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Definitions of Cross-cutting Priorities

The GPA Board of Directors identified four “Cross-Cutting Priorities” during the development of the GPA Strategic Plan in 2020: Ethical Standards, Fiscal Responsibility/Sustainability, Diversity/Equity/Inclusivity, and Responsible Transparency. The board did not specifically define these items during the strategic planning process. A task force of three board members prepared the definitions of these four areas for approval by the GPA Board of Directors.

Ethical Standards:

Members of the Board, Committees, Task Forces, and other GPA Leadership are to:

- Practice their profession with the highest sense of integrity, honesty, and truthfulness to maintain and broaden public confidence
- Adhere to all applicable laws and regulations
- Continually improve their professional knowledge and skills
- Promote positive relationships between grant professionals and their stakeholders
- Value the privacy, freedom, choice, and interests of all those affected by their actions
- Foster cultural diversity and pluralistic values and treat all people with dignity and respect
- Become leaders and role models in the field of grantsmanship
- Encourage colleagues to embrace and practice GPA's Code of Ethics and Standards of Professional Practice
- Fully and regularly disclose any potential conflicts of interest

Note: The Ethics Committee will be reviewing the GPA Code of Ethics this year and may make additional revisions for the Board to consider.

Financial Responsibility / Sustainability:

Financial responsibility refers to the process of managing money and other similar assets in a way that is considered productive and is also in the best interest of GPA.

Strategic planning and other decisions should accurately reflect GPA's priorities and available resources using the appropriate checks and balances and input from GPA staff and other key stakeholders, as appropriate.

Diversity, Equity, Inclusivity:

Our Commitment to Diversity, Equity, and Inclusion:

The Grant Professionals Association's mission is to empower grant professionals and those they serve through advocacy, community, and professionalism. We know that a diverse, equitable, and inclusive organization is a more innovative and successful one. Across our network of professionals, we embrace diversity of background, perspective, culture, and experience. We are committed to fostering a culture that treats all people with dignity and respect. Every member of the Grant Professionals Association is doing their part to make this a reality through our transparency, ethical standards, and fiscal responsibility.

Diversity: The celebration of differences

Diversity is the presence of differences—including differences in race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, disability status, age, political perspective, and other differentiation points—that inform an individual's experience. GPA recognizes that diverse populations have historically been and continue to be marginalized, leading to underrepresentation in many organizations. As GPA moves forward, our goals are to

- learn and respect the uniqueness of identity and thinking, and
- commit to taking action based on equity and inclusion.

Equity: Equal access to opportunities to reach each individual's full potential

Equity is ensuring that everyone can fully participate and has access to the resources they need to be successful, which may not be the same for each individual. GPA recognizes that advantages and barriers to equity exist, and is committed to correct imbalances to ensure procedures, processes, and distribution of resources through GPA with justice and fairness.

Inclusion: Valuing diversity

Inclusion is the process of ensuring that diverse individuals are valued, welcomed, and can fully participate in an organization. GPA strongly encourages all members to intentionally create a space where all identities can bring their authentic selves and can be seen, heard, and valued, and support those who have been historically marginalized.

Responsible Transparency:

GPA is committed to creating a safe space where information and ideas can be shared and difficult conversations are held confidential while sharing appropriate levels of information through the board, committees, and general membership that demonstrates transparency around processes and outcomes.