Valley of the Sun C

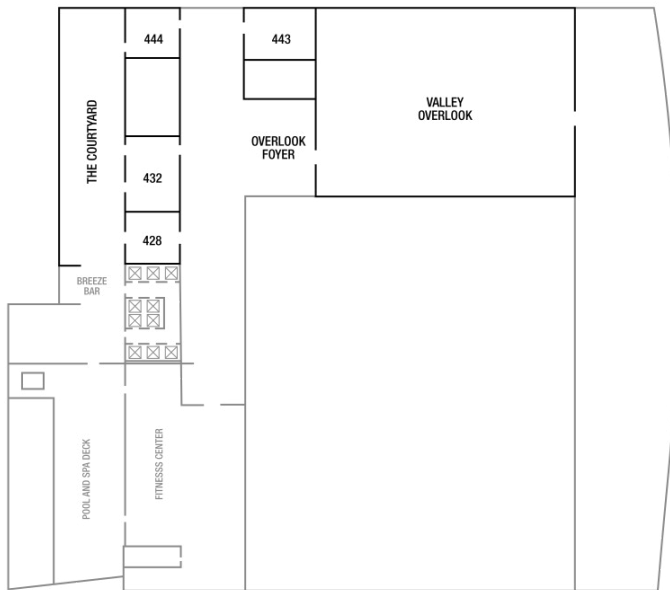


Sheraton Phoenix Downtown

Second Level



Fourth Level



Your AFP IDEA Women's Impact Summit Online Experience

There's a whole virtual conference experience waiting for you on AFP's vast network of social media sites and forums. Be sure to visit and bookmark the following to enhance your event value before, during and after the main events!

#WIILEAD Online

The official AFP IDEA Women's Impact Summit website is wiisummit.afplead.org. This is your one-stop shop for sessions, speakers and more!

AFP LEAD & WII SUMMIT App

Download the official event app: AFP LEAD & WII SUMMIT—available for your iPhone, iPad, Android or Blackberry! Have all the sessions, speakers, and more at your fingertips, and create your own personalized experience. You can also set up a profile, connect with fellow attendees, post updates and pictures to the activity feed and social media, and more. Visit afpglobal.org/app to download and learn all about the app!

Follow Along on Twitter

Stay on top of all AFP IDEA Women's Impact Summit details—follow [@afpihq](https://twitter.com/afpihq) and our event hashtag [#WIILEAD](https://twitter.com/WIILEAD).

The AFP Foundation for Philanthropy thanks our generous donors for their support of the AFP IDEA Women's Impact Summit:

Advancement Resources
African American Development Officers Network
Paulette Maehara, CFRE
Paschal•Murray Executive Search

Thank you to our Sponsors:

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A special thank you to our host chapter:





Fundraising: The Impact Profession

The AFP Foundation for Philanthropy champions philanthropy and volunteerism by developing the nonprofit sector's current and future leaders, welcoming diverse new voices into the charitable world, and rigorously upholding the highest standards of ethics.

JONATHAN'S STORY



Jonathan Solari
CEO of Madison Ballet
2019 Chamberlain Scholar

“Attending AFP ICON as a Chamberlain Scholar on the verge of a transition into a leadership role was an invaluable gift. The ability of this community to come together, share resources, and inspire one another is unparalleled. It provided me with the tools to elevate my craft and instill a respect for this work into my organization.”

YOUR GIFT AT WORK

Attracting and Developing Fundraising Leaders
Supporting Research on Critical Issues in Fundraising
Building a Stronger Sector Through a More Diverse Workforce
Renewing Public Trust in Charitable Organizations

COMMUNITY BRANDS MATCHING PROGRAM



communitybrands®

Community Brands will provide a \$5,000 match towards the BE the CAUSE campaign October 3–6, 2019! Any individual gift that is \$20+ and designated to BE the CAUSE will be matched with \$10. Match limit is one per person.

- 1** Text AFP to 56512
- 2** Follow the prompts
- 3** Register your credit or debit card

POWERED BY:
 give by cell

SATURDAY, OCTOBER 5

7:00 a.m. - 5:00 p.m.

Registration Open

Room: Valley of the Sun Foyer

12:30 - 2:00 p.m.

