DFC FY26-30 Strategic Plan & FY26 Annual Performance Plan

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U.S. International Development Finance Corporation

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Agency Overview

The U.S. International Development Finance Corporation (DFC) is America's premier tool for economic statecraft. DFC partners with the private sector to mobilize capital around the world, and its projects advance U.S. foreign policy, foster economic development, and deliver financial returns to American taxpayers. Through these market facing tools, DFC is a key implementer of the President's National Security Strategy and America First Foreign Policy. DFC was established through the BUILD Act with bipartisan support in 2019, building on the need for increased private sector investment in overseas markets, enhancing U.S. global economic leadership, and countering the presence of the United States' strategic competitors around the world.

DFC's reauthorization via the FY2026 National Defense Authorization Act extends its mandate through 2031, dramatically raises its investment cap to $205 billion, expands equity investment powers, creates a $5 billion equity fund, and broadens geographic and sectoral coverage, including limited authority in wealthy countries while maintaining development focus and strategic investment flexibility.

Mission

The U.S. International Development Finance Corporation (DFC) is the international investment arm of the United States Government and central to U.S. economic statecraft. DFC mobilizes private capital to advance U.S. foreign policy and economic development. Our investments deliver strong returns for American taxpayers, drive meaningful economic development for our allies and partners, and secure supply chains to counter and outcompete our adversaries.

DFC Strategic Goals: Refocus Portfolio, Improve Efficiency, and Foster a Performance Culture to Drive Economic Statecraft

1. Mobilize Investments Proactively That Advance U.S. Interests and Foreign Policy Objectives
2. Improve Portfolio Management Capabilities
3. Enhance DFC Technologies and Processes for Efficiency
4. Continuously Foster a "One DFC" Culture

DFC FY26-30 Strategic Plan Summary

Goal 1: Mobilize Investments Proactively That Advance U.S. Interests and Foreign Policy Objectives

Objective 1.1 Strengthen foreign policy alignment.

Objective 1.2 Drive private capital mobilization.

Objective 1.3 Seek financial returns for the U.S. taxpayer.

Objective 1.4 Increase financial product offerings to become flexible capital providers.

Objective 1.5 Strengthen sourcing with private sector, U.S. Government, and peer organizations.

Goal 2: Improve Portfolio Management Capabilities

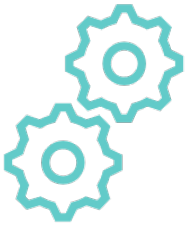
Objective 2.1 Define and measure impact throughout life of investments.

Objective 2.2 Explore creative portfolio management techniques.

Objective 2.3 Create agency-wide visibility through data-driven reporting.

Objective 2.4 Establish feedback loops between key departments in the agency.

Objective 2.5 Revamp workout policies, procedures, and committees.



Goal 3: Enhance DFC Technologies and Processes for Efficiency

Objective 3.1 Streamline DFC internal process improvements.

Objective 3.2 Create tools to reduce rote work and enable performance dashboarding.

Objective 3.3 Create reliable and actionable data.

Goal 4: Continuously Foster a "One DFC" Culture

Objective 4.1 Align work with mission.

Objective 4.2 Foster a culture of continuous improvement.

Objective 4.3 Enhance employee experience and empower employees.

Strategic Goal 1: Mobilize Investments Proactively That Advance U.S. Interests and Foreign Policy Objectives

This strategic goal will grow and diversify the investment pipeline, align new investments with U.S. foreign policy priorities, and establish new financial products and structures to achieve DFC's goal of being flexible capital providers.

Strategic Objectives

1.1: Strengthen foreign policy alignment.
1.2: Drive private capital mobilization.
1.3: Seek financial returns for the U.S. taxpayer.
1.4: Increase financial product offerings to become flexible capital providers.
1.5: Strengthen sourcing with private sector, U.S. Government (USG), and peer organizations.

1.1: Strengthen foreign policy alignment.

Priority: 1.1.1: Deploy capital with clear foreign policy benefits by developing sectorial investment strategies, a foreign policy alignment framework, and identifying focus geographies aligned with U.S. foreign policy objectives.

