



**RACIAL JUSTICE
IN NEW MEXICO:
A Call to Action for
Foundations and Philanthropy**

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on behalf of the McCune Charitable Foundation

About the Author

Dr. Virginia Necochea is a long-time educator, researcher, advocate, and consultant whose work focuses on understanding and disrupting racialized social structures and how they negatively impact the lives of everyone, but especially that of Black, Indigenous, and People of Color (BIPOC).

Acknowledgements

Many thanks to the racial justice leaders who graciously provided their time and energy to participate in this project. They are individuals who continue to devote their personal and professional lives in achieving greater equity across the state of New Mexico. This project honors their work and especially honors and recognizes the people and communities who are most impacted by racial inequities.

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Introduction

“Racism kills people. It’s killing our students. How do you explain that? It’s the way systems were created. Institutions were set up to be very dehumanizing spaces. They are perpetuating an agenda that was set up a long time ago- to consolidate wealth and power into the hands of white people. Institutions aren’t about elevating the dignity of each individual. They are about perpetuating themselves.”

Tony Watkins, Co-Founder, Families United for Education

Several decades after the Civil Rights movement, we still find ourselves in a historic moment demanding that the nation address and rectify a legacy of historic racism that continues to plague all sectors of society.

Amidst a pandemic that has brought to the forefront the disproportionate impacts¹ on BIPOC (Black, Indigenous, and People of Color) communities and the horrendous killing of George Floyd by Minneapolis police that sparked global Black Lives Matter protests, we have an opportunity to demand a restructuring of policies and practices that can bring about lasting change.

As activists across the nation have stated, now more than ever “we must make this a movement, not a moment².” This is especially true for the state of New Mexico where we continue to witness a legacy of inherited poverty, enduring inequities across social institutions, continued police brutality primarily against BIPOC communities, among

many other social injustices³. In addition to these historic challenges, we are also witnessing the disproportionate impact of COVID-19 on tribal communities⁴ across the nation and in our own state, such as the Navajo Nation⁵.

Although New Mexico is known for its high rankings in poverty and crime and often its low rankings in child well-being⁶, it is also known for its legacy of resistance and resilience driven by courageous leaders, activists, organizers, and community members. There has been much work devoted to better understanding racial inequities and dismantling racial structures across the state. This work has been led by nonprofits, organizations, consultants, educators, community leaders, among many others.

1 See <https://www.cidrap.umn.edu/news-perspective/2020/09/studies-spotlight-covid-racial-health-disparities-similarities>

2 This statement has been made by various leaders in the Black Lives Matter movement.

3 Racial Justice in New Mexico: A Ten Year Plan (2014). New Mexico Center for Law and Poverty.

4 See <https://www.sciencemag.org/news/2020/09/covid-19-data-native-americans-national-disgrace-scientist-fighting-be-counted>

5 See <https://www.nytimes.com/2020/05/30/opinion/sunday/coronavirus-native-americans.html>

6 See <https://www.abqjournal.com/1468836/nm-again-ranks-last-in-child-wellbeing.html>

Purpose

The purpose of this project was to capture the voices of various leaders who have dedicated their lives to dismantling and disrupting racial inequities across different sectors of society in the state of New Mexico, with a major focus of work taking place in the City of Albuquerque. Interviews focused especially on the nonprofit sector with a particular focus on how foundations and philanthropy could best support continued equity work.

It is fundamental to stress that this is not intended to be another “report” on race and racial inequities.

The primary purpose was to hear directly from community leaders on what their thoughts are on racial justice work that is happening, what needs to happen to keep work moving forward, and what they most need to support their efforts.

An underlying focus of this project was to gather leaders’ thoughts on how we can bring the work of various organizations, entities, and individuals together. New Mexico is not exempt of an unfortunate tendency to work in silos and thus one of the questions centered on what can be done to connect work and efforts.

Methodology

A total of 17 community leaders participated in this interview-based project. The community leaders who participated were recommended by either the McCune Charitable Foundation and/or by Dr. Virginia Necochea based on their trajectory of work focused on racism, anti-racism, racial healing, and/or work focused on dismantling and disrupting race.

Interviews ranged from 60 minutes to 90 minutes in length and were conducted in an open-dialogue format. Meaning, that although there were guiding interview questions, the format was kept open to allow for other questions and ideas to emerge. Interviews were audio recorded for the sake of analysis and for including direct quotes from

participants. Most interviews took place at the participants’ place of work, Dr. Necochea’s work office, or using a virtual platform such as Zoom or Google Hangouts. Because of the significant impact of the pandemic and Black Lives Matter protests, follow up interviews were scheduled with leaders who were willing to share their thoughts on how these major global and national events connected with their racial justice work.