Opening Keynote & Lunch: Mpumi Nobiva, International Speaker and Communication Strategist

Room: Valley of the Sun A/B/C



International speaker and communication strategist Mpumi Nobiva has spoken at the White House, congressional fundraisers, corporate functions and nonprofit initiatives in several countries. Mpumi grew up in South Africa and at age nine lost her mother to HIV/Aids, leaving her orphaned like millions of other children in Sub-Saharan Africa. Reared in material poverty but spiritual wealth by her grandmother, she excelled in the first class of the Oprah Winfrey Leadership Academy for Girls in South Africa before coming to the United States to study. She currently holds a master's degree in Strategic Communications from High Point University and serves as the first alumna on the Board of Directors of the Oprah Winfrey Leadership Academy for Girls in South Africa. As NationBuilder's first Leader in Residence, Mpumi is developing the digital infrastructure for Share Your Story Africa—an initiative inspired by her advocacy work uniting youth against HIV/AIDS and domestic violence in South Africa—all while sharing her powerful story at events around the world.

8:00 - 10:00 a.m.

Women's Philanthropy Institute Co-Lab Session

Room: Camelback B

The Women's Philanthropy Institute will lead this intensive brainstorming session. The Co-Lab begins with a short overview of WPI's research findings, followed by framing the problem that WPI seeks to solve—namely, that while the data show clearly that gender matters in philanthropy, the research has not yet changed behaviors. Now is the time for research-informed change to be made. The remainder of the Co-Lab is a guided brainstorming session, where participants reflect on the research and develop their

own ideas for putting it into practice. This session allows participants to grapple with the research, own it, and think creatively about how to use it to prompt behavior change and develop new strategies.

2:30 - 5:00 p.m.

Executive Coaching

(Prior sign-up required; Sessions occur in 30-minute blocks, not during keynote sessions)

Room: Laveen A & B

2:30 - 3:30 p.m.

Plenary Session: Ohio State University Sexual Harassment Research Presentation

Room: Encanto A

Presented by: Dr. Erynn Beaton, Assistant Professor, John Glenn College of Public Affairs, The Ohio State University; Dr. Megan LePere-Schloop, Assistant Professor, John Glenn College of Public Affairs, The Ohio State University

3:45 - 4:45 p.m.

Breakout Education Sessions

When a 10-Year Plan Isn't Enough

Room: Maryvale A/B

Surprise! It's been 10 years and you haven't done anything in your plan. So worried about what the next step should be that you miss out on opportunities along the way? Learn how one woman seized each moment to move from poverty to entrepreneurship to politics... all without a plan!

Presented by: Stephanie Thomas, CFRE, Stetwin Consulting

Gender Matters in Philanthropy

Room: Encanto B

Over more than a decade, the Women's Philanthropy Institute has conducted dozens of studies that examine how and why women and men give. By understanding the research, fundraisers can better connect with all donors. Participants in this session will engage in lively discussion about how this research can improve their fundraising strategies.

Presented by: Jacqueline Ackerman, Associate Director of Research, Women's Philanthropy Institute (WPI), Indiana University Lilly Family School of Philanthropy

Saturday continued...

5:30 - 7:30 p.m.

Networking Reception

Room: Paradise Valley

SUNDAY, OCTOBER 6

6:00 - 7:00 a.m.

Yoga—by Desert Breeze Yoga

Room: Valley of the Sun E

7:00 a.m. - 3:00 p.m.

Registration Open

Room: Valley of the Sun Foyer

7:00 - 8:00 a.m.

Breakfast

Room: Valley of the Sun C

7:30 a.m. - 1:30 p.m.

Executive Coaching

(Prior sign-up required; sessions occur in 30-minute blocks, not during keynote sessions)

Room: Laveen A & B

8:15 - 9:15 a.m.

Keynote Speaker: Kimberly Churches, Chief Executive Officer of the American Association of University Women (AAUW)

Room: Valley of the Sun C

Kimberly Churches is the chief executive officer of the American Association of University Women (AAUW), a leading voice in advancing equity for women and girls through research, advocacy and education. Prior to joining AAUW, Kim served as the managing director of the Brookings Institution, an internationally recognized public policy think tank.

She has also served as an associate vice chancellor at the University of Denver, a director of development at the University of North Florida,



and a division director at the American Heart Association. She has extensive experience working collaboratively on education (K-12 and higher education), as well as on capacity building among grassroots groups and national and international nonprofits.

