



ALBUQUERQUE
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FOUNDATION
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MEMO

To: Board of Trustees
From: Becky Teague, dEi Committee Chair
Date: February 18, 2025
Re: dEi Committee Report

The dEi Committee met most recently on Thursday, January 30. Due to the recent Executive Orders focusing on diversity, equity, and inclusion work, the dEi Committee extended an invitation to the full Board of Trustees to join the Committee meeting.

The Committee and other Trustees in attendance reviewed a graphic presented by staff highlighting three areas of focus at the Federal landscape including the Executive Memo pausing the agency grants, loans, and other financial assistance; the Executive Order calling for the termination of DEI programs at the federal level; and HR 9495, the Stop Terror Financing and Tax Penalties on American Hostages Act.

Staff also shared steps the Foundation is taking to support its nonprofit partners including:

- Actively communicating with nonprofit partners who are impacted
- Working with other funding partners to explore:
 - emergency funds
 - bridge loan programs
 - general coordinated efforts
- Staying aware of key legislation at the state level
- Monitoring the Federal landscape

Committee members, Trustees, and staff discussed a communications plan. Committee members expressed a desire for the Foundation to instill confidence to its stakeholders regarding the ever-changing situation at the Federal level.

Committee members and Trustees brainstormed next steps to move forward in the polarized climate including:

- Leveraging Foundation as trusted voice with policy leaders
- Thinking out of the box on how to use and redirect resources
- Using storytelling to highlight real impacts on individuals, communities, and nonprofits

Committee members also discussed creating alignment and cohesion with the full Board regarding next steps, while being thoughtful and steadfast in the Foundation's commitment to equity work. Committee members acknowledged the polarization of dEi terminology but stated the Foundation has an opportunity to do the work (i.e. dEi in our DNA) it has been talking and learning about over the last several years.

Committee goals for the year were not finalized due to the discussion regarding the Federal orders but will be reviewed at the March Committee meeting.

See attached [Federal Landscape graphic](#).