A list of the community leaders who participated in the project can be found in Appendix A.

Key Findings

It is always a challenge to condense the important data collected during interviews into the most prevalent findings. With that said, the following five key findings emerged from an analysis of the interviews conducted for this project. In qualitative research projects, it is fundamental to center the voices of participants. As such, the voices of community leaders are used throughout to share their thoughts and to highlight recommendations made regarding racial justice work. Participant quotes were edited for brevity and clarity and it is important to note that participants gave their permission to use their quotes and names in this project. In some cases, participants helped in the editing of their quote(s).

Key Finding 1

Use the current moment arising from the pandemic and Black Lives Matter movement to demand long-term changes across the state and to use this as an opportunity to unite across sectors in the demand for equity and racial justice.

This finding was based on data gathered from follow-up interviews that took place during the pandemic and after the brutal killing of George Floyd, Breonna Taylor, Ahmad Arbery, among many other Black lives that were senselessly and unjustly lost. Although the first round of interviews took place earlier in 2020, it was vital to include participants' thoughts on how the pandemic and Black Lives Matter protests informed and impacted racial justice work taking place in New Mexico.

A central theme that emerged from the second round⁷ of interviews was the importance of creating more critical and inclusive racial justice work by addressing a history of anti-Black racism, or what is referred to as antiblackness. Antiblackness scholarship focuses on how the Black body and being are regarded in society essentially as the antithesis of humanity in a racially hierarchical structure where whiteness is considered the standard⁸. Racial justice leaders stressed that in order to achieve true racial equity, antiblackness

must be included and central in understanding the formation of racial hierarchies in New Mexico and how other racial/ethnic groups are then positioned along a racial order used to structure all sectors of society.

Many of the participants felt that by including antiblackness in the discussion of racial work, it would disrupt the problematic triracial model often used (and misused) across New Mexico. The triracial model is based on an erroneous myth that perpetuates a false narrative that there are only three significant racial groups in New Mexico – Native Americans, Hispanics, and Whites. Participants believed that adhering to a triracial model minimizes and excludes other groups from important race-focused conversations and overall decision-making processes across all sectors, as well as in policy development.

7 The second round of interviews included 7 of the 17 original participants who agreed to participate in a follow-up interview focused on the impacts of the pandemic and Black Lives Matter protests to their work

8 Dumas, M. (2016). <http://dx.doi.org/10.1080/00405841.2016.1116852>

The following quotes highlight the importance of this finding:

“To understand the full dynamics of race, it means that you can’t exclude blacks in this space. This is a difficult conversation to have with people of color as well as with white people. Sometimes communities of color are unwilling to acknowledge the ways in which anti blackness plays a part in communities of color. [Centering] anti blackness doesn’t mean that there’s any less legitimacy to your claims of being racially oppressed by white people. It just means that you will have a fuller conversation. You can’t understand race in this country without understanding the ways in which white people have positioned themselves against Blackness.” *Dr. Natasha Howard, Africana Studies Faculty, University of New Mexico*

“I think specifically in New Mexico, we need to have our own conversations around decolonization across all of the Brown community, and then recognize that we have strong communities here that feel wholly left out and completely unrepresented, particularly our Asian American community, our immigrant and undocumented community, and our African American community.” *Vanessa Roanhorse, CEO, Roanhorse Consulting LLC*

“[I]n New Mexico, when the word diversity is used, it does not include Black people. It’s Hispanic and Native American ... My statement to people is that we have to go beyond diversity, because we have a flawed definition of diversity and we must go beyond diversity to humanism, so that my interests are represented whether or not I’m in the room. And that each one of us needs to make an agreement that I will do that for you. And I’m expecting you to do it for me. So, if we adopt a humanist philosophy, then we we’ll change the game for all of New Mexico.” *Cathy McGill, Catalyst Consulting*

“The greatest challenge might be the tricultural myth, actually, the whole notion that Blacks and Asians don’t exist and we’re invisibilized here and don’t have a place in anything let alone antiracism work, you know there’s a real diminishing of our existence. And so, it’s a very racist act by antiracists in this state. I think the tricultural myths are perpetuated by them as well... The Black voice has been diminished and so many Black people in New Mexico have been upset at New Mexicans for the longest time. And this is a good turning point for New Mexico, I hope. The anti-blackness is being talked about, in a way that it never has.” *Dr. Kiran Katira, Director, Community Engagement Center, University of New Mexico*



