

# NewMexicoWomen.Org

2012-2022: Weaving Worlds for Gender Justice and Healing



*"Thank you for your support, both financially and spiritually. We are so grateful to be in your world! Thank you also for helping to change the landscape of philanthropy in New Mexico. It is so refreshing and heartening to see things change and that is thanks in part to the work that you do."*

—Littlelobe, Adolescent Girls of Color grantee partner



NEW MEXICO **WOMEN**.ORG

Advancing Opportunities for Women and Girls.

The mission of NewMexicoWomen.Org (NMW.O) is to advance opportunities for self-identified women and girls so that they can lead healthy, self-sufficient, and empowered lives. The strategic focus of NMW.O is gender justice and healing.

NMW.O began as a program of the New Mexico Foundation in 2012 and became an independent statewide women's foundation in 2017. Over the past ten years, we have been weaving stories, worlds, and futures into being by investing

in the creativity and brilliance of self-identified women and girls, especially women and girls of color, along with transgender, nonbinary, and LGBTQ+ leaders. Through our grantmaking, research, and training and education programs, the threads of gender justice and healing are being woven into an enduring tapestry that reflects the beauty, strength, and imagination of New Mexican communities. This work for social change would not be possible without the power and leadership of our grantee partners and the long-term engagement of our donors.



*“ THANK YOU for this generous award. Thank you so much for caring for our staff! ”*

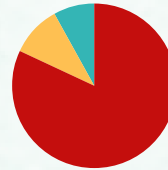
—Planned Parenthood of the Rocky Mountains, Healing Awardee

## Financial Overview

NMW.O began with an operating budget of \$155,000 in 2012, and thanks to the support of our funding and donor partners, the budget reached \$1.6 million in 2022. This growth has enabled us to expand our vision, programs, and staff, which has increased our impact on communities around the state.

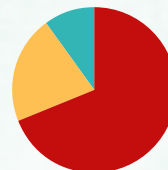
## 2022: INCREASING INVESTMENTS

### 2022 Organizational Expenditures



- Programs 82%
- Administration 10%
- Fundraising 8%

### 2022 Program Area Expenditures



- Grantmaking 69%
- Training & Education 21%
- Research 10%

## TEN YEARS OF GROWTH

Operating Budget in 2012:  
**\$155,000**



Operating Budget in 2022:  
**\$1.6 million**

## 2012–2016: Early Grantmaking Programs

### Women’s Economic Security Grants: \$125,855

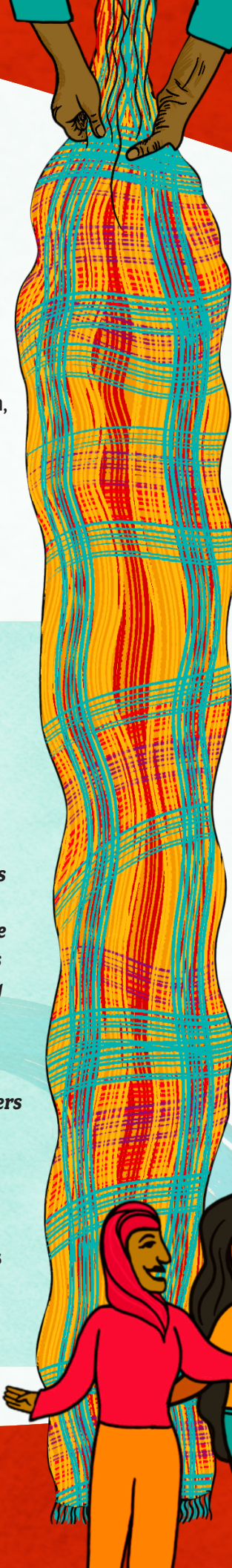
Starting with a contribution from our partners at the Women’s Funding Network, NMW.O began with a modest grantmaking budget to support organizations around the state working on women’s economic security.

### Chispa Awards: \$35,000

With support from the New Mexico Foundation, NMW.O made Chispa Awards to organizations working for gender justice around the state. Chispa means “spark” in Spanish, and these surprise awards are meant to provide a “spark” for the potent work of the awarded recipients.

*“You Grow Chica! engages girls through lessons and activities that connect girls’ emerging stories to the contributions of our women ancestors and present day changemakers, so that they too can envision, write, and bring to life their own real-life stories, free of the restraints placed on us too often by society’s male-dominated systems of oppression. A space for healing, centered around the timeless loving act of breaking bread and growing food that nourishes our families and neighbors, You Grow Chica! celebrates girls and women through sharing the preparation of recetas, studies, and careers in protection of land and water, social activism, and everyday acts of resistance like backyard gardens and preparing a pot of beans.”*

—La Semilla Food Center, Adolescent Girls of Color grantee partner



## 2017–2022: Multi-Year Commitments

### Gender Justice Grants: \$657,500

In 2017, based on findings from NMW.O’s seminal report, *The Heart of Gender Justice in New Mexico*, we began multi-year investments in a cohort of organizations working specifically on gender justice and healing.

