



ALBUQUERQUE  
COMMUNITY  
FOUNDATION

*leadership • trust • legacy*

## MEMO

To: Board of Trustees  
From: Arellana Cordero, dEi Committee Chair  
Date: June 21, 2022  
Re: dEi Committee Report

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Since the start of the year, the dEi committee has engaged in a different format based on feedback from 2021. Meetings were increased from six to nine annually, and alternate between one-hour tactical meetings and 1.5 hour learning sessions facilitated by Solfire Consulting.

Learning sessions have focused on building trust and community among the group, through a thoughtful and intentional process. The feedback from committee members has been positive. During the last learning session, the committee identified a learning opportunity to understand code-switching: adjusting one's style of speech, appearance, behavior, and expression in ways that will optimize the comfort of others in exchange for fair treatment, quality service, and employment opportunities. (Harvard Business Review, <https://hbr.org/2019/11/the-costs-of-codeswitching>). Future learning sessions on this are planned for this summer.

The committee is also exploring a day and a half learning intensive, upon recommendation by Solfire Consulting. Dates in August and September are under consideration.

Through the tactical meetings, the committee and staff have determined steps to begin an equity audit, initially analyzing the demographic data of grantees and donors. This work will tie nicely into the Foundation's strategic plan efforts, providing critical data for two of its goals: further developing equitable grantmaking practices and diversifying the Foundation's donor base.