Along with the need to address antiblackness in racial justice work, participants also emphasized the disproportionate impacts of the pandemic and how it has exposed historic systemic injustices committed against Black, Indigenous, and People of Color (BIPOC) across the nation and as witnessed in our own state. In particular, participants pointed out the disproportionate impacts this pandemic has had on tribal communities across the state, especially for the

Navajo Nation⁹. What participants stressed was how this pandemic has exposed historic inequities and long-standing environmental injustices¹⁰ committed against Native Americans. This legacy of injustice and inequity resulted in the various underlying conditions experienced by many Native Americans making them even more susceptible to COVID-19 and to a greater mortality rate stemming from this virus.

“It’s no mistake that the two communities that are the most impacted by COVID are also the most impacted by police brutality.” *Fatima van Hattum, Program Co-Director, NewMexicoWomen.Org*

“Now with COVID I’m really seeing a lot of the gaps that exist and the communities that are most vulnerable... We know these inequities have been here, whether it’s racial, whether it’s geographic, whether it’s cultural, whether it’s all those pieces, we’ve always known this... What has led us here isn’t just something that happened... in Minneapolis. While that is part of a huge and glaring symptom, this happened over hundreds of hundreds and hundreds of years.” *Vanessa Roanhorse, CEO, Roanhorse Consulting LLC*

“All it’s [pandemic] done is expose what’s already there... this is structural racism rearing its head.” *Dr. Kiran Katira, Director, Community Engagement Center, University of New Mexico*

“There’s a reason why people of color are the most plagued by COVID-19 and they’re the ones most likely to die from it. Whether you are a Native American or Black, it’s because we have a whole history of having higher blood pressure and things like diabetes... But *why* do these communities already have those underlying health problems?” *Dr. Natasha Howard, Africana Studies Faculty, University of New Mexico*

Key Finding 2

For foundations to increase support for long-term racial equity and racial justice work, programs and initiatives created and driven by local leaders who focus on this work. Racial justice work also needs to be immersed within the context and history of New Mexico.

A prevalent finding that emerged across most of the interviews conducted for this project was the need for foundations and philanthropy to fully fund

local efforts focused on antiracism and racial justice. Participants stressed how vital it was to receive continued funding that would allow for long-term

9 Sequist, T. (2020). The Disproportionate Impact of Covid-19 on Communities of Color. See <https://catalyst.nejm.org/doi/full/10.1056/CAT.20.0370>

10 See Rangel, V. (2019). Environmental Justice in New Mexico: Counting Coup.

impacts and ensure the sustainability of this work. Several participants shared how difficult it was for them to expand and continue transformative

racial justice work with limited budgets and limited resources.

“Hardly ever is our race work and antiracism, the doing the undoing racism work, actually given long-term financial support.” *Christopher Ramirez, Director, Together For Brothers*

“It’s about addressing the virus of COVID-19 and racism, with the acknowledgement that racism has killed far more people long term. It’s a crisis of the same magnitude. The New Mexico Public Health Association and the American Public Health Association both have declared racism a public health crisis. So that’s really important because if we’re going to respond with pandemic-relief funds, we need to respond with racism-relief funds too.” *Fatima van Hattum, Program Co-Director, NewMexicoWomen.Org*

Participants also stressed the importance of locally-driven initiatives immersed within the context and history of New Mexico. A few participants mentioned a pattern of seeing foundations and institutions look to ‘outside’ experts and/or rely on or even impose the use of racial justice

frameworks and models based on contexts outside of New Mexico. This was coupled with a need for foundations to trust local leaders and organizations and support them in developing their own collaborations, frameworks, and models.

“When you don’t validate local expertise, and uplift and help us deal with our own fragmentation it’s a disservice to our own leadership around these issues [racial justice].” *Roberto Chene, Facilitator and Consultant*

“To me when I think about race relations or race work, it isn’t something I do on the side, it’s part of every step forward. It’s there when you wake up every morning focused on how do you create a place in which we are respected, loved and lifted. I always struggle with some of these conversations about racial healing, racial equity, all of those things. I feel that’s something that white people have to figure out their focus on. But I think if you’re a person of color, you’re born into it ... and for me what we have decided is that we will lead with our history and our knowledge and our indigenous ways and that’s how we will do the work that we care about the most.” *Vanessa Roanhorse, CEO, Roanhorse Consulting LLC*



Key Finding 3

For foundations to provide the long-term support and resources needed for convenings of a core group of local leaders working on racial justice/racial equity issues that foster greater collaboration across various sectors, partners, and organizations.

