

Centering Equity: What does that Mean?

Thank you for joining us. We will begin shortly

January 17th, 2024

UWNCNM.org

**United Way of North
Central New Mexico**
Serving Bernalillo, Sandoval, Santa Fe, Torrance, and Valencia counties



Workshop Team Members



Trish Marquez UWNCNM



Sarah Ernhart UWNCNM



Mandisa Routheni JRI



Kate Gelnett FIFABQ

Primary Goals



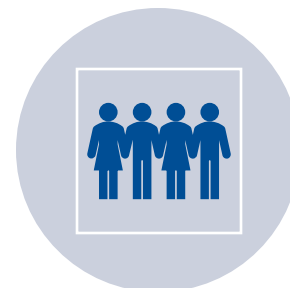
Providing a basic understanding and definitions of centering systemic equities and how to tell the story to funders



Peer stories of centering community in their work



Examples of application questions



Open discussion and reflection



A background image showing several white paper cutouts of human figures holding hands, arranged in a line. The figures are slightly out of focus, creating a sense of depth and community.

Why is UWNCNM embracing Trust-Based Philanthropy in our grant making?

As the name suggests, Trust-Based Philanthropy (TBP) is grounded in building trust with our nonprofit grantees. The traditional philanthropic approach has centered compliance over trust, and we know that to fulfill our mission to equitably improve lives and strengthen communities, we need to deepen our relationships with our grantees, and the foundation of deep, transformational relationships is trust. The values of TBP resonate with the values of UWNCNM, and that translates into the support our nonprofit grantees' need for meaningful change.



WHAT IS THE DIFFERENCE BETWEEN RACIAL EQUITY AND RACIAL JUSTICE?



Racial Justice

is a vision and transformation of society to eliminate racial hierarchies and advance collective liberation, where Black, Indigenous, Latinx, Asian Americans, Native Hawaiians, and Pacific Islanders, in particular, have the dignity, resources, power, and self-determination to fully thrive.



Racial Equity

is a process of eliminating racial disparities and improving outcomes for everyone. It is the intentional and continual practice of changing policies, practices, systems, and structures by prioritizing measurable change in the lives of people of color.



Distinction

Racial equity is the process for moving towards the vision of racial justice. Racial equity seeks measurable milestones and outcomes that can be achieved on the road to racial justice. Racial equity is necessary, but not sufficient, for racial justice.

Juneteenth Renaissance Institute

Our mission is to foster economic parity and unity through culture, public scholarship and programs at the nexus of wealth empowerment, well being, and civic engagement in the black community and beyond



- Website: MyJune19th.org
- Social Media handle: @MyJuneteenth

"Our freedom will never be handed out on a silver platter. Freedom is not free"

- The Rev. Dr. Martin Luther King, Jr.

Application Example

Socially transformative work is not a solo endeavor. Your responses will help us understand how your organization's work fits within the broader field it is working to transform. In addition, your answers to these questions will help us understand what you see as systemic barriers in the broader field, as well as the relationships between these barriers and the outcomes they are producing.

- Describe the vision for your organization's work, explaining the "big picture" and timeline that frame this vision. Whom does this vision serve? What role does the work described serve in contributing to more just, inclusive and equitable communities?
- Impact: How will you identify and engage peers and allies that share your organization's vision as well as represent the communities you serve?

UWNCNM acknowledges that systemic inequities exist in social norms and formal institutions. Systemic inequities disadvantage particular groups of people based on race, religion, gender, gender identity or expression, sexual orientation, ability, age, and more, and directly impede progress toward our Impact Priorities. As an agency we are committed to acknowledging and eliminating inequities within our own policies and systems and in humility, we acknowledge that this journey is long, and we are just beginning.

- What is your agency doing to address systemic inequities, both internally and in the work you do in the community?
- How does your agency's strategic plan address systemic inequities over the next 3 years? Please provide examples.



Equity and Equality

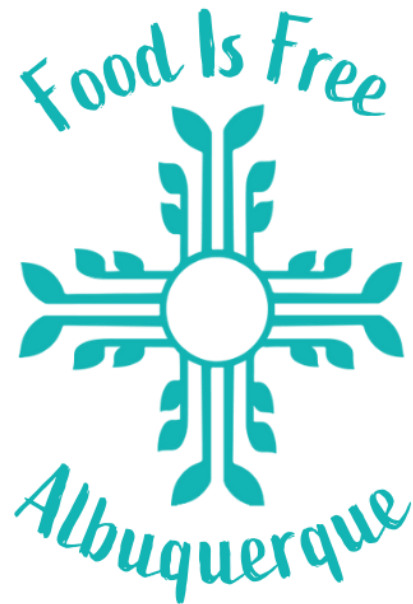
Equity: Ensures that outcomes in the conditions of well-being are improved for marginalized groups, lifting outcomes for all. Equity is a measure of justice.