In addition to her work at AAUW, Kim currently serves as the chair of the BUILD Metro DC board, which focuses on the power of experiential learning through entrepreneurship for underresourced communities, and is on the board of the Virginia Center for the Literary Arts. She is also a member of the International Women's Forum of Washington, D.C., an organization that represents women leaders in diverse fields.

9:30 - 10:30 a.m.

Breakout Education Sessions

"Sexual Harassment Complaints Are Good for Business"

Room: Valley of the Sun A

In a piece written for *The Globe and Mail*, Sara Forte leads with this provocative statement about sexual harassment in the workplace. Sara's premise is that having clear processes to handle sexual harassment complaints result in fewer instances of sick leave, employee turnover, and lawsuits. Join researchers from The Ohio State University as they share effective, research-based practices and policies to combat sexual harassment.

Presented by: Dr. Erynn Beaton, Assistant Professor, John Glenn College of Public Affairs, The Ohio State University; Dr. Megan LePere-Schloop, Assistant Professor, John Glenn College of Public Affairs, The Ohio State University

CFRE Credit

Full participation in the AFP IDEA: Women's Impact Summit program on October 5-6 is eligible for 9.0 CFRE education points toward initial certification or recertification.



Sunday continued...

The Stakes Are Too High—Real Talk About Leading in Color

Room: Valley of the Sun B

It's time for a conversation about leadership and what it's like to lead as a woman of color in fundraising. During this fireside chat, we will explore the challenges of being a woman of color in development and achieving success in the face of adversity, learning from leaders who have navigated choppy waters.

Presented by: Kishshana Palmer, CFRE, CEO, Kishshana and Co.; Nneka Allen, CFRE, Senior Development Officer, Corp. Sponsorship, London Health Sciences Foundation; and Guest Speakers

10:30 - 11:00 a.m.

Networking Break

11:00 a.m. - 12:00 p.m.

Breakout Education Sessions

Maintaining Professional Relationships with Donors (in a #MeToo world)

Room: Valley of the Sun A

Relationships with donors are professional—but they often operate like a personal relationship, and that can lead to inappropriate situations. Female fundraisers are over three times more likely to face inappropriate behavior from a donor than their male counterparts. In this scenario-based discussion, fundraisers explore the many nuances that exist within a professional donor relationship, gaining critical skills for establishing and maintaining appropriate boundaries. Participants will also explore a framework for assessing interactions with donors and potential donors and identify best practices for handling difficult and precarious situations (including gender and racial bias, political opposition, sexual harassment, and sexual misconduct).

Presented by: Mark McCampbell, Senior VP, Strategic Partnerships, Advancement Resources; Brikkelle Thompson, Director, Organization & Leadership Development and Talent Management, University of Minnesota Foundation

I'm a Fundraiser. What's Gender Got to Do with It?

Room: Valley of the Sun B

In this interactive session, participants will examine the intersection of professional identity and gender. Drawing on national research, attendees will consider their personal values and professional identities, then reflect on how gender-role expectations intersect with their professional identity and what it means to be a successful fundraiser.

Presented by: Sarah K. Nathan, Ph.D., Indiana University, Lilly Family School of Philanthropy

12:15 - 1:15 p.m.

Breakout Education Sessions

Overcoming Pay Inequity

Room: Valley of the Sun A

Just as women are underrepresented in the upper tiers of nonprofits, the women who do occupy senior positions are often underpaid. In this session, we will highlight research and negotiation work led by AAUW, Community Brands, and other organizations who are creating solutions to close these gaps. You'll not only leave with the facts behind pay inequity, you'll also gain tips and strategies to help move the needle on both an individual and an organizational level.

Presented by: Kimberly Churches, Chief Executive Officer, American Association of University Women (AAUW); Melea Guilbault, Senior Vice President | GM—Channels, Industry Alliances & Nonprofit Solutions, Community Brands; Tycely Williams, CFRE, Vice President of Development, YWCA USA

It's Raffle Time!

Join the AFP Foundation for Philanthropy and Community Brands in supporting the Fresh Start Women's Foundation, and you can win a fabulous prize!

See page 11 for more details.



Sunday continued...

Gender Works: Closing the Gender Gap Together

Room: Valley of the Sun B

A woman is asked to take notes at every meeting, even the ones she's leading. A man is told he needs to "stop playing nice" with his direct reports. A transgender woman is not included in a working mothers' group. Gender-based oppression shows up in ways big and small, and it harms all of us: women, men, and people who identify across and beyond the gender binary. The dynamics that play out in our workplace reinforce and maintain gendered systems of power, many times without us even recognizing it. Learn the ways gender shows up in our everyday work experiences, explore how gender norms affect you, and take away practical tools to ensure that gender works for us rather than against us.