Several participants highlighted the need for local leaders and organizations to increase collaborative efforts focused on racial justice work as a means to becoming more effective and impactful. A few participants shared a similar idea of creating a ‘think-tank’ or ‘core group’ of local leaders who could help “pull racial justice work together and move it forward.”

“It would be great if philanthropy could host local and national trainers who do antiracism work, for all of us to learn together and really build our collective learnings, those are things that they [foundations] can support.” *Kay Bounkeoua, Former Director, New Mexico Asian Family Center*

Along with this idea of increased collaborations, some participants mentioned the need for foundations and organizations to support collective models instead of continued focus on individuals and/or individual organizations. There was overall agreement in the need to consolidate work and efforts across various organizations, institutions, and community leaders.

“You can’t even have these conversations unless you build trust and relationships with the people in the work. And if we’re not given the space and time to do that, or if we don’t create the space and time to do that, there’s distrust and you’re not going to have collective anything. People will have partnerships, but not true relationships with each other. I think that’s oftentimes what’s going on. So, we’ve got to do that. And then we’ve got to have a way of funding collectives rather than individuals.” *Dr. Kiran Katira, Director, Community Engagement Center, University of New Mexico*

Various participants mentioned the importance of building the capacity of local leaders whose work focuses on racial justice and also of community members most impacted by racial inequities. One participant suggested using a building-movement framework as a way of increasing leadership capacity and overall impact.

“How do we continue to ignite the fires of folks who’ve been doing this work? How do we continue to take care of them? Give them the self-care or the time to have self-care? How do we offer mental health as part of this process? Like we can’t deny that this is about power and trauma, and how we kind of work through it.” *Vanessa Roanhorse, CEO, Roanhorse Consulting LLC*

Lastly, as stated so powerfully by a participant, foundations and philanthropy need to trust local leaders and communities in New Mexico to do the work needed for transformation.

“Invest in the community and invest in the work. Let [communities] tell you what they need and how they need it. We don’t need complicated recording documents, we don’t need complicated formulas for outcomes. What we need is to hear from these leaders on what’s missing. As a state, we need to be investing in leadership... like [providing] fellowships so they can just stop worrying about where their

money's coming from and they can do the work. They can stop chasing philanthropy, because they're covered to do the work and we invest in those leaders to work with the people." *Vanessa Roanhorse, CEO, Roanhorse Consulting LLC*

Key Finding 4

Leaders and staff of foundations and philanthropic circles/organizations need to commit to long-term racial equity trainings themselves. Long-term internal racial equity work should be a requirement for all foundations and philanthropists and embedded throughout their own practices and organizations.

Many participants stated it was vital for foundations to undergo and participate in long-term racial justice work themselves so that they can better understand racial equity on a deeper level and as a way to demonstrate their long-term commitment to BIPOC communities and to this work. There was overall consensus that funders need to reflect

on their *own* practices and analyze how they work to uphold and perpetuate inequitable racialized structures. A major question posed to foundations and philanthropists is for them to analyze how their governance policies and practices intentionally and unintentionally exclude racial equity work.

"White people need to do the work, but not on the backs of Black and Brown people or not at the burden of Black and Brown people. I think that's really important. And I think that's just a hard conversation that white people need to have with themselves." *Vanessa Roanhorse, CEO, Roanhorse Consulting LLC*

"It is those individuals who are unconsciously racist, who believe that they are doing good work, to have to deal with those individuals is the worst. And those are the people we need to change in those concentric circles." *Cathy McGill, Catalyst Consulting*

"I see this as an opportunity for people of color and I see this as an opportunity for white allies or as Alicia Garza says, she prefers the term 'co-conspirators' as opposed to allies, but I use term 'allies'. I see this as an opportunity for them to do some more work because there's more space right now...But structurally, it's always like what Derek Bell said, white supremacy has always been performing. So, it matches whatever the moment is, and it will conform. But we also have an opportunity here that we can take advantage of." *Dr. Natasha Howard, Africana Studies Faculty, University of New Mexico*



Participants emphasized that foundations and philanthropic circles need to be more accountable to their own commitment to racial equity work and along with that, to be accountable to the people and communities they serve and who are often the ones most impacted by inequitable structures.

