



ABOUT DEI UNITED

Who are we?

DEI United is a collaboration between United Way of Central New Mexico (UW1CNM) and Albuquerque Community Foundation (ACF). A staff-driven committee from both organizations drives internal and external activities that advance diversity, equity and inclusion in central New Mexico. Both United Way and ACF have created new positions to lead DEI work, the Director of Diversity, Equity and Inclusion and the Vice President of Strategy and Equity respectively. The individuals are part of the joint committee overseeing our collective DEI efforts.

What are our principles?

- **Importance and Intent:** We will be stronger and more effective in achieving our missions by engaging in DEI and anti-racism work. This process will be messy and imperfect, but we will engage with honesty and bravery. We will be open and transparent about our work, including our shortcomings and failures.
- **Learning and Developing:** We understand that we are continuously learning and take responsibility for dismantling white supremacy, biases, and blind spots on an internal, interpersonal, institutional and structural levels.
- **Co-creation and Collaboration:** We will work to invite, collaborate, and co-create with the diverse communities that have been overlooked by our respective organizations in the past. We will also use the principles of co-creation and collaboration to guide our internal work as well as our partnership.
- **Risk-Taking and Role Modeling:** We will work to dismantle systemic injustice in our respective organizations through learning, listening, training, understanding, and power sharing. We know that this ongoing work will require risk-taking and the ability to become comfortable with being uncomfortable, on all staff levels.
- **Community and Action:** We understand that New Mexico has many vibrant and resilient communities who are working to undo the effects of racism. We will put the full weight of our organizations' resources behind what is most needed and pressing in our communities.

What do we do?

DEI United supports, promotes, and advances diversity, equity and inclusion in central New Mexico. This initiative is focused on building a community in which all can participate in creating equitable social transformation. We address three areas under the DEI United banner: community engagement; funding for BIPOC-led and lived-experience-led, nonprofit organizations addressing systemic inequities; and leadership and equity development. ACF and UW1CNM stand in solidarity with Black Lives Matter and continue to work on diversifying our staffs and boards of directors, guided by a matrix of demographic characteristics that reflect the diversity of our communities, including gender, ethnicity, age, profession, and geographic representation.

How do we do it?

Through DEI United, we have started to engage and recruit more diverse groups of candidates for Board of Trustees/Board of Directors, staff, committees, and giving circles. Our organizations work to explicitly fund, collaborate and partner with nonprofits that are grassroots and led by Black, Indigenous, and people of color (BIPOC) and those with lived experience. In addition, each organization has DEI working groups at the staff and/or the board level to foster change.

We also recognize that our organizations must reflect and commit to the DEI work we do in the community. It requires time and care that could be perceived to detract from our mission. However, we strongly believe that quality and customer service is enhanced through a diverse, inclusive approach.

Our leadership team is committed to diversity, reflected by both the composition of our existing staffs and our efforts to recruit employees who reflect our DEI mission. Recruiting practices include blind reviews of resumes, with names and dates of degrees removed before review. All supervisors have completed Diversity, Equity & Inclusion training. In addition, supervisors and managers have access to trainings through several avenues of professional development. One of DEI United's inclusive Leadership workgroup goals is to recommend trainings for managers and supervisors.

What is the Grantmaking process?

The DEI United Collaborative administers funds in two separate efforts.

Community Wealth Building Cohort: Generous funding from W.K. Kellogg Foundation supports a 2-year initiative to analyze and recreate grantmaking through an equity lens. During the funding cycle, 12 organizations will receive 2-year, general operating dollars to support their important work, with the expectation that these cohorts will offer advice to improve equity in our grantmaking. At this time, awards have been administered to 4 organizations, chosen by the staff of UWNCNM and ACF. The criteria for selection were: BIPOC-led with annual budgets of less than \$500,000. The first cohort chose the name of the cohort, and will support in determining future cohort members, in addition to sharing the names of all recipients on a timeline they develop. This is not an open application process at this time.

The current recipients are:

**Together 4 Brothers
Vizionz-Sankofa
Working Classroom
International District Economic Development**

DEI funds: The generosity of Sandia National Labs, MacKenzie Scott, Bank of America and PNM support additional grantees in 2-year, general operating dollars grants. The recipients were chosen by the staffs of UWNCNM and ACF. Our learning and reflection process with our partners at Albuquerque Community Foundation was organic, and the criteria for the awards was fluid as we learned how to move forward in support of DEI. The staffs of United Way of North Central New Mexico and Albuquerque Community Foundation have drawn from advice from community partners and from the values of Trust Based Philanthropy to intentionally focus equity in the ongoing process of developing the current criteria. At this time, funds are awarded to organizations that are: BIPOC or lived-experience led and/or organizations that center addressing systemic inequities in their work and have deep connections to community. The ongoing development of the grantmaking criteria and process will be developed in collaboration with current recipients of all DEI United Funds and with feedback and input from those with lived experience. These is no open application process for these funds and award amounts vary.

The current recipients are:

**NM Black Leadership Council
Partnership for Community Action
National Hispanic Cultural Center Foundation
Transgender Resource Center
Deconstructing Racism New Mexico
Building Better Boards for People of Color**