FY26 Performance Target:

1. *By Q4, integrate foreign policy review at each stage of the investment process to ensure approved DFC investments are in the identified priority sectors and geographies, and aligned with U.S. foreign policy objectives, measured monthly through pipeline review dashboards.*

Priority 1.1.2: Expand the aperture of DFC's target sectors and geographies, working with counterparts from the White House and interagency to co-author new go-forward investment strategies.

FY26 Performance Targets:

1. *By Q3, institutionalize interagency coordination mechanisms at multiple levels (working level to senior political levels) to operationalize collaboration on foreign policy priorities, and address pipeline gaps and geopolitical issues.*

2. *By Q4, develop and deliver sector (energy, critical minerals, infrastructure, ICT, health, agribusiness) and regional (Africa, MENA, Europe, Western Hemisphere, Indo Pacific) investment strategies, in coordination with the interagency and White House, to drive DFC strategic investments that advance U.S. foreign policy, national security, and economic development priorities.*

Priority 1.1.3: Execute strategy rollout to position DFC as a core instrument of U.S. economic statecraft to advance the administration's foreign policy.

FY26 Performance Target:

1. *By Q4, execute strategy rollout to position DFC as a core instrument of U.S. economic statecraft to advance the administration's foreign policy.*

1.2: Drive private capital mobilization.

Priority: 1.2.1: Promote private capital mobilization into emerging markets by using DFC's capital in a way that maximizes its multiplier effect.

FY26 Performance Targets:

1. *By Q4, pre-screen 10 transactions with 75% of total project costs provided by private capital or sovereign wealth fund sources.*

2. *By Q3, each line VP to submit 1 transaction for approval that includes a DFC financial product that has been tailored in a unique or creative way to increase the commercial attractiveness of the project to the private sector. At the aggregate level, one transaction must be with a sovereign wealth fund and one with an alternative asset manager.*

3. *Achieve a first disbursement in at least 55% of committed transactions within one year of financing commitment and 70% within two years of commitment.*

4. *By Q4, build out clear co-investment/co-lending process that is in-line with industry timing expectations.*

Priority 1.2.2: Educate and engage external stakeholders on DFC's authorities, tools, and strategic role in order to position DFC as a preferred partner for mobilizing private capital in priority regions and sectors.

FY26 Performance Targets:

1. *By Q4, ensure Investment Offices participate in at least 2 conferences / external convenings with clients who have not had significant prior exposure to DFC to educate and engage external stakeholders on DFC, resulting in increased leads.*

2. *By Q4, hold 10 BD meetings and/or formal presentations (e.g., DFC 101) at (1) a sponsor, financial institution, investment fund or other similar partner and (2) a member of the interagency, that is a significant stakeholder of the agency.*

3. *By Q4, enter key information from conversations with clients that work across sectors into Palantir (subject to technology rollout) to coordinate and create visibility between business lines.*

4. *By Q4, develop tailored materials for each sector/product that can be used for external distribution and to educate new clients.*

5. *By Q4, educate key interagency stakeholders (State, Commerce, Treasury, Department of War, EXIM, USTDA) on DFC through coordination and training mechanisms.*

1.3: Seek financial returns for the U.S. taxpayer.

Priority: 1.3.1: Deliver financial return to the U.S. Treasury – consistent with the Federal Budget, and DFC's policy objectives.

FY26 Performance Target:

1. *Prepare and submit to OMB for pre-approval at least five creative investment structures that are designed to limit use of available programmatic budget.*

Priority 1.3.2: Based on Congressional appropriations and other relevant financial resources, develop and implement management-approved budgets and ensure the timely tracking and execution of program funds to support DFC goals.

FY26 Performance Targets:

1. *Present monthly updates to the Chief of Staff on the status of and any changes to DFC's operating budget and the use of DFC's program funds to ensure proper controls.*

2. *Utilize DFC-based Private Capital Mobilization methodology to estimate amount mobilized by each project seeking approval. Prepare aggregated mobilization figures by region, product, and by country income category for reporting to Congress in DFC's Annual Report.*

Priority 1.3.3: Lead credit and equity investment review and risk quantification process and apply relevant risk policies so that individual transactions and the portfolio overall deliver on agency financial and strategic goals.