“I was working for a family foundation and felt this unspoken whiteness¹¹. Whiteness reigns in philanthropy. Nobody challenges it. It’s the dominant norm that we’re not supposed to challenge. Inserting a social justice framework into philanthropic spaces has been something that I’ve done ever since I began working in this sector.” *Sarah Ghiorse, Director, NewMexicoWomen.Org*

“This idea of racial healing is work that really has to be done and non-people of color first, but I know they can’t do it alone, clearly because it hasn’t happened. And it’s not being done. So, I feel like that’s a constant. The baggage that we have to take, people of color, to bridge the gap is constant. Inequities are so deeply embedded that even folks who consider themselves woke or progressive or liberal, are still completely missing those structural inequities, and so they’re actually, in my opinion, much third greater threat to the work that we do.” *Olivia Roanhorse, Director, Roanhorse Consulting LLC*

Several participants stressed the need for funders to embed an antiracism analysis and equity lens in how they structure and carry out grantmaking. For example, it is vital for funders to ask themselves if they really support and practice an equitable disbursement of resources across grantees.

“The work is really for the white folks or people in power to do. Because I feel from an indigenous perspective, it’s already woven in. However, a lot of the emotional toll and the burden does fall on communities of color to do. We are the ones most affected by it as well, so it’s very hard work. It’s very triggering really and traumatizing at times. And as we continue to do this, we need to insert ourselves in because we know we should be in these spaces. Not only should we be seen as experts in different spaces, but also, we should be appropriately compensated for our time that we give.” *Jaime Gloshey, Project Manager, Roanhorse Consulting LLC and Co-Founder of Native Women Lead*

“I would want foundations to realize their structures of decision-making are actually not supportive of what is happening and what needs to happen right now. We need to stop the imposing of top-down strategies. What really needs to happen is to know that philanthropy is not going to save us. How do you help them understand that they themselves are a barrier, particularly around the way they structure their investments, but also how they were created?” *Vanessa Roanhorse, CEO, Roanhorse Consulting LLC*

“There have to be people of color, and specifically women of color at all decision-making levels and foundations have to actively recruit in that way and then actively do their grant-making in that way. So that means having community-based grant committees and having people of color staff in their organizations and having our grant-making done in a way that’s community-oriented and community-led. Changing that whole process, which is really looking at how white supremacy informs all of our institutions...really examining how our processes around grant-making and fundraising, and how those are really rooted in white supremacist dynamics.” *Fatima van Hattum, Program Co-Director, NewMexicoWomen.Org*

11 “Whiteness and white racialized identity refer to the way that white people, their customs, culture, and beliefs operate as the standard by which all other groups of are compared.” National Museum of African American History and Culture. See <https://nmaahc.si.edu/learn/talking-about-race/topics/whiteness>



Key Finding 5

Philanthropy and foundations need to commit to diversifying their own leadership and to include critical conversations and long-term work centered on racial equity.

To date, foundations and philanthropic circles continue to be overrepresented by whites. In fact, “the nonprofit sector is experiencing a racial leadership gap. Studies show the percentage of people of color in the executive director/CEO role has remained under 20% for the last 15 years even as the country becomes more diverse” (Race to

Lead Report, 2016)¹². Given this reality, many participants spoke to the great need for foundations and philanthropists to take a more critical look at the demographics within their own foundations, especially in terms of who holds (and does not hold) leadership positions.

“There’s a room of people talking about Albuquerque and there was only one other person of color at a table of 10 people.” *Christopher Ramirez, Director, Together For Brothers*

“What does it mean, to meet halfway in order to have real conversations about racial inequities with people in power, particularly foundations? If foundations haven’t done their own work, then I wouldn’t even bother because I feel like it’s not my job or my role.” *Olivia Roanhorse, Director, Roanhorse Consulting LLC*

“When I got into the foundation world, it was not comfortable. I don’t think it ever was truly comfortable for me. I did it because I felt like as a person of color, a woman of color, we needed to be represented in that sector, which there was very minimal representation at the time when I started. It’s gotten a bit better, but the sector still has a lot of work to do.” *Renee Villarreal, Program Co-Director, NewMexicoWomen.Org*

“There’s a fear of saying anything real to foundations. That’s not healthy, because they [leaders and communities] might help on providing insights that would make them stronger and New Mexico stronger, ultimately. So, I think they’re not getting many reality checks because everyone’s scared of them.” *Dr. Kiran Katira, Director, Community Engagement Center, University of New Mexico*

“What does it look like to strengthen the social justice philanthropy movement? To bring antiracism into the conversation, so that it becomes more common discourse?” *Sarah Ghiorse, Director, NewMexicoWomen.Org*

12 See full report <https://racetolead.org/race-to-lead/>

Other Relevant Findings

In addition to the key findings described above, the following includes other relevant points and suggestions made by the participants. Although these were not included as key findings, each point represents important thoughts and recommendations.

