



Equitable Philanthropy Fundamental Terms

Advocacy	<p>An umbrella term for activities that inform or advance public policies.</p> <p>Advocacy helps nonprofits advance their mission, increase their funding sources, and solve community and societal problems. Many nonprofit organizations' missions address the needs, misfortunes, and inadequacies of individuals and communities, and even help individuals and communities aspire and dream for a better quality of life.</p>
Affinity Group	<p>A separate and independent coalition of grantmaking institutions or individuals associated with such institutions that shares information or provides professional development and networking opportunities to individual grant makers with a shared interest in a particular subject or funding area.</p>
BIPOC	<p>Black, Indigenous & People of Color – an umbrella term used to identify people from the above three groups. Usually a way to specify racial/ethnic groups that have traditionally been under-resourced and historically marginalized.</p> <p>Term is intended to center the experiences of Black and Indigenous groups and demonstrate solidarity between communities of color.</p>
Collective Impact	<p>Collective impact describes an intentional way of working together and sharing information for the purpose of solving a complex problem. Proponents of collective impact believe that the approach is more likely to solve complex problems than if a single nonprofit were to approach the same problem(s) on its own.</p>
Community-Centric Fundraising	<p>Community-Centric Fundraising is a movement to evolve how fundraising is done in the nonprofit sector.</p> <p>Its goal is to support fundraisers and other nonprofit professionals to re-examine every fundraising philosophy and practice they have been taught, engage in vigorous ongoing conversations, and explore doing fundraising in ways that reduce harm and further social justice.</p>
Community Leadership	<p>Community leadership happens when community foundations move beyond grantmaking and act as valuable partners that drive positive change in the area(s) they serve.</p> <p>When community foundations are community leaders, they:</p> <ul style="list-style-type: none">• pursue the community's greatest opportunities and address the most critical challenges;



- inclusively unite people, institutions, and resources from throughout the community; and
- produce significant, widely shared and lasting results.

To become community leaders, community foundations must be intentional about manifesting the values, developing the relationships, accessing the resources, and building the understanding and skills needed to do this important work.

Culture	The expression of your values in your organization’s norms, systems, CULTURE, and practices. Culture is your general “way of being.”
dEi	diversity, Equity, and inclusion. The concept for improving the “equity” of an organization or community – ensuring that equal opportunity is given, and groups that are/have been marginalized are given equivalent resources. The “E” is capitalized because equity is considered the most essential pillar; diversity and inclusion help to create equity. Most commonly associated with racial groups, but also includes ethnicity, gender, disability, sexual orientation, gender identity, national origin, tribe, caste, socio-economic status, thinking and communication styles, language, immigration/citizenship status, and more. See: diversity, equity, and inclusion – separate definitions
Diversity	The representation of all our varied identities and differences (race, ethnicity, gender, disability, sexual orientation, gender identity, national origin, tribe, caste, socio-economic status, thinking and communication styles, etc.), collectively and as individuals.
DEI United Kellogg Grant Program	Through the Community Wealth Building Cohort grant program, the DEI United Collaborative, which includes United Way of Central New Mexico (UWCNM) and the Albuquerque Community Foundation (ACF), is seeking to support grassroots, BIPOC-led, small nonprofit organizations that intimately know and understand their communities and have the trust and inherent knowledge to address the racial/ethnic gaps in health and education through an equitable grantmaking approach.
DEI United	<p>DEI United is a partnership between UWCNM and the Albuquerque Community Foundation created to support, fund, and advance Diversity, Equity, and Inclusion practices in the four counties each organization serves.</p> <p>DEI United identifies short- and long-term practices and solutions to help foster change leading to more equitable, racially just, and sustainable solutions for systemic change within our central NM community.</p>



Equity	<p>Equity is the intentional inclusion of marginalized groups in society. Moving beyond equality, equity considers the intersectional and historical barriers existing that can prove even more challenging to overcome for those who generationally have been left out or oppressed. Equity is achieved when systemic, institutional, and historical barriers based on race, gender, sexual orientation, and other identities are dismantled and no longer predict and impact socioeconomic, education and health outcomes.</p>
“Going All In” Framework	<p>Going All In builds on the significant progress community foundations have made in the previous decade and responds to the growing desire for a common path forward to achieve better outcomes for all.</p> <p>98% of community foundation leaders plan to deepen or expand their community leadership over the next few years.</p> <p>This astonishing finding demonstrates the universal recognition by community foundations of their important community leadership role. No longer focused solely on good grantmaking and serving as charitable banks, community foundations from coast to coast are leaning into the many other actions they can take to help build strong communities and push for better outcomes for all.</p> <p>Three areas of momentum have been identified that show great promise and potential for the field: <i>insisting on racial equity, amplifying community voice, and influencing public policy and systems.</i></p> <p>Community foundation leaders have identified these focus areas that, taken together, are critical to creating resilient, equitable and prosperous communities where all can thrive.</p>
Housing Stability Program	<p>The New Mexico Community Trust (NMCT) partnered with the State of New Mexico through the Department of Finance and Administration (DFA) to administer two rounds of federal funding.</p> <p>Over \$20 million has been made available for nine housing stability activities as part of the Emergency Rental Assistance Program (ERA) Housing Stability Program through the end of September 2025. These activities will complement the core ERA program of rent and utility assistance by providing comprehensive services that will aid New Mexicans in maintaining housing.</p>
Impact Funds	<p>The Foundation’s discretionary funds.</p>
Inclusion	<p>Inclusion authentically brings traditionally excluded individuals and/or groups into processes, activities and decision/policy making.</p>