FY26 Performance Targets:

1. *To ensure compliance with environmental and social (E&S) statutory requirements, conduct technical analysis on E&S risks and risk management using best practices with respect to environmental and social safeguards for 100% of DFC projects seeking approval and aiming to commit funds, where project teams and clients have provided the required documentation to ODP well in advance of approval timelines. Ensure at least 60% of E&S project clearances completed are in advance of the relevant Board meeting.*

2. *By Q4, demonstrate accountability for the management and capacity building activities of adverse E&S events reported to DFC and deemed significant through ensuring oversight of the Structured E&S Monitoring Program, including implementation of risk response, management, and documentation requirements and standards, including the documentation of capacity building activities.*

3. *By Q4, sponsor and be accountable for agency-wide implementation of the Risk-Based Prioritization Model for E&S Monitoring by supporting resourcing and governance to ensure the model's use is embedded into practice and performance management, with adoption across at least 80% of E&S Monitoring activities.*

4. *Assess potential DFC investments from a Credit Policy and Equity Investment Policy perspective, indicating the factors that could impact the creditworthiness and capital returns of individual projects and related potential portfolio risk with appropriate recognition of the timing needed to meet IC and Board approval process deadlines. Establish and maintain credit risk quantification methodology and models.*

Priority 1.3.4: Lead post-reauthorization congressional engagement and implementation communications.

FY26 Performance Targets:

1. *To ensure compliance with statutory requirement regarding potential negative impacts on the U.S. economy, conduct economic analysis for 100% of DFC projects seeking approval and aiming to commit funds, where project teams and clients have provided the required documentation to ODP well in advance of approval timelines. Ensure at least 80% of Econ project clearances are completed in advance of terminal committee approval.*

2. *By Q2, develop and roll out post-reauthorization congressional engagement and implementation communications.*

1.4: Increase financial product offerings to become flexible capital providers.

Priority: 1.4.1: Explore, refine, and evolve sector and product-specific investment strategies such as the syndication of loans and creative financial structures.

FY26 Performance Targets:

1. *By Q4, review and update sector- or product-specific strategies into a single document based on updated front office guidance on Administration priorities.*

2. *By Q4, participate in internal working groups established to explore new creative financial structures (e.g., foreign currency, syndication, mezzanine, etc.) and share learnings with applicable business lines.*

Priority 1.4.2: Empower investment officers to move up and down the capital structure to help achieve the ideal outcome for partners and the U.S. government.

FY26 Performance Targets:

1. *Coordinate with law firms and alternative asset management firms to develop training for investment teams.*

2. *By Q4, create menu of options for internal/external training and education opportunities to give teams the tools (including AI tools) to adopt a more flexible approach.*

1.5: Strengthen sourcing with private sector, U.S. Government, and peer organizations.

Priority: 1.5.1: Deepen sourcing connectivity with private sector, White House, USG agencies, and peer organizations like multilateral development banks and foreign bilateral development finance institutions.

FY26 Performance Targets:

1. *By Q4, develop and implement a Partnership Engagement Plan that outlines targeted relationship-building strategies with priority private sector partners, USG agencies, targeted DFIs/MDBs, and key sovereign wealth funds, including key points of contact, engagement channels, and collaboration objectives.*

2. *By Q4, ensure that at least 10% of DFC's newly sourced transactions originate from joint sourcing activities (share pipeline opportunities, sector insights, and investment priorities) with private sector partners, USG agencies, or peer DFIs/MDBs, tracked via the pipeline dashboard.*

3. *By Q4, formalize four cooperation agreements (total across all business lines) with private sector partners and sovereign entities focused on joint transaction sourcing and due diligence processes that advance U.S. and partner foreign policy priorities.*

Priority 1.5.2: Coordinate business development efforts across different business lines, DFC's new business development unit, OFP and front office.

FY26 Performance Target:

1. *By Q4, develop a plan that coordinates business development efforts across different business lines, DFC's new business development unit, OFP and front office.*

Strategic Goal 2: Improve Portfolio Management Capabilities

This strategic goal will ensure the consistent application of portfolio management metrics that demonstrate improvements in performance tracking, accountability, and impact measurement, establish the Workout Group, and build DFC's portfolio management capabilities.

Strategic Objectives

2.1: Define and measure impact throughout life of investments.
2.2: Explore creative portfolio management techniques.
2.3: Create agency-wide visibility through data-driven reporting.
2.4: Establish feedback loops between key departments in the agency.
2.5: Revamp workout policies, procedures, and committees.

