



ALBUQUERQUE  
COMMUNITY  
FOUNDATION  
*trust • equity • integrity • accountability*

## MEMO

To: Board of Trustees  
From: Becky Teague, dEi Committee Chair  
Date: December 2, 2024  
Re: dEi Committee Report

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The dEi Committee met most recently on Thursday, November 14. The committee worked together to develop the below suggested Guiding Principles for equitable, respectful and honest conversations, and Becky shared these guidelines with our Board Chair, with the encouragement of our dEi Committee to utilize them in future Trustee conversations.

### ACF BOT Communication Guiding Principles

- Practice pro-active listening and share your views, feeling and opinions openly and respectfully
- Whatever is said here stays here, unless we agree that it needs to be shared
- Be crisp, say what is core
- Lean into discomfort
- Be mindful of those who are not participating, and find ways to engage folks
- Name the impact and trust the intent

Another agenda item was to agree to move forward with the demographic survey results as gathered, recognizing that they may be incomplete, but prioritizing moving forward in lieu of considering another additional survey to capture more data.

Celia shared with the committee several templates for organizational equity evaluation. The conversation then turned to brainstorming what the committee's 2025 goals would be, and the following list was generated.

- Choosing an equity evaluation tool (or aspects of one to adapt to ACF) and beginning that evaluation for 2025
- Choosing a dEi education topic for the Trustees, to be completed during a board meeting or at another designed joint time; also continue sharing recommendations for individual dEi learning for Trustees
- Support in marketing/roll out of VAP
- Once goals have been finalized, diversifying our committee by recruiting new members from beyond the ACF immediate community.

These goals will be further refined and finalized at the first meeting in 2025.

Our previous 2024 goals were:

- Create a culture and protocol of support in dEi efforts
- Actionable items to work on during the year – reviewing and supporting the VAP moving forward and reviewing proposed policies with an equity lens
- Learning and growth – supporting ongoing training for Trustees, exploring inclusion of community members on the committee, exploring demographics of the Board and ideas of further inclusion
- Collaboration – learning from and supporting collaborations focus on dEi