

# COMMUNITY CONVERSATIONS

RACE  
EQUITY  
& INCLUSION  
IN CENTRAL NEW MEXICO



## 2020 REPORT TO THE COMMUNITY



United Way  
of Central New Mexico



ALBUQUERQUE  
COMMUNITY  
FOUNDATION

*leadership • trust • legacy*

# DEI UNITED

United Way of Central New Mexico and the Albuquerque Community Foundation partnered together to create DEI United, an initiative that will support, promote and advance Diversity, Equity and Inclusion practices in the four counties each of our organizations' serve. The DEI United initiative will support activities that foster change leading to more equitable, racially just and sustainable solutions for systemic change.

# COMMUNITY CONVERSATIONS

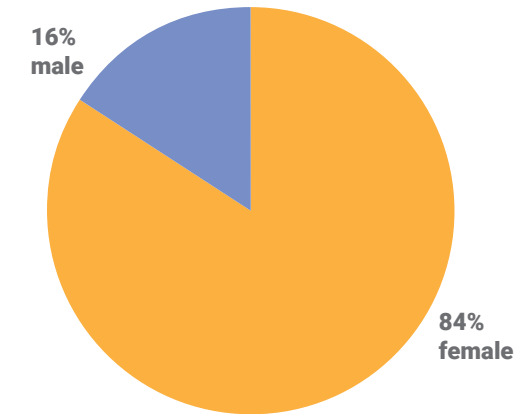
A centerpiece of this new effort included a series of five Community Conversations to help inform how philanthropy can better contribute to race, equity and social justice solutions. Community Conversations, based on the Harwood Institute model, provided a "kitchen-table" style opportunity where our partners could come together to talk about their aspirations, concerns and how they want our community to move forward. A total of 42 community members participated in 9 small group conversations. Fifteen Board of Director members from United Way of Central New Mexico and the Albuquerque Foundation participated in two small group conversations. Conversations were facilitated by staff from United Way of Central New Mexico and the Albuquerque Community Foundation. Notes from each small group conversation were then analyzed by a data and research team from United Way of Central New Mexico and the Cradle to Career Policy Institute at the University of New Mexico using qualitative coding and analysis methodology. Themes were determined by two independent coders and by group consensus.

# DEFINITIONS

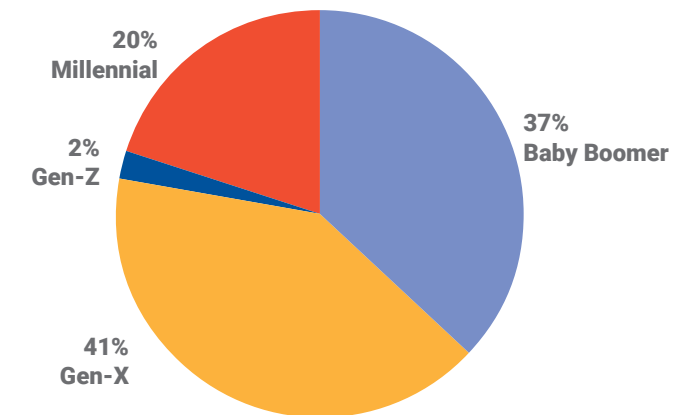
For this collaborative, **Diversity** includes expressions of identity reflecting the realities, background, experiences, and perspectives of all individuals, such as the unique attributes such as race, ethnicity, nationality, socioeconomic status, education, age, gender, sexual orientation, ability, and beliefs. **Equity** ensures just treatment, advancement, and access to opportunities for a safe, healthy, and thriving life while identifying and working to eliminate barriers and power imbalances. **Inclusion** means creating an environment in which all are welcomed, respected, and able to fully participate and bring their authentic selves to work.

