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MEMO

To: Board of Trustees
From: Becky Teague, dEi Committee Chair
Date: April 29, 2025
Re: dEi Committee Report

The dEi Committee met most recently on Thursday, March 20. Due to the Executive Orders focusing on diversity, equity, and inclusion work, the dEi Committee extended an invitation to the full Board of Trustees to attend the Committee meeting.

The Committee and other Trustees in attendance reviewed the Federal Landscape graphic, with staff providing updates on 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 ([see attached](#)).

Staff also shared a survey of New Mexico grantees and nonprofits from Thornburg Foundation in partnership with the Grant Plant, focusing on the impacts and sentiments involving the immediate and anticipated effects of the Trump administration's federal funding freeze ([see attached](#)). Staff also shared other anecdotal conversations with nonprofit partners including the community convenings hosted by the Foundation and WESST.

Staff shared an assessment summary on equity work at the Foundation including the following areas: 1) bylaws & policies, 2) website, marketing, public persona, 3) scholarships & grants 4) impact investment ([see attached](#)).

Committee members, Trustees, and staff discussed exploring risk and opportunities, including pursuing opportunities to act as an intermediary for funding projects as funds become more difficult for some organizations to access. Lastly, the Committee discussed next steps including partnering with the Risk Management Committee to keep on top of possible risk mitigation, opportunities, and organizational perception and relations.