Equality: Is sameness; everyone gets the same thing. Equality focuses on everyone getting the same opportunity, but often ignores the realities of historical exclusion and power differentials among whites and other racialized groups.

Distinction: Equality uses the same strategies for everyone, but because people are situated differently, they are not likely to get to the same outcomes. Equity uses differentiated and targeted strategies to address different needs and to get to fair outcomes. Equality-focused strategies don't work for, or benefit, everyone

Food is Free Albuquerque

Food is Free Albuquerque is a non-profit that harnesses the abundance of fresh food within our community and connects it to people throughout our city. We believe that fresh food is a human right, and we aim to reduce food waste and fight for food equity and access to fresh and nutritious food. The Food is Free Albuquerque mission touches on many social issues facing humans across the globe.



We harvest fresh food throughout Great Albuquerque, Santa Fe, Belen, and in between. We do our best to distribute the fresh food that we harvest throughout the community in which it was gleaned to keep food as local as possible.

Food is power, and it is our mission to help give that power back.

Application Example

The McCune Foundation's core values support deep engagement with diverse New Mexico communities, both as recipients of services and as collaborators whose voices inform the kinds of services received and how these are provided, including the design, development and implementation of programs and approaches. Your response to Question 2 will help us understand how your organization's work engages with communities served.

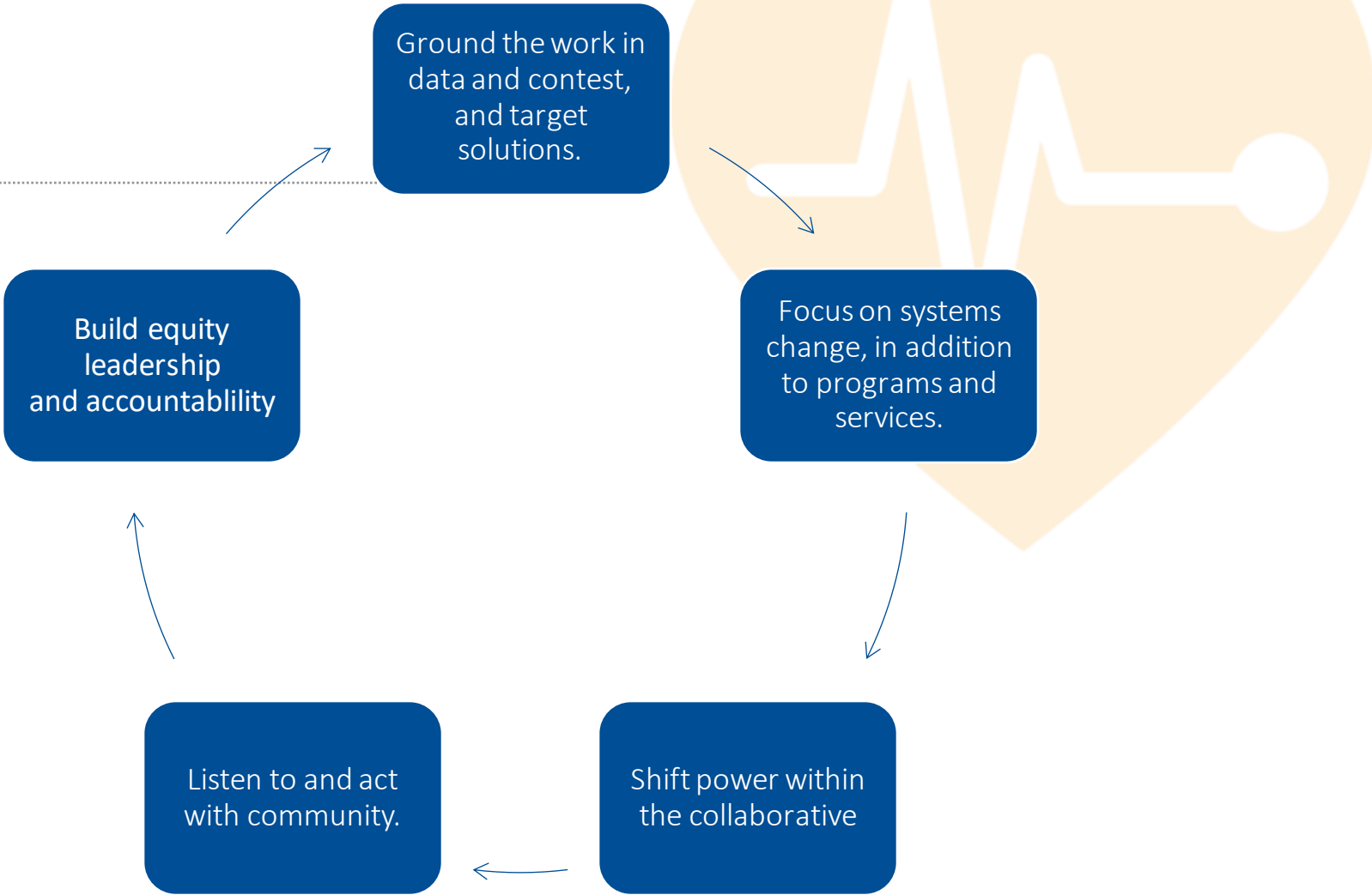
- (2) Community Ownership* How do the communities you serve directly inform the focus of what you propose to implement in the coming year? How does your organization respond to and support leadership within these communities?

