

November 18, 2022

Dear School Leaders,

I hope you are all doing well and are having a great school year! Recently, the Fulcrum Foundation's board of trustees approved a five-year strategic plan for the foundation. This plan will improve Fulcrum's ability to serve you, your schools, and your students.

As part of the strategic plan, we have spent the last nine months reviewing all of Fulcrum's programs to ensure that we are living our mission to be stewards of care to the highest standards. This review was led by the board of trustees, who gauged each program's effectiveness in light of our new vision, mission, and values.

The review of the Building Diversity and Inclusion Grant Program raised some important questions. The board determined that more time was required to improve this program so that it may serve our schools in a more impactful way.

Over the next year, the Fulcrum board and staff will further study options for allocating the \$100,000 annual Building Diversity and Inclusion Grant Program funds and evolving the program going forward.

After thoughtful discussion, the board voted to pause the Building Diversity and Inclusion Grant Program for 2022-2023 while they study options and to allocate the \$100,000 budget for 2022-2023 to the Becraft Scholars Program. Becraft is a great fit for these funds as the program increases belonging and accessibility for Black and African American students in our Catholic schools. In addition, Becraft Scholars Program Director Alana Bell also provides professional development opportunities through Fulcrum's partnership with the Office for Catholic Schools (OCS). For example, she was the keynote speaker at Inspire, an OCS professional development day for Catholic school development and front office staff.

In spite of the challenges the board identified with the Building Diversity and Inclusion Grant Program, the program awarded \$777,000 to schools from 2014-2022. We know these funds truly had a positive impact and we are committed to finding a solution that will honor our mission and your needs.

For schools looking to continue their important diversity, equity, and inclusion (DEI) work in the 2022-2023 school year, we encourage you to consider taking part in the OCS pilot of their Fulcrum-funded Justice and Belonging Audit. The audit is meant to help schools assess their current DEI work and impact, while identifying areas for growth. Please contact Justyna King in the OCS at [justyna.king@seattlearch.org](mailto:justyna.king@seattlearch.org) for more information.

Thank you for your understanding. Please feel free to reach out if you have any questions or want to discuss further.

God Bless,



Vivian K. Shannon  
Executive Director, Fulcrum Foundation