Intersectionality	An approach largely advanced by women of color, arguing that classifications such as gender, race, class, and others cannot be examined in isolation from one another; they interact and intersect in individuals' lives, in society, in social systems, and are mutually constitutive.
Leadership	The ability to inspire and align around a common purpose and shared values.
Led By/Serving Organizations	Organizations whose leadership reflect the communities they serve i.e. Native Women Lead (built by Native women, led by Native women, serving Native women)
LGBTQIA+ Community	The community of non-cisgender, non-heterosexual people. Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and more.
Multi-Year Funding	Guaranteed funds given to organizations over multiple years without the need for reapplication.
Public Policy	Unlike private foundations, community foundations are legally allowed to participate in and fund a limited amount of lobbying, including supporting charities that lobby, and are also allowed to conduct and fund a wide range of nonlobbying advocacy activities. Community foundations' local connections, knowledge and resources give them the power to leverage long-lasting change in their communities.
Practices	What you do and how you show up as a grantmaker. This includes the process by which you identify grantees, how you disseminate funds, what information you collect, and how you show up in relationship with your grantee partners.
Race Equity	Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities, not just their manifestation. This includes elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or fail to eliminate them.
Reimagining Capacity GEO Framework	The “process of building and strengthening the systems, structures, cultures, skills, resources, and power that organizations need to serve their communities.”



(Grantmakers for Effective Organizations)	By amplifying the importance of power, culture and systems and emphasizing organizational mission, this definition better centers equity considerations in capacity building and more closely reflects GEO's current understanding of capacity building.
Re-Granting	Regranting is the act of acquiring a large grant and using the funds from that grant to create, manage, and finance smaller grants in turn. Working with outside partners, the Foundation serves as a philanthropic intermediary, re-granting funds into the local community.
Social Justice	Social justice includes a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure. Social justice involves social actors who have a sense of their own agency as well as a sense of social responsibility toward and with others and the society as a whole.
Strategic Grantmaking	Strategic grantmaking is grantmaking with more focused goals, and a defined set of strategies for how a foundation wants to accomplish those goals. Also called proactive grantmaking.
Structures	<p>The hierarchies, systems, protocols, policies, standardized processes, and technologies of an organization.</p> <p>This includes compliance policies, HR handbooks, staff decision charts, investment policies, hiring practices, and grants management systems.</p>
Support Beyond the Check	<p>Responsive, adaptive, non-monetary support bolsters leadership, capacity, and organizational health.</p> <p>This is especially critical for organizations that have historically gone without the same access to networks or level of support than their more established peers.</p>
Tapestry Program	<p>The purpose of the Foundation's Tapestry program is to bolster economic and social prosperity, while building bridges between geographic communities, diverse populations, and burgeoning local industries.</p> <p>Tapestry Program focuses our efforts on supporting strategic grantmaking and place-based collaborations while building relationships in the community and lessening the burden for nonprofits.</p>
Trust-Based Philanthropy	With a core set of values rooted in advancing equity, shifting power, and building mutually accountable relationships, trust-based philanthropy seeks to demonstrate humility and collaboration in what we do and how we show up in all aspects of our work as grant makers.



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A fully trust-based approach invites practitioners to embrace a clearly articulated set of values. Being clear on values helps funders make decisions through moments of uncertainty or change, guides relationship-building with grantee partners, fosters internal alignment among staff and board, and informs the design of organizational systems and structures.

Unrestricted
Funding

Unrestricted funding is grants given without limitations specifying where the grantee can spend or allocate the money. This gives grantees the flexibility to assess and determine where grant dollars are most needed, and allows for innovation, emergent action, and sustainability.

Note: Some terms have specific meaning within the context of United States' history and may have different applications in other nations or areas.

Sources:

<https://www.cof.org/content/glossary-philanthropic-terms>

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<https://www.trustbasedphilanthropy.org/overview>