



Board of Trustees,

We are happy to share the updated Strategic Plan for your approval. The feedback and vibrant conversation about this plan were deeply considered in the creation of the updated draft. I've included some notes to address items that were common themes of feedback:

- The audience for this draft is internal, specifically the Board of Trustees and Foundation Staff. Once the strategic plan is approved, we will determine which components are shared, how information is distributed, and the timeline for more public distribution.
- We have updated the order for more cohesiveness and moved more information into appendices for better flow.
- In addition to the updated values, our proposed vision is included. Please read the corresponding memo for more insight into the creation of the vision. We believe the updated values and vision help establish the commitment to dEi as an integral foundation to how we approach the Strategic Plan.
- We've clarified the comments around the quotes from national thought leaders (like Trust Based Philanthropy Project) in the Strategic Plan Components section.
- We've added some footnotes to help create cross-reference points.
- We added financial context in the endowment growth goal section.
- To clarify the mechanisms for evaluation and progress, we've included the sample dashboards we shared during the Q3 Board meeting in an appendix. You'll see our first report using the dashboards at the Q4 meeting.

Thanks for your support, helpful feedback and engagement through this process. We are proud of this document and the vision it sets forth.

On behalf of Foundation Staff,

Marisa Magallanez
Vice President of Strategy & Equity

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