## 2018–2022: Grantmaking Increases

Since then, our grantmaking has expanded to include the following portfolios:

Adolescent Girls of Color	\$698,500
Gender Justice	\$657,500
Healing Awards	\$217,000
Healthy Masculinities	\$117,500
Gender Equity Emergency Fund	\$173,800
Discretionary Funds	\$69,025

Total Grants Distributed in 2022:

\$681,652

Total Grants Distributed since 2012:

\$2,094,180



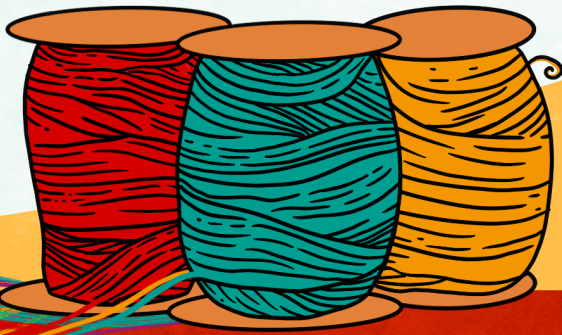
## OUR STRATEGIC FOCUS IS GENDER JUSTICE AND HEALING

**Gender justice** recognizes diverse gender identities and is intersectional, encompassing racial, environmental, and economic justice, with an underlying commitment to end patriarchy.

**Healing** is the process of restoring holistic well-being from an unbalanced or unhealthy state, including systemic and historic trauma. Gender justice cannot be achieved without collective and individual healing. Deeper healing cannot be sustained without justice.

*“ Our staff really appreciates your dedication to support their mental, emotional, and spiritual wellness. This has improved morale in the office and a sense of support from our organization as we understand the amount of stress and trauma folks can experience while working in community. This also means we support our staff to take extra time off for rest, mental health, and to be with community if they have a traditional event. ”*

*—Changing Woman Initiative, Gender Justice grantee partner & Healing Awardee*



*“ Our team felt valued and cared for through the Healing Award we received from NewMexicoWomen.Org. We began an internal conversation centered on this question: How can CSVANW meet the needs of you, an employee of CSVANW, when it comes to healing from vicarious trauma you might experience from our work? We have made some policy changes to meet the needs that were uplifted by our staff. ”*

*—Coalition to Stop Violence Against Native Women, Healing Awardee and Adolescent Girls of Color grantee partner*

### NEWMEXICOWOMEN.ORG PROGRAM AREAS

**Research:** NMW.O’s research draws public attention to gender justice issues to influence policy and philanthropy and to support community organizations with data relevant to their work. Our research also informs our overall strategy and theory of change.

**Grantmaking:** NMW.O’s grantmaking portfolios include Gender Justice, Adolescent Girls of Color, and Healthy Masculinities. We also distribute Healing Awards and provide discretionary grants. We prioritize organizations led by or serving self-identified women and girls of color; transgender and gender non-conforming individuals; and immigrant, low-income, and rural communities.

**Training and Education:** NMW.O is committed to educating and learning with donors about the intersectional impacts of racial injustice, gender inequity, and historical trauma. We convene the statewide New Mexico Healthy Masculinities Collaborative, which addresses patriarchy and toxic masculinity. We also support grantee partners who are working on gender-focused advocacy and policy efforts.



## 2012–2022 PROGRAM HIGHLIGHTS

**Invested** general operating funds in over 80 programs and organizations serving self-identified women and girls working toward gender justice and healing in New Mexico.

**Shifted** narratives and changed the conversation around gender in New Mexico by centering the strengths and experiences of self-identified women and girls.

**Partnered** with organizations around the state to produce the *New Mexico Healthy Masculinities Toolkit*, which has been downloaded over 500 times by organizations around the world working to educate their communities about healthy masculinities and gender justice.

**Deepened** our commitment to supporting rest and healing for nonprofit staff and movement-building leaders to honor them and sustain their capacity throughout these challenging times.

*“ I realized through our work in the Healthy Masculinities Collaborative that I’ve never seen non-patriarchal leadership (even though some of my superiors were women). As someone who’s worked very hard for decades to learn everything I could about leadership, I was very embarrassed to realize that none of the leadership authors I’ve read or examples I looked up to were women (that has changed). You inspired me and created a paradigm by which my whole worldview has shifted. ”*

*—Joseph Hill, Healthy Masculinities Collaborative member and Director of Prevention and Community Collaborations at the Center for Health Innovation*



# NMW.O's Community of Support

## THANK YOU!

Thank you for being part of NMW.O's ten years of growth and impact. Your belief in and support of our work helps us to weave a future of gender justice and healing in New Mexico and enables us to sustain our deep investments in the power and leadership of self-identified women and girls across our state.

**“ In the case of NMW.O – they are leaders because of their approach, not just with the care and well-being of women and girls, but all those factors that influence that well-being. Thus, their pioneering work in gender justice and healing addresses the broad needs of society so that self-identified women and girls are given an opportunity to succeed and thrive. I am blessed to be a supporter of such an amazing group. ”**

**— NMW.O supporter,  
Caroline Burnett**

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“Gender justice is key to a thriving democracy with healthy, flourishing communities. I support the innovative and strategic work of NMW.O because through their investments in community led programs, they grow the power and leadership of women and girls. It is through this work that gender justice becomes the norm.”

— Felice Gonzales, Founding Director & Board Chair President

*“I finally sprung the big surprise about our Healing Award on our SANE nurses...and they are literally over-the-moon. They are so used to being the givers and the care-takers... they don't know how to react to being spoiled for a day. I cannot express what it means to have your constant support and now THIS...!!! Thank you for all that you do.”*

*—Otero and Lincoln County Southern New Mexico Wellness Alliance, Healing Awardee and Gender Justice grantee partner*



**NEW MEXICO WOMEN.ORG**

*Advancing Opportunities for Women and Girls.*

Art by Teyo Saree