2.1: Define and measure impact throughout life of investments.

Priority: 2.1.1: Manage DFC's portfolio to maximize foreign policy and development impact while ensuring financial sustainability.

FY26 Performance Targets:

1. *By Q4, align DFC investment strategy and processes with ODP Development policies to allow for early engagement with clients to identify and develop opportunities to maximize development impact.*

2. *By Q4, establish feedback loops between the OPM and OFP to identify key strategic transactions and align critical decisions with foreign policy priorities.*

Priority 2.1.2: Define development impact of DFC projects in host countries by measuring project-specific activities under the Impact Quotient (IQ) framework.

FY26 Performance Target:

1. *To ensure compliance with development impact statutory requirements, conduct due diligence required to articulate the project development impact thesis and narrative, identify key impact metrics and projections, and generate an Impact Quotient analysis for 100% of DFC projects seeking approval and aiming to commit funds, where project teams and clients have provided the required documentation to ODP well in advance of approval timelines. Ensure at least 80% of development impact project clearances completed in advance of terminal committee approval.*

Priority 2.1.3: Ensure that DFC projects address a contextual economic development challenge in the host country, and have identifiable impact drivers that enable project-specific scoring using IQ.

FY26 Performance Target:

1. *Engage with project origination teams before or during 90% of screening meetings to provide clear, consistent, and transparent guidance on the size and scope of the development challenge in the host country, impact drivers, and the potential development outcomes of proposed DFC projects.*

Priority 2.1.4: Utilize development impact data from DFC clients for purposes of portfolio and sector analyses.

FY26 Performance Targets:

1. *Collect impact data from active DFC clients to ensure compliance with development impact statutory reporting requirements by reaching out to 100% of eligible DFC projects for annual Form 008 submission; implementing the end-customer surveys contract; and conducting targeted site monitoring. Achieve a DOS client response rate of at least 80%.*

2. *By Q4, synthesize and analyze validated impact data to create annual dashboards and impact briefs for priority DFC sectors/themes (using Palantir).*

3. *By Q4, conduct at least one portfolio evaluation, one desk study, and project close outs as projects exit DFC's portfolio to provide deeper analysis on drivers of success (and failure), compile lessons learned from across DFC departments, and formulate actionable recommendations to enhance DFC's effectiveness in achieving its mission.*

2.2: Explore creative portfolio management techniques.

Priority: 2.2.1: Set clear financial and non-financial metrics that define success and provide a transparent view of portfolio performance over time.

FY26 Performance Target:

1. *By Q4, engage with key OPM stakeholders and establish relevant KPIs and codify relevant metrics in OPM's governing and operational documents and staff performance plans.*

Priority 2.2.2: Revamp DFC's portfolio management approach to create clearer accountability, improve monitoring, and better respond to distressed assets.

FY26 Performance Targets:

1. *By Q4, engage with FO and OGC to revise OPM's Policies and Procedures in alignment with revised KPIs and establish an implementation framework for a newly established "Workout Committee."*

2. *Integrate considerations of financial performance in the prioritization of projects for E&S monitoring, given that adverse E&S events can be both leading and lagging indicators of financial risk.*

Priority 2.2.3: Provide legal support to the monitoring team in accordance with the Congressional mandate.

FY26 Performance Target:

1. *On an ongoing basis during the performance year, provide legal support to the monitoring team in accordance with the Congressional mandate.*

2.3: Create agency-wide visibility through data-driven reporting.

Priority: 2.3.1: Provide rigor, transparency, and responsiveness to ensure DFC's portfolio remains aligned with financial and foreign policy objectives.

FY26 Performance Targets:

1. *Meet November 15 reporting deadlines in coordination with OIG auditors by providing financial data and reporting required by authoritative guidance on dates specified.*

2. *Meet 95% of CFO closing guidelines for financial reporting, accounting, and portfolio services needed to operate DFC in compliance with legal requirements.*

Priority 2.3.2: Put in place standardized metrics for comparisons across sectors, regions, and investment products where appropriate, enabling resource allocation where it can achieve the greatest impact.