# COMMUNITY PARTICIPANT INFORMATION

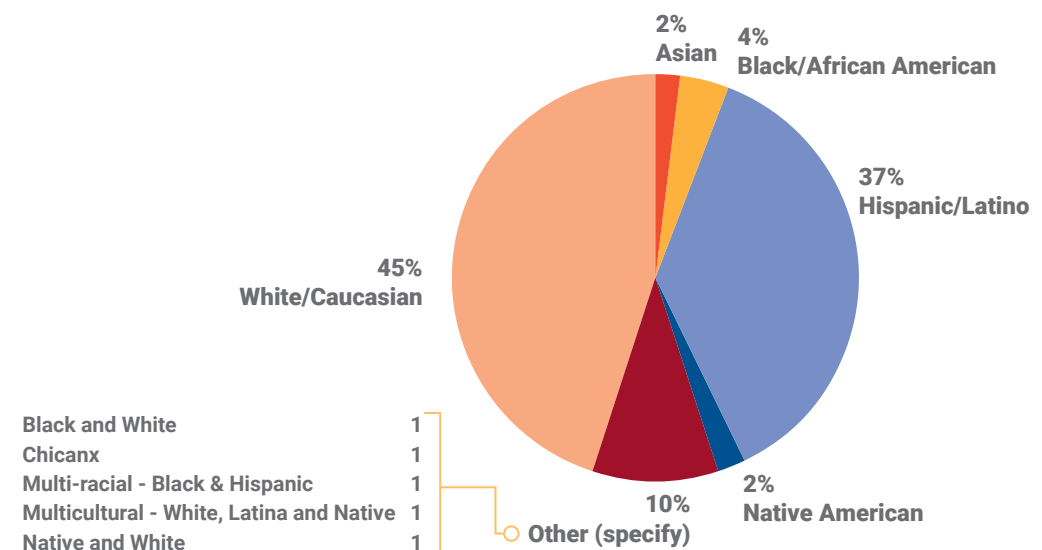
## Gender



## Generation

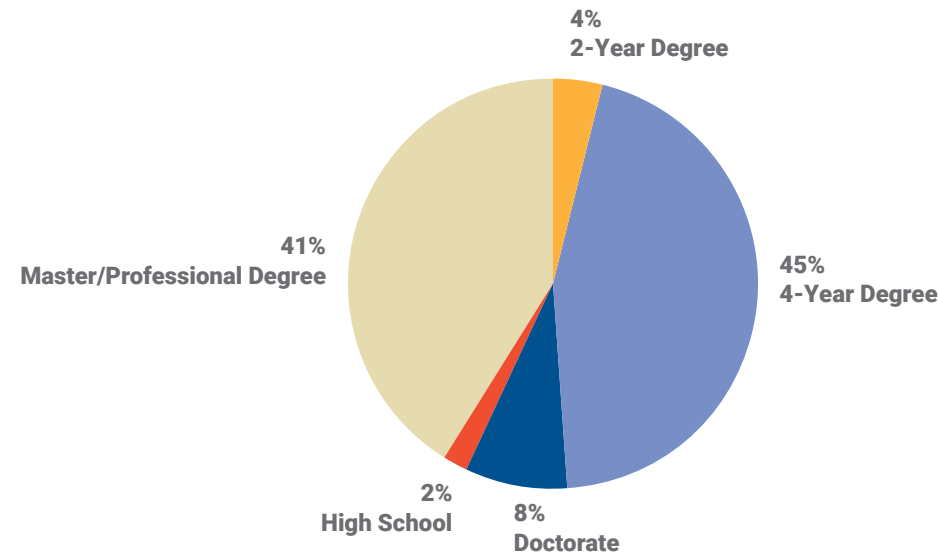


## Race/Ethnicity

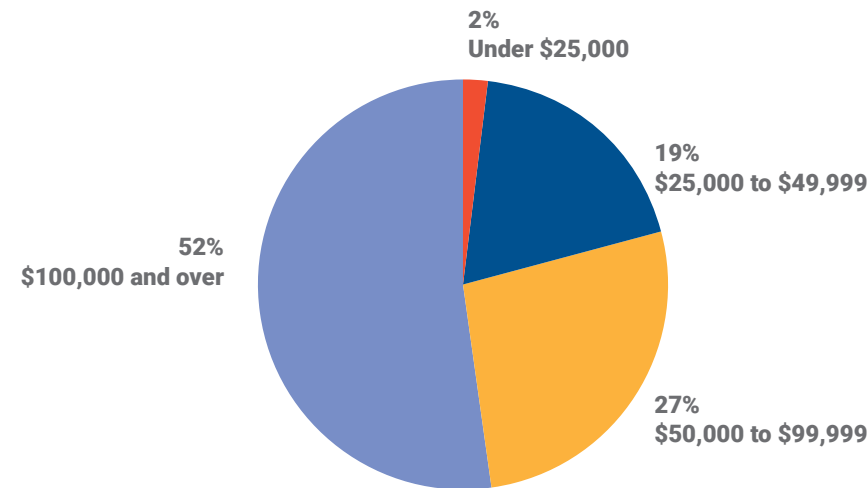


# COMMUNITY PARTICIPANT INFORMATION

## Highest Education Level



## Annual Income



# KEY COMMUNITY CONVERSATIONS FINDINGS

## What do you want for your community?

size of words is based on number of codes



The top themes included acknowledging the problem of racism and the privilege and self-questioning associated with racism. In addition, there was a recognition that our community needs more structure around diversity, equity and inclusion and to be more representative of our community as well as highlighting the value of otherness.