Presented by: Alexis Kanda-Olmstead,
Director, Advancement Talent Management,
Dartmouth College

1:30 - 3:00 p.m.

Closing Keynote & Lunch: Teresa Younger, President and CEO of the Ms. Foundation for Women

Room: Valley of the Sun C

Teresa C. Younger is a renowned thought leader, strategist, advocate, activist and amplifier, having spent over 20 years on the frontlines of some of the most critical battles affecting the lives of women and their communities. Ms. Younger is the president and CEO of the Ms. Foundation for Women, the first (and oldest) women's foundation. Under Ms. Younger's leadership, the Foundation launched #MyFeminisms, a multimedia campaign sparking a national conversation on feminism; funded a groundbreaking report on the sexual abuse to prison pipeline; joined leading women's foundations at the White House (under the Obama Administration) to announce a \$100 million funding commitment to create pathways to economic opportunity for low-income women and girls; and led a campaign to hold the NFL accountable for violence against women.



As a thought leader, Ms. Younger's contributions and expertise to the nonprofit and social justice arenas has been noted in BIG IMPACT: Insights and Stories from America's Nonprofit Leaders and the Women's Leadership Online Summit. She has been recognized by The Council on World Affairs, Aspen Institute, Princeton University, Harvard University, and NetRoots Nation. In 2015 she was chosen by Planned Parenthood Federation of America as a "Dream Keeper," and in 2016 was named one of the "50 Most Powerful Women in Philanthropy" by Inside Philanthropy.

Thank You!

AFP IDEA Women's Impact Summit Workgroup

We would like to thank the AFP IDEA Women's Impact Summit Workgroup for their leadership in planning this event.

Rachel Hutchisson—Chair

Michael Baker, CFRE

William F. Bartolini, ACFRE

Penelope Cagney, CFEE, CFRM, MA, CFRE

Kevin J. Foyle, CFRE

Liz Kaplan

Elizabeth LeClair, MA

Harry Lynch, CFRE

Kimberly MacKenzie, CFRE

Andrea McManus

Kathy Short Rabon, CFRE

Isaac W. K. Thweatt

Löki Gale Tobin, MA

Melissa Leilani Weisse, CFRE

Tycely Williams, CFRE



Looking for more information about our speakers? Download the AFP LEAD & WII SUMMIT app to see bios and headshots for all speakers.



All breakout education sessions will be recorded and available to all AFP IDEA Women's Impact Summit registrants at no cost, except the keynote sessions and those otherwise noted.

RAFFLE!

\$25 per ticket



and



communitybrands

benefiting



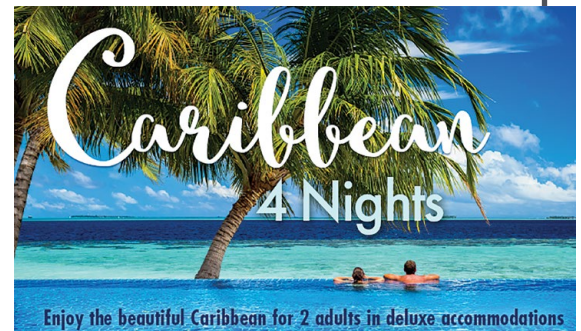
Fresh Start
Women's Foundation

Join the AFP Foundation for Philanthropy and Community Brands in supporting the Fresh Start Women's Foundation!

During the AFP IDEA Women's Impact Summit, join our raffle for a chance to win a four-night stay in the beautiful Caribbean! As part of the raffle, AFP is matching up to \$500 in donations to the Fresh Start Women's Foundation.

How do I join the raffle? Text **IMPACT** to **52182**

Powered by GiveSmart® by Community Brands



About Fresh Start:

Fresh Start Women's Foundation provides resources, support and education to any woman 18 or older.

The goal of Fresh Start's programs and services is to improve a woman's self-sufficiency and self-esteem so that she is better equipped to care for herself and her family, regardless of the barriers she faces.

Each program/service is different, with different outcomes, but ultimately, Fresh Start works to empower each client with an understanding of her unique strengths and equip her with the tools and resources to achieve her goals.