FY26 Performance Targets:

1. *By Q4, begin a third-party valuation of the existing portfolio.*

2. *Utilize DFC-based Private Capital Mobilization methodology to estimate amount mobilized by each project seeking approval. Prepare aggregated mobilization figures by region, product, and by country income category for reporting to Congress in DFC's Annual Report.*

2.4: Establish feedback loops between key departments in the agency.

Priority: 2.4.1: Create and maintain regular processes for business development, origination, monitoring, policy, and operational teams to engage and learn from each other's work to ensure continuous improvement.

FY26 Performance Targets:

1. *Throughout the year, enhance feedback loops between the OPM and investment lines to not only bring learnings on investment specific outcomes but broader learning across sectors, geographies and financial products.*

2. *By Q4, update ODP policies and procedures to align with changes in legislation and agency priorities to ensure that E&S and U.S. employment risks and development impact opportunities are adequately managed throughout DFC's project lifecycle and portfolio.*

Priority 2.4.2: Appropriately utilize internal controls and effective management practices to support efforts to achieve clean audits and to comply with other relevant standards.

FY26 Performance Target:

1. *Throughout the year, support DFC's audit processes by meeting required deadlines and assessing controls that mitigate the risk of material misstatements in DFC's reporting.*

2.5: Revamp workout policies, procedures, and committees.

Priority: 2.5.1: Establish and manage the operations of a Workout Group with an increased focus on reductions in losses and recovery improvements for distressed assets.

FY26 Performance Target:

1. *By Q4, engage with FO and OGC for the ideation and operationalization of a "Workout Committee" by way of an implementation framework and relevant changes to OPM's Policies and Procedures.*

Strategic Goal 3: Enhance DFC Technologies and Processes for Efficiency

This strategic goal will reduce decision-making delays and increase alignment between policy objectives and DFC operations.

Strategic Objectives

3.1: Streamline DFC internal process improvements.
3.2: Create tools to reduce rote work and enable performance dashboarding.
3.3: Create reliable and actionable data.

3.1: Streamline DFC internal process improvements.

Priority: 3.1.1: Establish efficient processes in accordance with administration, congressional, and agency priorities in order to simplify decision making and better support policy execution.

FY26 Performance Targets:

1. *By Q3, complete an investment lifecycle process map that (1) documents each workflow step, (2) assigns the responsible office/role for each step, and (3) produces a prioritized register of the top pain points.*

2. *By Q3, using the developed process maps, identify an approach to determine baseline cycle times.*

3. *By Q4, complete 3 validated end to end back-office lifecycle process maps that (1) document each workflow step, (2) assign the responsible office/role for each step, and (3) produce a prioritized register of the top pain points (ranked by frequency and impact).*

4. *By Q4, streamline process by which DFC hires law firms.*

5. *By Q3, establish underwriting committee for equity and debt to approve term sheets; and develop revamped guidance and internal training for same.*

6. *By Q4, actively collaborate with the General Services Administration (GSA) to advance the implementation of Go.gov by completing relevant preparatory activities (e.g., coordination meetings, documentation review, technical readiness, and required approvals), ensuring DFC is fully prepared to proceed immediately upon GSA's scheduled availability for full implementation.*

3.2: Create tools to reduce rote work and enable performance dashboarding.

Priority: 3.2.1: Enhance DFC's technology stack to enable a streamlined investment process, greater interagency coordination, and operational excellence.

FY26 Performance Targets:

1. *By Q4, implement automation with Customer Relationship Management (CRM) system that automatically creates and routes tickets for qualifying investment support intake events (legal, compliance, facilities, IT liaison), operational dashboards for SLA and throughput visible to Ops and OIT leadership.*

2. *By Q4, complete migration of DFC investment management workflows which integrates transactional data with data lineage & analytics: Upgrade the production instance, deploy three standardized record types, and retire at least two legacy tracking spreadsheets.*

3. *By Q4, establish a repeatable ETL feed from core systems into an enterprise data warehouse which functions as the single source of truth (SSOT) and deliver three executive dashboards (portfolio status, pipeline risk, impact metrics); targets.*

3.2.2: Design, acquire, or adapt new software tools – including Artificial Intelligence (AI) solutions – to reduce repetitive, manual tasks and ensure staff can be responsive to evolving strategic directions and needs.