“ When thinking about this from the Navajo perspective, we should strive for harmony and balance in life. DEI is living in harmony and balance with everyone and every being the mountains, the earth, all of humanity and creation. ”

“ Envision a community in which the experiences in which black, indigenous, disabled, LGBTQ people are centered and valued. Sometimes their experiences are included, but not usually centered. ”

# KEY COMMUNITY CONVERSATIONS FINDINGS

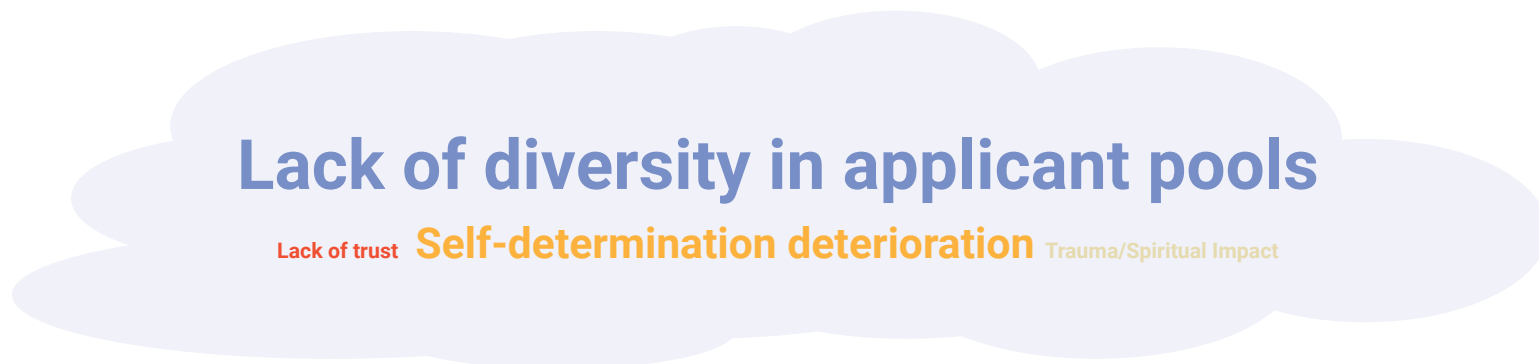
## What are the barriers to this?

size of words is based on number of codes



## What impact do these barriers have on the community?

size of words is based on number of codes



Even though the impact of these barriers were identified, the community also recognized that improving representation of the community, using a community-based approach, developing pathways for people of color, providing DEI trainings and opportunities for truth and reconciliation were important along with improved wages/job pathways.

## What are the solutions to the barriers?

size of words is based on number of codes



Community involvement was a key component to the solutions including: nonprofit, minorities, community leaders, donors, government, educational leaders, neighborhood associations, businesses owner and the chambers of commerce, and youth.

## Who do you trust to do this work?

“ Organizations with boots on the ground. ”

“ Train the community and turn the work back over to the people who live there. ”

“ We are starting from a place where we want to trust everyone, and on the surface it can look that way, but digging into the work can tell you that this is not the case. ”

# KEY COMMUNITY CONVERSATIONS FINDINGS

*What would it take for your agency to do this work?*

“ We don’t have the money to increase staff salaries to hire diverse staff, or have more money in our budget so we can lift the fundraising expectation on board members which would help us diversify our board. ”

“ Fear of funding and DEI work taking on traits of white supremacy with traits and metrics that not all communities value or trust. ”

“ Long way to go. Constant Journey. ”

“ We need to have good leadership- who champions the efforts. ”

# Thank you

Thank you to all the nonprofit leaders who contributed to these important conversations. We appreciate your commitment to our community.

This report summarizes key findings from the most recent conversations. Please note that both UWCNM and ACF are committed to continuing these conversations and learning from our community. As a part of our commitment, we will continue to be in touch with you, as well as those individuals you suggested in our initial conversations for this ongoing and complicated work.

Thank you to the following staff who participated in the Community Conversations and contributed to this report:

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For more information on DEI United, please visit: [www.uwcnm.org](http://www.uwcnm.org). Additional information on future Community Conversations will be posted on our social media.



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