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MEMO

To: Board of Trustees
From: Becky Teague, dEi Committee Chair
Date: August 13, 2025
Re: dEi Committee Report

The dEi Committee met most recently on Thursday, July 10. Due to the Executive Orders focusing on diversity, equity, and inclusion work, the dEi Committee extended an invitation to the full Board of Trustees to attend the Committee meeting.

At the July Committee meeting, Mr. Mohammed Jassem from the [Horizon Forum](#) joined the Committee updated the Committee on the adjustments to the “Hate Screen,” a tool used by the Foundation to identify entities that may go against its values. The screening tool has been renamed to the “Values Aligned Screen,” with a greater emphasis placed on the issue of polarization and its impact on the philanthropy community.

The Committee and staff also shared with Mr. Jassem how the Foundation has been looking at the need for structural investments to support nonprofit groups as well as how the Foundation seeks to build bridges rather than contribute to polarization. Staff reported that anti-immigrant issues are affecting nonprofit groups and prompting discussions in the community. Some organizations are worried about losing needy clients, losing federal funding, and what to do if ICE agents come to their doors.

Mr. Jassem shared the Horizon Forum is interested in hearing what the Foundation is learning and how this information can be shared with community foundations across the nation. Mr. Jassem reiterated Horizon Forum’s desire for continued dialogue and collaboration with the Foundation. The next dEi Committee meeting is scheduled for Thursday, September 11, 3:30pm – 5:00pm.