FY26 Performance Targets:

1. *By Q4, run two pilots to reduce rote work in underwriting and reporting; each pilot to include documented security/privacy review and a go/no go scaling recommendation with ROI analysis.*

2. *By Q4, coordinate integration of agency dashboard(s) data into software tools including AI, enabling employees across DFC to request and receive accurate, timely information on DFC travel activity through the agency's technology stack, thereby increasing data usability, trust, and adoption of Chat DFC.*

3.3: Create reliable and actionable data.

Priority: 3.3.1: Encourage timely and accurate data input by team members, so colleagues can remain up to date on agency investments and operations and can make data-driven decisions.

FY26 Performance Targets:

1. *By Q4, establish a protocol for updating Palantir (subject to implementation), for maintaining accurate project records.*

2. *Follow established protocol for Palantir (and other systems of record, as needed) updates.*

Priority 3.3.2: Encourage use of DFC's technology stack by ensuring its data is useful and accurate.

FY26 Performance Target:

1. *By Q4, implement a data stewardship program for the top five critical investment fields; assign stewards for each field.*

Priority 3.3.3: Apply data analytics and risk assessments to support DFC management decision-making and ensure financial sustainability.

FY26 Performance Targets:

1. *By Q4, establish cadence of investment and operations review meetings.*

2. *By Q4, deploy two analytics dashboards using normalized SSOT/enterprise platform data, and adopt them as inputs to investment review meetings.*

3. *Throughout the year, analyze the DFC portfolio exposure trends, top risk concentrations, and portfolio performance metrics. Establish and maintain credit risk quantifications methodology and models. Conduct comprehensive credit stress testing of the portfolio, covering severe but plausible macroeconomic downturn scenarios and the impact on financial results.*

Strategic Goal 4: Continuously Foster a "One DFC" Culture

This strategic goal will increase employee satisfaction, boost productivity, reduce inefficiencies, increase use of human-centered design methods, and foster the ability to adapt quickly to changing operational or policy requirements.

Strategic Objectives

4.1: Align work with mission.
4.2: Foster a culture of continuous improvement.
4.3: Enhance employee experience and empower employees.

4.1: Align work with mission.

Priority: 4.1.1: Develop expectations for teams and individuals to ensure alignment with and understanding of how their work contributes to DFC's mission, and to break down silos between teams to promote cross-functional collaboration.

FY26 Performance Targets:

1. *By Q2, develop draft FY26-30 strategic plan, with strategic objectives, and subordinate strategic priorities, goals, and SMART performance elements for use in individual executive performance plans.*

2. *By Q3, obtain FO approval on FY26-30 strategic plan, and disseminate same throughout the workforce.*

3. *By Q2, disseminate clear performance management guidance to the workforce, linking employee performance standards to DFC's strategic plan.*

Priority: 4.1.2: Follow a structured workforce planning process, enabling DFC to align workforce requirements to current and future DFC strategic objectives in an efficient and effective manner.

FY26 Performance Targets:

1. *Present updates on a monthly basis to the Chief of Staff on the status and any changes to DFC's operating budget and the use of DFC's program funds to ensure proper funds control in support of the development of effective organizational and staffing plans.*

2. *Throughout the year, implement Administration executive-order priorities and agency leadership priorities affecting hiring, workforce planning, organizational design, performance management/rewarding, and other personnel areas.*

3. *By end of Q4, implement FedTalent and SF-182 modernization.*

Priority: 4.1.3: Launch and sustain sector policy communications to advance strategic priorities.

FY26 Performance Target:

1. *By Q4, support alignment of agency activities with DFC's mission and strategic priorities by establishing and implementing an approach to policy-related communications and engagement.*

4.2: Foster a culture of continuous improvement.

Priority: 4.2.1: Embed service design principles and human-centered approaches into daily practice, empowering individuals at all levels to meaningfully improve operations.

FY26 Performance Targets:

1. *By Q4, offer a training course on human-centered design, and sign up key participants from each of the Operations Office subordinate organizations.*

2. *By Q4, launch two human centered service design pilots that produce user journeys, tested prototypes, and a proposed validated process change.*

Priority 4.2.2: Continuously evaluate agency activities to ensure benchmark support services.

