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MEMO

To: Board of Trustees
From: Walter Stern, dEi Committee Chair
Date: June 21, 2023
Re: dEi Committee Report

The dEi committee continues to move forward on the anti-hate policy initiative, focusing on a cross-committee effort to update the gift acceptance and grant distribution policies, support the update of fund agreements, and propose updates to the bylaws if necessary.

Through this process the Foundation has engaged with the [Horizon Forum](#) to support the policy development through external review, conduct an ACF-Specific training later for board and staff this summer/fall, and support staff in extra due diligence in reviewing hate or harmful grants, including use of its *Hate Screen Tool*, providing independent review from multiple agencies on nonprofits listed as hate organizations.

The dEi Committee has utilized the Council on Foundation's [Values Aligned Philanthropy](#) as a north star for this effort, and encourages the full board to review. Additionally, [Values Aligned Philanthropy for Community Foundations](#) provides an even more specific resource for this effort.

Policy drafts are in the midst of a multi-level review process between staff, Philanthropic Advising and Community Impact Committee workgroups and the Horizon Forum. Drafts will be presented to the Executive Committee and full board later this year for final review and approval. We encourage ample discussion throughout this process, and recognize there are many facets to consider in this policy & fund agreement update. The Committee and staff are making every effort to ensure that the board and other committees have the learning to support understanding about the critical nature of this work.