From the foundation's earliest days, our founder W.K. Kellogg articulated a formula for change that relies on the leadership and authentic engagement of local community members. He said "...it is only through cooperative planning, intelligent study and group action – activities on the part of the entire community – that lasting results can be achieved." This formula, paired with a recognition of racism's powerful and lasting effect on the lives of children, their families and communities, has guided how we support and work alongside grantees. Racial equity and racial healing, leadership development and authentic community engagement are what we call our DNA.

- How does your project take into consideration our commitments to racial equity and racial healing, community engagement and/or leadership development, or what WKKF refers to as our DNA?

How do you consider the direct and lived experience of your staff and clients to inform program services?

Five Strategies for Centering Equity



[Stanford Social Innovation Review Winter 2022: Centering Equity in collective Impact. Kania et. al](#)



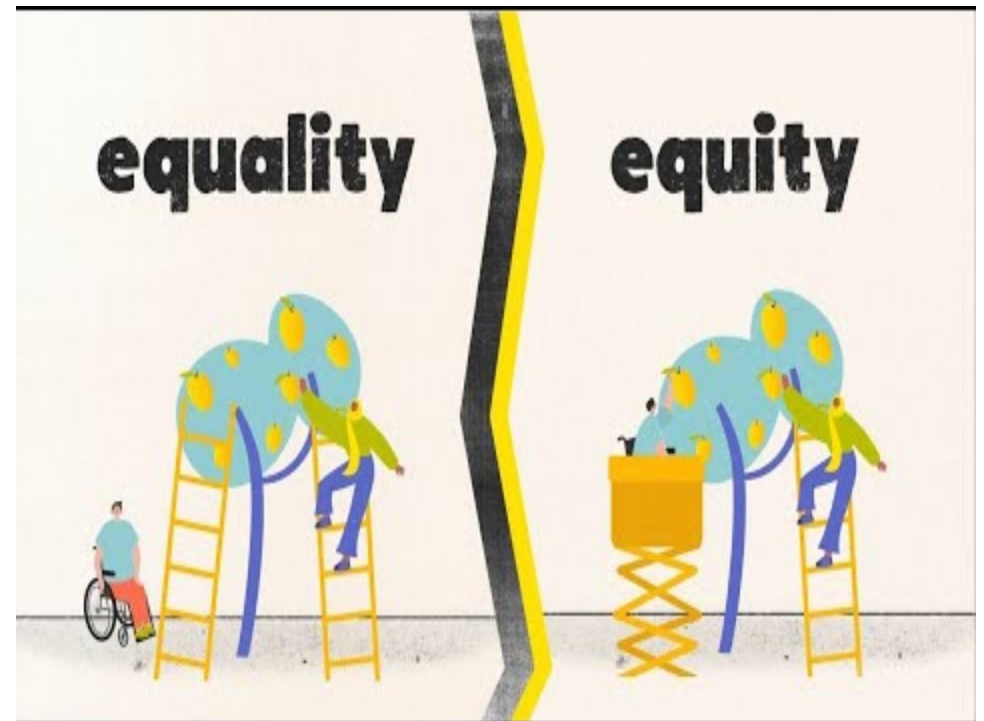
Questions

Works Referenced

- <https://www.raceforward.org/resources/what-racial-equity-1>
- https://ssir.org/articles/entry/centering_equity_in_collective_impact



Video References



Video References





FOLLOW US ON SOCIAL MEDIA

CHANGE DOESN'T HAPPEN ALONE



@UWNCNM



@Unitedwayofnorthcentralnewmexico



@United-Way-of-North-Central-New-Mexico



@UnitedWayOfNorthCentralNM

