

**Q. What is the IDEA Impact Program?**

**A:** In 2017, the recommendations of the Association’s IDEA (Inclusion, Diversity, Equity, and Access) Committee included adding equity and access to our focus of diversity and inclusion. The IDEA lens has lit the spark of finding a solution to the leadership gap problem in the profession by engaging, training, and supporting these diverse communities as they not only move into the profession, but grow to sustain it

The AFP IDEA Impact program will use a phased, multiyear approach to create initiatives focused on different diverse communities. Each initiative will have four components; research, education and training, support, and awareness geared towards effectively preparing the next generation of diverse leaders. The program and its initiatives will work to create a fundraising profession that is not only diverse, but inclusive and equitable.

**Q: What is the Women’s Impact Initiative (WII)?**

**A:** Women’s Impact Initiative (WII) is an 18-month initiative to assess, address and highlight the specific issues and challenges that women in the fundraising profession face: pay equity, harassment, inclusion in leadership, and more. The initiative’s objectives will be multi-faceted and action oriented, focused on research, education and program development and implementation, awareness, and guidance and support. The WII initiative will culminate with a Women’s Impact Summit as a stand-alone event in 2019.

**Q: Who’s leading this initiative?**

**A:** The Women’s Impact Initiative is led by a strong cross-divisional taskforce that includes participants from all functional areas of the organization, partners from outside of AFP, and as well as individuals who are not minorities but champions for them—for we cannot have true equitable leadership until we address these issues together. [View Taskforce](#)

**Q: How will AFP continue to address these issues in the long-term?**

**A:** While the initiative will conclude in 2019, the work to ensure gender equity in the profession will continue into the future. The research findings, educational offerings, and partnerships developed through the work of WII will help inform the creation of future resources. WII will also serve as the foundation of the IDEA Impact Program as we move to focus on other diverse communities.

**Q: How can I get involved?**

**A:** There are lots of ways to get involved. Share examples of what organizations are doing to excel at improving gender equity through our [call to action](#). Attend some of our [upcoming education sessions](#) that address barriers to gender equity. Join the discussion online in the [WII Discussion Forum](#).