Fresh Start provides:

- Social Work Services
- Financial Education
- Career Training
- Computer Literacy
- Mentoring Services
- Personal Development
- Family Law Support
- Educational Resources

freshstartwomen.org



Initiative Sponsor



Challenges in Gender Equity

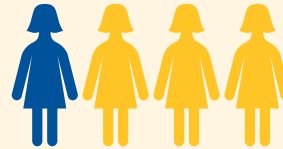
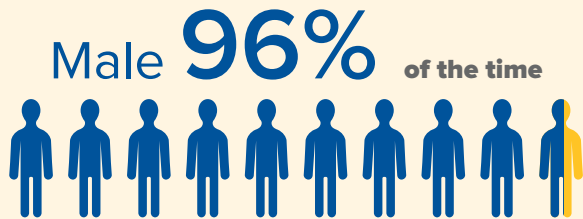
Sexual Harassment in the Fundraising Profession

Perpetrators

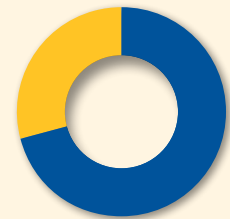
Donors
65%
of the time

Colleagues/
Supervisors
39%
of the time

(>100% accounts for segment overlap)



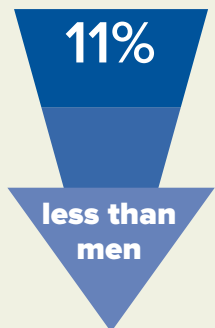
1 of 4
women
in fundraising
experienced
sexual
harassment



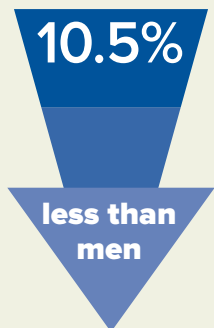
71%
reported
no action
taken
against the
perpetrator

Gender Pay Equity Trend Analysis

2000–2005
Women made



2013–2018
Women made



Gender was just
one of several factors that
influence salaries

Organization
Size

Position

Advanced
Degree

MALE ALLY

Be A Male Ally – Show up as a man who is supportive and attentive to the needs of women. Actively take steps to create environments that are inclusive and equitable.

Supporting women is not a women's issue. It is everyone's issue. Being a male ally is an effective way to change the landscape and create a new culture. It demonstrates your desire to create equity and be a champion for women. Male allies associate, cooperate and support women.

BEING A MALE ALLY IS RECOGNIZING THE INEQUALITY THAT EXISTS BETWEEN GENDERS/SEXES AND ACTIVELY TAKING STEPS TOWARDS AND STANDING UP FOR ISSUES THAT AFFECT WOMEN.

AN EFFECTIVE MALE ALLY ACTIVELY:



COMBATS WORKPLACE HARASSMENT

SPEAK UP, STAND UP, CALL IT OUT! Talk with your male colleagues about appropriate conduct in the workplace. Openly defend the victims of inappropriate behavior by men. Make it clear to other men that what they are saying or doing is inappropriate.



ADVOCATES FOR PAY EQUITY

PROMOTE PAY TRANSPARENCY AND ACCOUNTABILITY. Insist that salary ranges are posted with job descriptions for open roles. Demand fairness in compensation for all individuals in the same/similar roles.



CULTIVATES WOMEN IN LEADERSHIP

BECOME A MENTOR TO A FEMALE COLLEAGUE. Publicly acknowledge quality work by female colleagues. Talk openly with female colleagues about opportunities for promotions and growth within the company. Actively promote women into leadership opportunities

THE ABC'S OF BEING AN ACTIVE ALLY

A AMPLIFY THE FEMALE VOICE

Ask your female colleagues for their opinions on business endeavors. If you see a female colleague get interrupted, let the room know that you're interested in hearing her thoughts, and ask her to share her comments. Make sure there are opportunities for women to join working groups and committees.

B BE ACCOUNTABLE

When someone points out your mistakes, acknowledge the impact of the wrong that was done, apologize for the act, and let the lesson carry you forward. Hold other men to the same accountability.

C CHALLENGE SOCIAL NORMS

An effective male ally calls out microaggressions, male privilege, gender stereotypes, and existing systems and biases that don't promote equity and inclusivity.



DOING YOUR HOMEWORK AND RESEARCH

EXPLORE EVIDENCE OF WOMEN'S OBSTACLES AND LEARN FROM OTHERS TO SUPPORT WOMEN'S GOALS AND ENCOURAGE THEIR AMBITIONS.

