

# ANFP Belonging, Community, & Culture Guiding Principles

ANFP's guiding principles reflect our core values and are the foundation for a welcoming environment.

ANFP is committed to a F.A.I.R and J.U.S.T. culture where we A.D.V.O.C.A.T.E. for all our members to U.N.I.T.E our industry, where we all B.E.L.O.N.G. and are valued within our communities.

## F.A.I.R.

**Foundation** - We believe the fundamental principles or values upon which diversity, equity, and inclusion initiatives are built, provide a solid basis for creating positive change.

**Acceptance** - We embrace and respect the differences among individuals, fostering an inclusive environment where everyone feels valued and welcomed.

**Identity** - We value the unique qualities, characteristics, or affiliations that make an individual or group distinct, that encompass aspects such as race, ethnicity, gender, sexual orientation, religion, and socioeconomic status.

**Resilience** - ANFP nurtures the ability of individuals and communities to adapt, overcome adversity, and thrive in the face of challenges, including those related to diversity, equity, and inclusion, fostering strength and empowerment.

## J.U.S.T.

**Justice** - We practice fair treatment and believe in the principle of upholding what is morally right and fair, ensuring that all individuals have equal access to opportunities and resources.

**Unity** - ANFP strives to be united or joined as a whole, emphasizing the importance of solidarity and cooperation among diverse individuals or groups.

**Systemic Change** - ANFP is working towards structural changes aimed at addressing underlying inequalities and promoting diversity, equity, and inclusion at a systemic level.

**Transformative** - We aim to bring about significant and positive changes in attitudes, behaviors, policies, and systems to promote diversity, equity, and inclusion at individual, organizational, and societal levels.



## A.D.V.O.C.A.T.E.

**Allyship** - ANFP practices actively supporting and advocating for marginalized or underrepresented groups, particularly by those who hold privilege or power.

**Diversity** - We at ANFP celebrate and embrace diversity within our organization and industry.

**Valued** - ANFP's members and industry partners are valued.

**Overcome** - ANFP will continually work to overcome inequality, biases, discrimination, and other barriers and advocate for those in marginalized groups.

**Cultural competence** - ANFP continually strives to educate our members, staff, and leadership on different cultures, values, and beliefs to build respect and tolerance among our communities.

**Accessibility** - We work to remove obstacles to ensure accessibility of resources for our members.

**Tolerance** - We embrace the willingness to be respectful of differences but may not necessarily agree with or fully understand them.

**Empathy** - We practice empathy that allows others to feel heard and understood and build trust and mutual respect within our relationships.



## U.N.I.T.E.

**Unbiased** - ANFP is working towards an environment that is free from prejudice or discrimination, ensuring fair and equitable treatment for all individuals regardless of their differences in identity, background, or characteristics.

**Nurture** - We nurture an environment to support and cultivate an inclusive community where individuals from diverse backgrounds can grow, thrive, and reach their full potential.

**Inspiration** - We inspire one another through motivation or encouragement derived from diverse voices, experiences, and achievements, which can inspire individuals and communities to work towards greater equity and inclusion.

**Teamwork** - We encourage collaborative efforts among individuals from diverse backgrounds to work together towards common goals and objectives in an inclusive and equitable manner.

**Evolution** - ANFP is part of the process of gradual change and development towards greater diversity, equity, and inclusion, reflecting ongoing efforts to address systemic barriers and promote social justice.



## **B.E.L.O.N.G.**

**Brave space** - ANFP cultivates a brave space where individuals feel empowered to actively participate as their authentic selves and challenge ideas and beliefs.

**Empowerment** - ANFP empowers individuals by providing resources, support, and opportunities they need to achieve their full potential.

**Learning** - ANFP promotes learning as the foundation for growth, positive change, and inclusion for all members, corporate and industry partners.

**Open-mindedness** - ANFP practices willingness to be receptive to others' beliefs, values, backgrounds, and other defining characteristics that are different from our own.

**Nondiscrimination** - We at ANFP practice treating individuals without prejudice regardless of race, gender, sex, age, religion, or other identity.

**Growth mindset** - ANFP has a frame of mind that an individual's capacities and talents can be improved over time, regardless of obstacles and helps us develop empathy and acceptance.

