A Look at the W.K. Kellogg Foundation’s Commitment to Racial Equity and Racial Healing
Overview

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Vision
We envision a nation that marshals its resources to assure that all children have an equitable and promising future — a nation where all children thrive.

Mission
The W. K. Kellogg Foundation (WKKF) 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.
Understanding & Defining Racial Equity
Why WKKF Cares About Racial Equity?

We believe that all children should have equal access to opportunity. To make this vision a reality, we direct our grants and resources to support racial healing and to remove systemic barriers that hold some children back.
What does “racial equity” mean to WKKF?

Racial Equity Definition

*Racial Equity* refers to principles of fairness and justice. Racial equity work describes actions designed to address historic burdens as well as to remove present day barriers to equal opportunities. This is accomplished by identifying and eliminating systemic discriminatory policies and practices. Specific remediating strategies, policies and practices are also required. These actions address the effects of historic injustice and prevent present and future inequities.

*Approved by WKKF Board and Executive Council Aug. 20, 2008*
Racial Equity

Racial Equity ≠ Diversity
(Diversity = Variety)

Racial Equity ≠ Inclusion
(Inclusion = Representation)

Racial Equity ≠ Equality
(Equality = Sameness)

Racial Equity = Fairness and Justice
Racial Healing: addressing the emotional and physical suffering that is the result of racialized social and opportunity structures. To heal is:

- To restore to wholeness
- To repair damage
- To set right

Implicit Bias: the automatic association of stereotypes or attitudes with a particular racial, ethnic or social group

 Structural Racism: the interaction among institutions, policies and practices that inevitably perpetuates barriers to opportunities and racial disparities

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America Healing

2009 – America Healing launched its largest single initiative in WKKF history

Program leaders have endeavored to help America put structural inequity behind us by first putting it squarely in front of us: understanding it, acknowledging it and joining together to change it.
“I think we have to be uncomfortable with the present racial arrangement. I think we have to be willing to be uncomfortable, willing to demand more of ourselves and more of our country, and willing to make the invisible visible.”

john a. powell in Race: The Power of an illusion
America Healing Objectives

**Objective 1:** Support and create public accountability and transform communications.

**Objective 2:** Support and expand the capacity of community-based efforts.

**Objective 3:** Intensify action-oriented research and analysis.

**Objective 4:** Strengthen advocacy for both policy and systems change.
The William Winter Institute
Community Compass: Racial Equity & Engagement in Mississippi

- **Denial/Ignorance**
  - Colorblind practices and policies; no historical knowledge; refusal to come to the table.

- **Awareness**
  - Acknowledging differences, need for diversity and presence of racial disparities

- **Relationship Building**
  - Sharing experiences; cross-racial dialogue and racial healing approaches; trust in being open and honest

- **Collaboration**
  - Cross-cultural racial organizing, collective action and broad base building

- **Transformation/Inclusion**
  - Engaging in practices and supporting policies that promote and sustain racial equity and healing

**Behavior**
Actions and Levers used for Narrative Change

• Awareness Building
• Infuse mainstream communications with voices from communities of color
• Systems of accountability and resources
• Support and expand efforts of communities of practice
Transform the Racial Narrative: History and identity are tied up in societal narratives and media products contribute to our collective story. News clips, magazine features, blogs and investigative news stories, radio talk shows, blockbuster films, television sit-coms and documentaries all add a layer.

Create Incentives and Accountability for System Change: To change outcomes for boys and men of color, we need to move from headcounts, enrollment figures and other arbitrary process collection figures to more nuanced outcomes indicators.
Recommendations: Overcoming Implicit Bias

- Understanding that while implicit biases are durable, they are not permanent
- Openly acknowledge biases and then directly challenge or refute them, rather than attempting to suppress them
- Exposing oneself to different images and assumptions
- Building personal and professional relationships across racial difference
Community Level Strategies

• Building the capacity of community members to engage in change efforts
• Connecting community members through culture and history
• Developing community infrastructure
• Documenting and raising awareness of community conditions
• Forming and coalescing around community change agendas
• Advancing community change agendas
Intra/Inter Group Strategies

• Nurturing intra-racial healing and collaboration
• Increasing cross-cultural awareness and understanding
• Fostering inter-racial healing
• Mobilizing diverse racial groups for collaborative change efforts
What does Success look like?

Racial Equity... is the condition that would be achieved if one’s racial identity no longer predicted, in a structural sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequity not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.

Center for Assessment and Policy Development