- Ask their pronoun
- Talk to your female colleagues. Have honest conversations about barriers, beliefs, and experiences
- Learn from other male allies. Be comfortable asking for feedback and understand that you don't know what you don't know.
- Research your workplace policies. Do they account for lactation rooms? Gender-neutral bathrooms? Equal parental leave policies?



THE OHIO STATE UNIVERSITY

John Glenn College of Public Affairs
glenn.osu.edu

Anti-Sexual Harassment Practices

Prepared by Drs. Erynn Beaton and Megan LePere-Schloop

Demonstrate a commitment to equality and inclusion

- Assess presence of sexual harassment
- Have diverse leadership and board
- Leadership engagement
- Set and promote clear values
- Conduct reference checks on new hires
- Standardize human resource practices
- Devote appropriate resources to sexual harassment

Follow or exceed federal and state laws

- Know the laws
- Ensure policy is consistent with laws
- Train employees according to law

Write a clear anti-sexual harassment policy

- Define sexual harassment in the policy
- Identify the reporting/investigation process in the policy
- Identify all stakeholders in policy
- Include consequences in policy
- Involve stakeholders in drafting policy
- Prohibit retaliation within policy
- Review the policy regularly
- Translate the policy
- Enforce the policy

Educate stakeholders on sexual harassment

- Document sexual harassment awareness
- Include all stakeholders in training sessions
- Include sexual harassment in new hire orientation
- Hold training on diversity, inclusion, and bias
- Hold training sessions on sexual harassment
- Hold separate sexual harassment training sessions for managers
- Make training interactive
- Regularly share information on sexual harassment awareness.

Encourage employees to report sexual harassment

- Make reporting simple
- Make reporting safe
- Make reporting anonymous
- Don't allow retaliation
- Respect all complainants

Properly investigate all complaints

- Don't wait for a formal complaint
- Document all complaints and investigations
- Follow an investigative plan
- Investigate every complaint consistently
- Notify board and insurance of allegations
- Respond immediately to complaints
- Gather information from all parties
- Draw on sexual harassment experts and resources
- Maintain confidentiality when possible
- Update complainant and accused
- Make a determination

Take appropriate action on sexual harassment complaints

- Prepare for external exposure
- Take remedial action
- Communicate the determination
- Don't provide positive references for harassers
- Conduct an audit of practices

The findings, conclusions, and recommendations expressed in this report are the product of research conducted by the author(s) and do not represent the views of either the John Glenn College of Public Affairs or The Ohio State University.



The Nonprofit Leadership Workbook for Women

GET YOUR FREE COPY AT:

[DONORPERFECT.COM/WORKBOOK](https://donorperfect.com/workbook)

Thank You to Our Leadership Development Mentors and Mentees!

One of the most powerful and effective ways to build sustainable female leadership is through mentorship. Mentorship provides role models, helps mentees understand what they can and will become, and creates an open and supportive place for questions, guidance and advice.

AFP is proud to congratulate the participants in the first year of our Mentoring and Leadership Development Program!

Thank you to our 2019 mentors and mentees:

MENTORS:

Chandra Alexandre,
CFRE, Ph.D., MBA
Leah Eustace, CFRE, ACFRE
Scott Fortnum, ACFRE, MA
Heather Hu
Kathy Rabon, CFRE

MENTEES:

Nur Rashidah
Erin Cizan
Holly Drummond
Shelly Mehra
Daina Porter

**WE'VE
ONLY
JUST
BEGUN.**



**Over the last two years, the
AFP Women's Impact Initiative has:**

- Conducted ground-breaking research on sexual harassment and gender pay inequity in the fundraising profession;
- Created new educational materials, including fact sheets, videos, workbooks and webinars, on all aspects of gender equity and equality;
- Developed new policies and procedures for use by the association and to be used as a model for charities around the world;
- Launched mentorship, executive coaching, and cultural awareness programs to advance women's issues; and
- Inspired thousands of women and their allies to stand up, speak out and take action as we work to create a profession that is equitable, inclusive, diverse and effective.

As we celebrate our work at the Women's Impact Summit, we know this is just the beginning of our journey, together.



Thank YOU for being with us, sharing your stories and supporting each other.

Thank you to our chair, Tycey Williams, CFRE, for her outstanding leadership, and to our incoming chair, Liz LeClair, CFRE.

And thank you to our sponsors and partners for their incredible work!

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