

## **ACF's dEi COMMITTEE RECOMMENDED DRAFT**

### **ALBUQUERQUE COMMUNITY FOUNDATION ANTI-HATE POLICY STATEMENT**

The Albuquerque Community Foundation's mission is to serve the Foundation's community by mobilizing and stewarding resources to create equitable opportunity for all. Decisions regarding the establishment of new funds, grant distributions from any fund, and the investment of the Foundation's assets are made in furtherance of its charitable Mission in the sole and absolute discretion of the Foundation.

The Foundation will not distribute funds to or otherwise support organizations that engage in or perpetuate hate or hateful activities. We define "hate" as enmity or malice based on one or more of the following actual or perceived characteristics of groups or individuals: race, religion, disability, sexual orientation, national origin, immigration status, ethnicity, gender, gender identity, or other characteristics. We define "hateful activities" as those that, in the Foundation's judgment, result in or incite violence, intimidation, harassment, or threats; defamatory, dehumanizing, or maligning speech; negative stereotyping; or other acts of marginalization.

The Foundation will perform careful due diligence to appropriately assess proposed new funds, grant recommendations, and investment opportunities to ensure we make informed decisions consistent with this policy.

Approved by ACF dEi Committee on 11/14/23 for Full Board Approval on 12/5/23