FY26 Performance Targets:

1. *By Q4, establish a protocol for continuously evaluating agency activities to ensure benchmark support services.*

2. *By Q4, identify five agency activities for evaluation, begin evaluation of three, and complete an evaluation of two with associated implementation timelines established.*

4.3: Enhance employee experience and empower employees.

Priority: 4.3.1: Using DFC's mission as the North Star, implement programming that enhances the employee experience and empowers employees.

FY26 Performance Targets:

1. *By Q4, establish cross-functional teams to lead identification, development and implementation of initiatives in each of the following areas: Meaningful work, trust in the organization, supportive management, positive work environment, health and wellbeing, and growth opportunities.*

2. *By Q4, build out a project plan inclusive of Ops executive leadership input, to implement six initiatives in accordance with cross-functional team vision, begin work on three, implement two.*

Priority 4.3.2: Coordinate support to DFC OCONUS staff (PCS and TDY) in order to enable them to successfully execute agency mission.

FY26 Performance Target:

1. *By Q4, develop and deploy a standardized pre-deployment support package for DFC employees assigned overseas, integrating technology, human resources, and safety and health curriculum, to ensure OCONUS staff are adequately prepared and equipped to successfully execute the agency's mission.*

Priority 4.3.3: Integrate EEO principles into agency strategy, focusing on leadership commitment, management accountability, and proactive prevention of discrimination.

FY26 Performance Targets:

1. *Throughout the year, align OEEO guidance with EEOC guidance as it is issued by the administration. Guidance will be used to address systemic issues, and prevent discriminatory practices. Keep leadership informed of EEOC/Administration interpretations of EEO and civil rights law as it is issued, addressing focal points via correspondence, the OEEO website, and policy statements.*

2. *Throughout the year, ensure a fair and respectful culture by securing buy-in and accountability from top leadership for OEEO goals and improving overall workplace culture by issuing proper and up to date annual reports and policy statements.*

3. *By Q4, ensure EEO accountability and program effectiveness by improving EEO complaint processes, including use of data-driven decision making, and collaborating with managers/supervisors and other departments via meetings and correspondence to address employee dispute root causes.*

Appendix. Glossary and Acronyms

AI: Artificial Intelligence
BD: Business Development, used in the context of sponsor/client outreach, DFC presentations, and lead generation.
Board: Board of Directors, DFC governing board.
CFO: Chief Financial Officer
Commerce: U.S. Department of Commerce
CRM: Customer Relationship Management
DFC: U.S. International Development Finance Corporation
DFI: Development Finance Institution
DOS: Development Outcomes Survey. The principal document used by the agency to review and monitor development impact performance of projects supported by DFC.
E&S: Environmental and Social, used in DFC project approval/risk review and statutory safeguards compliance.
EEO: Equal Employment Opportunity
EEOC: Equal Employment Opportunity Commission
ETL: Extract, Transform, Load
EXIM: Export-Import Bank of the United States
FedTalent: internal training software/platform name
FO: Front Office
GSA: General Services Administration
IC: Investment Committee
ICT: Information and Communications Technology
IQ: Impact Quotient. DFC's development impact management system that calculates an IQ Score based on each project's projected and actual contribution to economic growth, inclusion, and innovation.
KPI: Key Performance Indicator(s)
Line VP: Line Vice Presidents are the investment line leads
MDB: Multilateral Development Bank
MENA: Middle East and North Africa
ODP: Office of Development Policy
OEA: Office of External Affairs
OEEO: Office of Equal Employment Opportunity
OFP: Office of Foreign Policy
OGBD: Office of Global Business Development
OGC: Office of General Counsel
OIF: Office of Investment Funds
OIG: Office of Inspector General
OMB: Office of Management and Budget
OPM: Office of Portfolio Management

Palantir: Technology tool for cross-business-line client visibility and coordination, subject to rollout.
ROI: Return on investment
SF-182: Standard Form 182, Authorization, Agreement, and Certification of Training
SMART: Specific, Measurable, Achievable, Relevant, Time-bound
SSOT: Single Source of Truth
State: U.S. Department of State
Treasury: U.S. Department of the Treasury
USTDA: U.S. Trade and Development Agency
Workout Group: Internal DFC team handling distressed assets or restructurings