- Need to name white supremacy and keep the work focused on structural racism
- Avoid using racial healing as a way to from distract the conversation and equity work
- Be deliberate and thoughtful in who is included and not included in race-focused work
- More racial justice tools and resources needed that are readily available to the public
- Foundations need to follow up on previous reports and initiatives – e.g. follow up on Racial Justice in New Mexico: A Ten Year Plan produced by New Mexico Center for Law and Poverty¹³ (2014)
- Foundations need to be open to having continuous racial equity dialogues with grantees and community leaders
- Foundations need to authentically embed equity into all of their governance policies and procedures; equity should not be an afterthought, appendix, or add-on
- Need to look at race in an intersectional frame (e.g. also include the significant impacts of class, gender, disabilities/ physical challenges, immigration status, etc.)
- Internal work is fundamental for any organization doing racial equity work/ programming; every organization needs to focus on building internal racial equity first and foremost
- Need to create new knowledge and innovative approaches while moving away from “older” equity models that might be outdated
- Need greater connection between community work and academia; be more intentional about inviting people across community and academia

13 See full report <http://nmpoertylaw.org/wp-content/uploads/2016/08/Report-Racial-Justice-Initiative-NMCLP-2014-05-30.pdf>

Conclusion

Amidst the continued challenges posed by a global pandemic and racial uprisings, it is imperative that we all reflect on how we can create opportunities for lasting change during this moment. These times speak to a heightened call for action in continued demands for equity and justice, especially for those who are most impacted. A major call to action for equity resides in the realm of foundations and philanthropic circles as emphasized by the participants in this project. This is a time of not only reflection, but most importantly, action. What will foundations and philanthropic circles do differently? How will they respond to this urgent call for change? The hope is that this brief provides both insights and recommendations on how power-holding institutions in the nonprofit sector can move toward needed systemic transformation by analyzing and disrupting policies and practices that perpetuate inequities across the very communities they aim to serve.

This is a critical moment in time that although filled with angst and loss, remains an opportunity for real change.

This brief by no means represents all of the voices of those individuals across the state who have dedicated their lives to equity, racial justice, and racial healing. This brief was intended to honor the voices of community leaders who have contributed to anti-racist work and a demand for justice.

This brief was an opportunity for their voices to be at the forefront of this much needed discussion, not through a survey or statistical figures, but through their own words and thoughts on how to continue to move this work forward in New Mexico. What provided most hope is that all of the participants stated that their racial justice work will continue on because of the love and deep commitment they have for their respective communities.



Appendix A

List of Participants¹⁴

James Aranda

Kay Bounkeua

Roberto Chene

Sarah Ghiorse, Fatima van Hattum, and Renee Villareal (Group Interview)

Kiran Katira

Natasha Howard

Frank Lopez

Cathryn McGill

Michelle Melendez

Christopher Ramirez

Olivia Roanhorse, Vanessa Roanhorse, and Jayme Gloshey (Group Interview)

Sarah Silva

Tony Watkins

¹⁴ 7 of the 17 participants participated in a second interview focused on the pandemic and Black Lives Matter protests. It should also be noted that although some of the participants are not quoted within this document, each participant significantly contributed to the overall findings presented.

Appendix B

Original Interview Questions

- Tell me a bit about yourself and your organization (or current work you are engaged in).
- How does the work you do, or your organization, connect to better understanding race/racism in NM? How did you become involved in this type of work?
- Are there any specific initiatives, programs, or practices that you are leading or part of that are connected to better understanding race/racism in NM? Tell me about this work.
- What do you think needs to happen in order to achieve racial healing/racial justice in our communities? What would you like to see?
- What do you, as an individual and/or organization, need to continue this work?
- Any last comments or thoughts you would like to express?

Follow up Interview Questions

- What are your thoughts on what is happening at the current moment in regards to the pandemic and the BlackLivesMatter protests across the nation?
- How do we use the current moment to inform racial justice work in New Mexico?
- What do you think should be the priorities of racial justice leaders in New Mexico and foundations during this historic moment?

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