

United Way of Central New Mexico Funding Strategies

Social Action and Non-Discrimination Policies

UWCNM Social Action Policy

The UWCNM Community Fund's mission is to help those most vulnerable in our four-county area. UWCNM enlists community support and raises funds to be distributed in the form of grants to agencies that most effectively and efficiently help the most vulnerable. Each year, community members review agency requests for program support and help to determine awards. The Social Action Policy is in place to respect and retain the Community Fund's broad and diverse donor and volunteer base, and to maintain a separation between helping people and advocating for a moral position on topics of a controversial or divisive nature.

There are and will always be divisive social issues rooted in politics, religion, or personal definitions of moral right and wrong. Some health and human service agencies publicly declare and/or advocate their position on divisive issues. Because Community Fund donations and support come from local community members with varying political, religious, and moral perspectives, United Way cannot and should not fund agencies or programs that explicitly and/or publicly advocate for one side of a divisive social issue and invoke local controversy or division to the extent that the Community Fund's integrity, neutrality, or its donor or volunteer base may be harmed. Therefore each grant cycle, staff will complete an initial vetting of grant applicants and programs and any agency or program that appears non-compliant with this policy will subsequently be reviewed by the Community Services Group. The Community Services Group will determine whether the agency and/or program, if funded, could harm the Community Fund's integrity, neutrality, or its donor and/or volunteer base. If so, the agency will be removed from the consideration process.

Our role is to bring people together to improve our community. To invite controversy into the Community Fund is to risk the very existence of this important fund. Regardless of individual positions on social issues, United Way invites all to join together in a cooperative effort to help our community help itself.

Grant allocation is the only service at United Way that is affected by the Social Action Policy. All other services [agency designations, 2-1-1/ Information & Referral, Gifts in Kind, services offered by The Center for Nonprofit Excellence, etc.] are available to all central New Mexico nonprofit organizations.

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UWCNM Non-Discrimination Policy

United Way of Central New Mexico and agencies receiving UWCNM Community Fund dollars must adhere to laws which provide equal opportunities to all persons regardless of race, color, creed, religion, national origin, gender, age, disability, veteran status, citizenship status or any other protected classification. These laws require equal treatment of employees in recruiting, hiring, training, advancement, compensation, benefits or any other conditions of employment. In addition, the spirit of these laws extend to program services funded by United Way of Central New Mexico's Community Fund.

The Non-Discrimination Policy applies to program services rendered to clients, not program target populations. The Priority Focus Area grant application specifically requests a definition of a program's target population. Logically, no program will be able to serve all populations and must therefore delineate the target population by some defining characteristics. This is not a violation of the Non-Discrimination Policy. Programs that require clients to alter their personal character to receive services are a violation of this policy and cannot, therefore, receive an Issue Area grant.