



**Program Officer - Truth, Racial Healing & Transformation
Battle Creek, Michigan**

EXECUTIVE SUMMARY

The W.K. Kellogg Foundation (WKKF), a leading philanthropic force helping communities create the conditions children need to thrive, is seeking nominations and applications for a Program Officer for Truth, Racial Healing & Transformation (TRHT). Launched in 2016 with 14 communities across the country, TRHT is a comprehensive, national and community-based process to plan for and bring about transformational and sustainable change addressing the historic and contemporary effects of racism. The TRHT framework and process will help communities gain understanding of the predominant factors and conditions that are supporting the racial hierarchy and blocking progress, and through the process, heal and produce actionable change.

In recent years the foundation has sharpened its focus on improving conditions for vulnerable children, concentrating on three key factors of success and their intersections: education and learning; food, health and well-being; and family economic security. Due to our nation's ongoing legacy of racism, a disproportionate number of vulnerable children in our society are children of color. Both racial healing work and the dismantling of structural racism are crucial to, as the foundation's mission statement reads, "propel vulnerable children to achieve success as individuals and as contributors to the larger community and society." Thus, the foundation has made a commitment to actively pursue racial equity through healing efforts and the eradication of structural racism as an explicit approach of its programming. Truth, Racial Healing & Transformation is a key component of the overall racial equity strategy of the foundation.

Reporting to Arelis Diaz, Director for the Office of the President, the Program Officer will collaboratively serve as a strategic partner to the leaders of the 14 multi-sector community partnerships that are carrying out TRHT work across the US and be a thoughtful advisor and resource to colleagues as they engage in racial equity work across the foundation's program areas. Additionally, the Program Officer will build public support and awareness of TRHT and the overall work of racial equity and healing among nonprofit executives, business leaders, government officials, community leaders, parents, and other external stakeholders of the foundation.

The ideal candidate will have significant experience (8+ years preferred) successfully leading racial equity and healing work at both local and systems levels and will bring a nuanced expertise of race, racism, and how racial healing and reconciliation can manifest in local communities to advance systemic change. The successful candidate will be a holistic and interdisciplinary thinker and an enthusiastic strategic partner to grantees, with the ability to co-create solutions, draft strategies, and critically analyze challenges in order to accomplish the work of healing across a diverse cohort of communities. He/she/they will bring deep and varied experiences in community engagement, leadership development, movement building, coalition building, nonprofit leadership, faith-based organizing and/or other related areas.

The search is being conducted with assistance from Callie Carroll and Erica Nicole Richardson of [NPAG](#). Please see application instructions at the end of this document.



HISTORY AND MISSION

In 1930, breakfast cereal pioneer Will Keith Kellogg donated \$66 million in Kellogg Company stock and other investments “to help people help themselves,” launching the W.K. Kellogg Foundation. The foundation began its work in Michigan, but by the 1940s had expanded its work internationally and was breaking ground in areas such as rural children’s health, “mainstreaming” children with disabilities, and the development of the healthcare profession. By its 50th anniversary, the foundation was among the world’s largest private philanthropic organizations. Its mission reflects the foundation’s core priorities of thriving children, working families, and equitable communities, and the dynamic connection between the three:

“The W.K. Kellogg Foundation supports children, families, and communities as they strengthen and create conditions that propel vulnerable children to achieve success as individuals and as contributors to the larger community and society.”

To advance this mission, the W.K. Kellogg Foundation created a framework supported by an innovative matrixed organizational design to prioritize investment decisions and maximize effectiveness toward achieving the desired ends and improvements for children and their families. This new framework supports disciplined choices toward targeted outcomes and stronger alignment across programs. It is a focused and networked approach to strategic programming that relies on close cross-foundation collaboration and agile teams to leverage human capital and knowledge resources to positively impact vulnerable children, families, and communities. Across bodies of work, the foundation implements an array of change-making tools – grantmaking, impact investing, contracting, networking, and convenings – to ensure progress. A commitment to racial equity, community engagement, and leadership development are woven into each endeavor as essential to the creation of a social context in which all children can thrive, particularly the most vulnerable.

For more information on WKKF, please visit: www.wkkf.org.

TRUTH, RACIAL HEALING & TRANSFORMATION

The W.K. Kellogg Foundation spent 2016 in a design phase for TRHT, working with 176 leaders and scholars to build the TRHT Framework, related recommendations, and an implementation guidebook to inform a community-based TRHT process. At its core, TRHT is designed to unearth and jettison the deeply held, and often unconscious, beliefs created by racism – the main one being the belief in a “hierarchy of human value.” This belief has fueled racism and conscious and unconscious bias throughout American culture and the perception of inferiority or superiority based on race, physical characteristics, or place of origin.

During the 2016 planning phase, the foundation selected 14 places based on the calls it received from communities who indicated their readiness for TRHT as well as communities where the foundation already had active priority place-based work. Once selected, each of the TRHT places recruited a diverse group of participants including philanthropists, elected officials, faith leaders and business leaders, healing practitioners, grassroots activists, youth, media and others to co-develop a local implementation plan. The plans aim to recognize the need for both racial healing and racial equity and to create local, regional, and national infrastructures that sustain healing and structural change efforts across the country.

