



ALBUQUERQUE  
COMMUNITY  
FOUNDATION  
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## MEMO

To: Board of Trustees  
From: Becky Teague, dEi Committee Chair  
Date: December 9, 2025  
Re: dEi Committee Report

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The dEi Committee met most recently on Thursday, November 13. Staff provided updates on recent Foundation events and programs including Rooted Together and the reactivation of the Emergency Action Fund to help address food insecurity.

The Committee discussed the possible topics for the three-hour Trustee diversity, equity, and inclusion (dEi) learning expectation including providing refresher courses for dEi basics such as the Groundwater training. Other topics suggested included learning more about the housing crisis and homelessness in the community, specific challenges for Indigenous communities in New Mexico, and climate change impacts on underserved communities.

Staff also highlighted the evolution of equity in grant-making at the Foundation over the last several years including the adoption of trust based philanthropy in several grant programs. Staff provided several examples of equitable grant-making changes including changes made to the Foundations' Annual Grant Cycle (AGC), the Hancock Family Foundation Grant Program, and Sandia Foundation Grants.

Lastly, the Committee discussed the dEi Committee and the Community Impact Committee forming a joint committee for 2026. The joint committee will hold six meetings throughout the year and continue the work on gathering and reviewing Foundation grant-making data. The joint committee will be chaired by Mr. Paul Mondragón.