

CO CONSPIRATORS

Partnership Standards

with the
Association of
Fundraising
Professionals

July 2025



Purpose

The purpose of the ***Co-Conspirator's Partnership Standards*** is to provide clarity and guidance about our engagement with the Association of Fundraising Professionals (AFP), which includes AFP Global, AFP Canada, AFP Canada Foundation, and local AFP Chapters based in Canada and United States —collectively referred to as the “AFP Institutions.” This document explicitly outlines our decision-making process, which governs how we partner or engage with AFP Institutions, and functions to clarify the Co-Conspirator's principles and illuminate our ways of working within the Co-Conspirator group.

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Statement

We continue to witness actions and incidents within AFP institutions that perpetuate harm. At the same time, we recognize the genuine and intentional advocacy being led by several local AFP Chapters.

While systemic issues and concerns remain, it is important to acknowledge the meaningful efforts some Chapters are making to embed equity and justice as foundational principles in their operations. These transparent and positive measures reflect a commitment to change that deserves recognition, even as we continue to call for broader, systemic transformation across the sector.

Background

The Co-Conspirators first came together in early 2023 to expose the pervasive anti-Black racism within the AFP Greater Toronto Chapter (AFP-GTC). Our goal was to compel the Chapter to acknowledge the harm caused, issue a meaningful apology, and commit to non-performative action toward repair and restitution. While our initial advocacy was centered on AFP-GTC, we are fully aware that incidents of anti-Black racism—and broader patterns of inequity and injustice—have occurred and continue to occur across AFP institutions.

Background

Despite public statements by various AFP bodies declaring their commitment to inclusion, diversity, equity, and accessibility (IDEA), and despite some isolated signs of progress, systemic issues persist. The measures taken thus far have largely failed to result in meaningful or foundational change.

Since our initial convening, we have seen some individuals shift their behavior—from perpetrators of harm to becoming allies, advocates, and co-conspirators in the fight against anti-Black racism and injustice. At the same time, others have doubled down on harmful behaviors or chosen to remain complicit in the status quo.

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Our Principles In Action

Every member of our Co-Conspirator community is committed to the principles of accountability, responsibility, truth-telling, and the practice of dissenting behaviours. We, individually and collectively, continue to dedicate ourselves to and reaffirm these principles and behaviours as a way of being—the way we live, the way we interact, with whom we work and engage, and throughout our continuing activism.

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Our Principles In Action

We hold ourselves to these principles and expect, at all times, but specifically when representing the Co-Conspirators, that any entities with which we partner—whether individual, group, or organization—will be guided by the same principles. These entities must demonstrate transparency and honesty in their relationships and live courageously by challenging established norms.

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Our Principles In Action

“We can disagree and still love each other unless your disagreement is rooted in my oppression and denial of my humanity and right to exist.”

- James Baldwin

Our Principles In Action

We will only engage with entities—community members, groups, and organizations, including AFP Institutions—who have demonstrated commitment through actions that confront anti-Black racism within the nonprofit sector.

Furthermore, we stand in solidarity with individuals, groups, organizations, and liberation and justice movements that acknowledge human dignity and care for our interconnected present and future through actions and behaviours.

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Accountability & Responsibility

We exercise, hold, and accept personal and collective responsibility and accountability to each other and the group as a whole. Therefore, the expectation is that our behaviours and decisions are made with transparency and rooted in a commitment to radical kinship, which seeks to actively dismantle social barriers while fostering an environment where everyone is cherished, regardless of their identity or status. It emphasizes mutual respect, belonging, and the importance of nurturing relationships that consider how all species, animate and inanimate, can be powerful and thrive together.

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Truth-telling & Dissent

We recognize that truth-telling is a foundational act of integrity. Integrity is essential for building and sustaining relationships, as it fosters trust—the bedrock of any meaningful connection. We also understand that speaking the truth carries inherent risks. Our stories often disrupt dominant narratives, especially when rooted in advocacy for racial justice. Truth has the power to unsettle and provoke fear in those invested in maintaining the status quo.

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Truth-telling & Dissent

Dissent is the act of taking a stand that challenges or deviates from dominant belief systems. It can manifest as questioning so-called “traditions,” confronting societal or racial norms, or rejecting entrenched ideologies such as white supremacy, colonialism, patriarchy, and capitalism. Like truth-telling, dissent is dangerous—particularly in transactional environments that do not prioritize care, community, or long-term relationship-building.

And yet, it is precisely in this moment that truth and dissent are most needed.

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