

AFP Greater Baton Rouge Board Votes to Require Salaries for Job Postings

During a chapter board meeting on April 15, 2021, the AFP Greater Baton Rouge Board unanimously voted to require salaries on all future job postings on its local career board. This new policy will be effective immediately.

We understand this might be a significant change for some organizations, but we believe this is an important first step to promote gender and racial pay equity in the fundraising profession. It also follows a similar change AFP Global made in October 2020 and other AFP chapters have made since that time.

Here are a couple of the reasons we are making this change.

Not including the salary range reinforces the salary gaps we see in the fundraising profession and in all of society based on gender, race and other factors. In [new research published by AFP](#) on March 8, 2021, gender accounts for a 10 percent difference in salaries between male and female fundraisers. Studies show that women and people of color often have huge disadvantages during salary negotiations. Requiring salary ranges promotes equity in the fundraising profession.

Additionally, there is research which shows that jobs with salary ranges get 30% more attention. Salary ranges set expectations from the beginning and ensure there is no surprise about salaries and that neither party is wasting their time on a candidate or a position that doesn't meet their financial or budgetary needs. It promotes the transparency that is a key principle in the *AFP Code of Ethical Standards*.

As a Board, we strongly believe in I.D.E.A. (Inclusion, Diversity, Equity, and Access), and this change is aligned with our values. We welcome continued conversations of how we can further advance equity through our chapter.

If you have any questions, please contact Judith Roberson, Chapter President, at Judith.Roberson@FRANU.edu or Alicia Murphy, IDEA Chair, at admurphy1966@gmail.com.