

UWNCNM Anti-Racism Statement

We recognize that structural racism, ethnic discrimination and other forms of oppression have contributed to racial disparities that existed in the past and persist in the present in New Mexico. We acknowledge that those inequities are the result of policies and practices that work through institutions, dominant culture, and an economic system to marginalize entire populations of people. New Mexico's rich history includes many racially and ethnically diverse communities, and we strive to honor each community, regardless of size. Our state's history includes the harms of genocide and colonization, and we know it is our responsibility to work against this historical erasure.

We unequivocally denounce racism and ethnic discrimination because it undermines the well-being and vitality of our communities. We recognize that these systems of oppression also affect those who live at the intersections, including communities of those with disabilities and the LGBTQ+ community. We seek to dismantle disparities, address power differentials, and strive to center in power and decision-making the voices of those with lived experiences as we work together toward equity and inclusion. We are committed to working with our partners to co-create solutions that ensure everyone has the resources, support, opportunities and networks they need to thrive. We commit to leveraging our assets to create more equitable communities.

Our approach to equity is reflected in our Strategic Plan, as well as in grant making through our DEI United initiative, which intentionally centers the voices of those with lived experience and organizations whose mission is to address systemic inequities. We are committed to this journey with humility, and we are committed to being better listeners, learners and partners.

Adopted by the United Way of North Central New Mexico Board of Directors, July 18, 2022