DIRECTOR, INITIATIVE ON RACIAL WEALTH EQUITY

About the Barr Foundation

The Barr Foundation’s mission is to invest in human, natural, and creative potential, serving as thoughtful stewards and catalysts. As stewards, Barr nurtures and enhances vital community assets. As catalysts, the Foundation cultivates and advances the breakthrough ideas that will shape our collective future. Barr focuses on achieving impact as a constructive partner, willing to exercise leadership. Based in Boston, Barr focuses regionally, and selectively engages nationally, working in partnership with nonprofits, foundations, the public sector, and civic and business leaders to elevate the arts and creative expression, advance solutions for climate change, and connect all students to success in high school and beyond. Founded in 1997, Barr has grown to become one of the largest private foundations in New England with assets of more than $3 billion and a 2022 grantmaking budget of $150 million.

A set of core values, defined by Barr’s founding trustees, expresses our beliefs about what constitutes effective philanthropy and guides how the Barr Foundation carries out its philanthropic mission. Barr is committed to strive for impact, act with humility, invest in leaders, take the long view, center racial equity, embrace risk, and demonstrate curiosity. These core values shape our workplace culture, where we engage in learning opportunities on diversity, equity, and inclusion; seek to analyze and adapt our policies, practices, and grantmaking to better reflect our values; and strive to be a place where everyone is valued and included. For more information on the Barr Foundation, please visit barrfoundation.org and @BarrFdn on Twitter, Facebook, and LinkedIn.

Barr’s Racial Wealth Equity Initiative

Following an in-depth exploratory process and initial strategic framing in 2021, the Barr Foundation’s Trustees approved a new initiative focusing on advancing racial wealth equity in Greater Boston.

Barr’s initial strategic framing is based on the following working definition of racial wealth equity, with the understanding that this will be subject to feedback and further refinement in partnership with grantees: individuals’
racial or ethnic identity does not predict capacity to deal with financial adversity, care for themselves, or take advantage of economic opportunities, including home ownership, business ownership and asset accumulation.

Barr’s broader vision of its racial wealth equity work in Greater Boston focuses on the significant reduction of racial wealth gaps as a means to advance racial wealth equity at a more systemic scale, with the understanding that investment in activities to minimize and reduce racial wealth gaps can help enable broader movements to understand and catalyze the achievement of racial wealth equity.

To advance the above goals, Barr’s racial wealth equity work will be organized around three strategic pillars that seek to:

• **Empower Leaders, Organizations, and Institutions** by investing in individuals and entities – both existing and emergent – that are active participants in and advocates for racial wealth equity progress. This pillar is a direct response to the chronic and persistent under-resourcing of individuals and entities as both a symptom and product of systemic racism that presents significant barriers to advancing racial equity and racial wealth equity.

• **Deepen Knowledge & Evidence** by creating a greater common fact base to engage, educate, and inform broader and diverse audiences and stakeholders. Achieved through community and research partnership, an iterative and dynamic fact base will serve as an important educational tool for audiences far beyond direct community participants in racial wealth equity efforts.

• **Elevate & Reframe Narratives**, which underscores the importance of narratives, personal storytelling, and lived experiences as essential tools for providing meaningful and authentic context for racial wealth equity efforts that must be both disruptive and engaging.

In addition to the above, Barr intends to participate actively to engage funding peers and other stakeholders and audiences beyond philanthropy.

Barr aspires to a world where racial wealth equity is commonplace, and we believe that supporting activities that help close racial wealth gaps in Greater Boston will help move toward this larger, ambitious vision. At the same time, we by no means intend to imply that an investment of any magnitude will eliminate racial wealth inequity in Greater Boston – the issue is too complex, too entrenched, and too systemic for any one entity or effort to dismantle.

