



MEMORANDUM

To: Board of Trustees
From: Walter Stern, dEi Committee Chair
Date: March 22, 2023
Re: dEi Committee Report

The dEi Committee has established several goals for 2023:

- Create a culture and protocol of support for all Committee members & Staff
 - Reciprocal open & honest communications supported through Community Agreements, resulting in a collaboratively generated code of conduct for use in our meetings
 - Culture of “Call In” - how to “call in” with grace & kindness
 - With the Governance Committee, coordinate the development of a culture assessment for the Board, as part of an overall Board self-evaluation program
- Elevate dEi learning to the full Board
 - Provide resources to the Board to facilitate opportunities to meet the Board’s new learning expectations goal (3 hours)
 - More intentional learning integration into Board Meetings – what could this look like?
 - How can we continue to support learning opportunities for Committee members as move our dEi work forward?
- Review and update, as necessary, the Foundation grant distribution policy, gift acceptance policy, fund agreements, and other related documents to ensure those documents align with the Foundation’s new, unanimously adopted Values and Vision statements, dEi principles, and anti-hate, anti-racism practices, working collaboratively with other key Foundation committees, such as Advancement and Community Impact Committee, where appropriate.
- Succession planning for Committee Leadership

In the Committee’s March, 2023 meeting, the Committee spent time creating community agreements to guide our work in 2023, along with initial discussions around the policy & fund agreement review and update initiative described above. The Committee, with the encouragement and direction of the Executive Committee will seek to ensure the critical Foundation policies, especially grant distribution and gift acceptance policies, along with various fund agreements, are revised to align with the Foundation’s values and vision, to include anti-hate and anti-discrimination language and an equity perspective.

From our robust initial discussion of this initiative, Committee members and Staff recognize there are many facets to consider in this policy & fund agreement update, and plans to work cross-committee where appropriate, ensure that the Board and other Committees have the learning to support understanding about the critical nature of this work, while developing a realistic and thoughtful process and timeframe for this initiative. In addition, to inform this important work,

Foundation Staff are investigating national trends, resources, best practices, and trainings to support this endeavor.

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