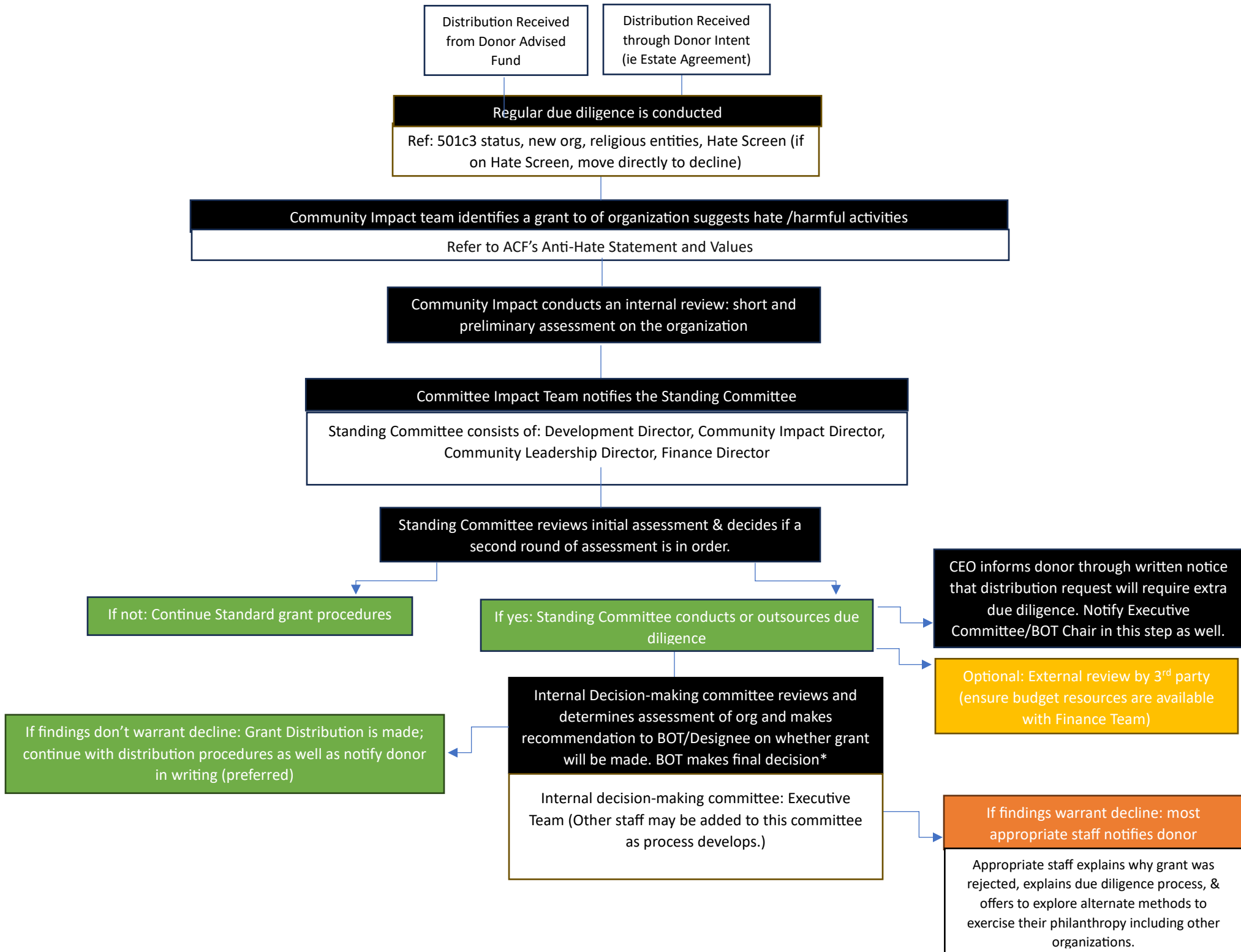


Anti-Hate Policy: Interim Decision Making Protocol & Implementation Process



*Note – A staff recommendation not to fund a grant distribution request would trigger the need for board approval of staff recommendation.

The need for Board action at the 12/5/23 Board of Trustees meeting is to override the existing delegation in the current grantmaking policy that gives staff authority to make all final decisions.

Values Aligned Decision Making Rubric

Mapping Hate Groups & Affiliates (See Pages 21&22 of Anti Hate Policy Toolkit) – Sources for Research

- Political and Advocacy Mapping - A summary of existing advocacy groups' assessments
- Journalistic and Public Sentiment Summary - A survey of local and national news coverage
- Academic Research - A review of journals and encyclopedias
- Primary and Original Research - A direct analysis of the group's material

How does this align with Albuquerque Community Foundation's Anti-Hate Statement?

	Political and Advocacy Mapping	Journalistic and Public Sentiment	Academic Research	Primary and Original Research
Aligned				
Not Aligned				

How does this align with Albuquerque Community Foundation's Mission, Vision & Values?

	Political and Advocacy Mapping	Journalistic and Public Sentiment	Academic Research	Primary and Original Research
Aligned				
Not Aligned				

How does it align with the Albuquerque Community Foundation's Strategic Vision?

	Political and Advocacy Mapping	Journalistic and Public Sentiment	Academic Research	Primary and Original Research
Aligned				
Not Aligned				

Assessment Considerations

- Is this group historically hateful? Have they apologized if it was in the past?
- Does this group provide an essential service to the community? Is it the only service provider in the community?
- Are the controversial statements being made by an individual within the organization, or the organization itself? If individual – do, they represent the organization as a whole?
- Is the organization a platform for free speech, or is it promoting a singular view?

Note: Staff may add more assessment questions as situations arise to help guide decision making.