The TRHT Framework consists of five areas; and the first two, Narrative Change and Racial Healing and Relationship Building, are foundational pillars for all TRHT work:



- **Narrative Change** - Examining how to create and distribute new complex and complete narratives in entertainment, journalism, digital and social media, school curricula, museums, monuments, and parks and in the way we communicate, which can influence people's perspectives, perceptions, and behaviors about and toward one another so we can work more effectively and productively toward community-based change.
- **Racial Healing and Relationship Building** - Focusing on ways for all of us to heal from the wounds of the past, to build mutually respectful relationships across racial and ethnic lines that honor and value each person's humanity, and to build trusting, intergenerational, and diverse community relationships that better reflect our common humanity.
- **Separation** - Examining and finding ways to address segregation, colonization, and concentrated poverty in neighborhoods to ultimately ensure equitable access to health, education, and jobs.
- **Law** - Reviewing discriminatory civil and criminal laws and the public policies that come from them and recommending solutions that will produce a just application of the law.
- **Economy** - Studying structured inequality and barriers to economic opportunities and recommending approaches that can create an equitable society.

For more information on TRHT, please visit: <http://www.healourcommunities.org>.

OPPORTUNITIES AND CHALLENGES FACING THE PROGRAM OFFICER

The new Program Officer will join an extraordinary team of individuals focused on racial healing and transformation. Reporting to the Director for the Office of the President, the new Program Officer will:

In partnership with other team members, serve as a strategic partner to the leaders of the 14 multi-sector community collaborations carrying out TRHT work across the US. The new Program Officer will be a highly responsive and resourceful strategic partner to community leaders as they execute a shared vision for the work of TRHT in local communities. This partnership will include collaborating on long-term strategy, fielding complex inquiries about best practices in community engagement, co-creating solutions, and connecting the leaders with peers in the field. The Program Officer will also support communities in connecting programming and systems level change and may co-facilitate events and convenings that help to meet these goals.

Serve as a resource and thought partner on racial equity and healing across the foundation and the foundation's stakeholders, engaging colleagues and leaders in the activities and impact of TRHT, and leading learning opportunities to continuously deepen the understanding and development of racial equity and healing with internal and external partners. Program Officers in TRHT and the broader Racial Equity team serve as thought partners to colleagues across the foundation as they conceptualize and incorporate racial equity in all programming areas. The Program Officer will also work with other program teams to share the foundation's learning and guide people and organizations in the work to dismantle structural racism and foster racial healing.

Build public support and awareness of TRHT and the work of equity and healing among nonprofit executives, business leaders, government officials, community leaders, parents, and other external stakeholders of the foundation. Develop and steward relationships to leverage participation of key stakeholders in alignment with WKKF's commitment to dismantle racism and to advance racial healing.



QUALIFICATIONS OF THE IDEAL CANDIDATE

While no one person will embody all of the qualities enumerated below, the ideal candidate will possess many of the following professional and personal abilities, attributes and experiences:

- Significant work experience (8+ years preferred) successfully leading racial equity and healing work at both local and systems levels. Demonstrated application of holistic and multi-dimensional concepts and approaches to community change in a relevant field, including but not limited to: community engagement, leadership development, movement building, coalition building, nonprofit leadership, and faith-based organizing.
- Accurate and current knowledge about national and regional trends, movements, and policy development to stimulate appropriate programming and capitalize on emerging opportunities in the areas of racial healing, community engagement, and the dismantling of structural racism. Thorough knowledge and grasp of systems change and the ability to identify and co-create the levers of change.
- Demonstrated success in forging and stewarding partnerships with the private sector, government agencies, multi-lateral organizations, foundations, policymakers, and stakeholders in support of children and families. The ability to think globally while working locally, representing WKKF to a variety of stakeholders and intermediaries in a credible and influential way and with a selfless manner focusing on values and the greater good.
- Expertise to work effectively within communities, including appreciating historical contexts, discerning nuances of relationships and power dynamics, understanding racial/ethnic realities, and respecting community needs and desires.
- Successful experience working as part of a multidisciplinary team and working effectively with persons from diverse cultural, social, and ethnic backgrounds. Willingness to set aside a personal agenda in favor of organizational and/or community goals and objectives.
- Strong relationship building and communication skills. The ability to have authentic dialogue around sensitive issues. Highly developed emotional intelligence, cultural awareness, and active listening skills, and the ability to use interpersonal and political skills in collaborative, diplomatic ways.
- Excellent writing, editing, analytical, and oral communication skills including the ability to collect, review, synthesize, and present information and findings. Sound judgment and the ability to make complex, multi-dimensional decisions based on both facts and experience.
- Ability to multitask and meet deadlines with demonstrated resourcefulness in setting priorities. Strong organizational skills and exceptional attention to detail with the ability to take initiative and contribute ideas for enhancing performance.
- An optimistic outlook and the humor, integrity, and patience necessary to work within a transformative environment. Conflict resolution, negotiation, and community-building skills are also valued.
- A bachelor's degree in sociology, history, political science, faith-based studies, ethnic studies, nonprofit management or a related field is required, and an advanced degree is preferred.
- The ability and willingness to travel; travel can account for up to 50% of work effort.



APPLICATIONS AND NOMINATIONS

This search is being assisted by Callie Carroll and Erica Nicole Richardson of [NPAG](#). Due to the pace of the search, candidates are encouraged to apply as soon as possible. Applications including a cover letter describing your interest and qualifications, your resume (in Word format) and where you learned of the position should be sent to: WKKF-POTRHT@nonprofitprofessionals.com. In order to expedite the internal sorting and reviewing process, please type your name (Last, First) as the only contents in the subject line of your e-mail.

The W.K. Kellogg Foundation is an equal opportunity employer and proudly values diversity. Candidates of all backgrounds are encouraged to apply.