Similarly, there is a clear need to foster greater coalition, collective action, and voice to advance racial wealth equity. Barr is poised to help catalyze critical resources and influence required to advance these and other racial wealth equity needs in Greater Boston.
Position Description: Director, Initiative on Racial Wealth Equity

The Barr Foundation seeks a Director to support and guide both the launch and day-to-day operations of its new Racial Wealth Equity initiative. This is the first full-time role dedicated to the Racial Wealth Equity initiative. This initiative was developed in close collaboration with emerging and established program and policy leaders active throughout Greater Boston. Continued deep engagement of grantees and other field experts to provide feedback on current initiative activities and influence the evolution of the initiative will be a priority for the Foundation over the life of the initiative. As a new special initiative, the director will report to the Foundation President. This reporting structure may evolve as the initiative takes greater shape and becomes more integrated with other work at Barr.

In collaboration with leaders in the field, the Director will develop and execute new iterations of grantmaking, communications, grantee engagement, and coalition-building strategies to advance Barr’s racial wealth equity work over the next five to ten years.

Key Responsibilities

Strategy and Management

- Develop and execute the next iteration of a grantmaking strategy, building upon Barr’s inaugural racial wealth equity grantees (Cohort 1, funded in 2022).
- Contribute to assessment and modifications of strategy in response to new knowledge.
- Maintain a wide breadth and depth of knowledge about the current trends, professional practices, and policies pertinent to the overall initiative.
- Serve as Barr’s primary internal project lead specific to issues of racial wealth equity, and as Barr continues to learn from others, both within Greater Boston and beyond.
- Develop annual budgets and work plans.
- Manage external consultants contracted by the Foundation to support the initiative.
- Convene and engage a cohort of grantees as advisors to the foundation with significant input specific to which efforts the foundation chooses to undertake to advance racial wealth equity and the design of the programmatic approach.
- Design and lead implementation of all Foundation learning and evaluation projects to advance the Foundation’s understanding of the impact of the initiative’s investments.
- Engage with Foundation program and initiative leadership in the Arts and Creativity, Education, Climate and Sector Effectiveness program areas, as well as other Initiative Directors to identify opportunities for strategic alignment and collaboration as the initiative unfolds.
Grantmaking

- Identify potential nonprofit partners and grant opportunities. Develop and conduct open requests for proposals, as appropriate. Actively assist organizations to shape high-quality proposals and plans. Draft internal analyses to present funding recommendations to Foundation leadership.

- Manage active grants. Serve as principal relationship to partners. Assess grantee progress and apply lessons learned to future grantmaking and strategy development.

- Draft internal memos and analyses to inform Foundation leadership of initiative progress and contextual changes.

- Work across Barr Program teams to coordinate knowledge sharing specific to racial equity priorities within and across programs.

- Respond to inquiries about funding opportunities.

Communications

- Identify and pursue opportunities, in partnership with Barr’s Communications team, to use the Foundation’s voice and communications resources to shape an ambitious and inclusive narrative about the Boston racial wealth equity landscape and ecosystem, and to highlight current opportunities and shortcomings.

- Employ communications efforts to increase visibility of racial wealth equity – inclusive of data, narratives, and best practices – among Greater Boston stakeholders and constituents (TBD in more detail)

- Advise on and support individual and collective grantee communications efforts.

- Serve as an external-facing leader for the Foundation’s racial equity efforts through speaking engagements, writing, and use of social media.

Coalition- and Relationship-Building

- Develop and cultivate strong working relationships with grantees and other nonprofit partners, government partners, community leaders, business and development leaders, and colleagues in philanthropy.

- Building on partnerships formed to date organize regular convenings of Barr’s racial wealth equity cohorts, the eventual cadence and structure thereof to be determined in partnership with Cohort 1 and subsequent grantees. Convenings are envisioned to share best practices, encourage collaboration, and develop and deploy shared messaging and communications tactics, as appropriate.
Desired Qualities, Experiences, and Competencies

- A commitment to advancing racial equity and inclusion in your work and in our workplace.
- A commitment to excellence and equity as demonstrated through significant past experience working in the nonprofit, public, or private sector in positions related to racial equity, wealth equity, and/or social justice.
- Subject matter expertise relevant to the program’s strategies including knowledge of both evidence-based best practices and emerging innovations that support the development and strategic management racial wealth equity levers and best practices.
- The ability to analyze complex organizational and community conditions; understand policy, political and community dynamics; knowledge of organizational development.
- Exceptional quantitative and qualitative analytical skills necessary for identifying investment opportunities, assessing organizational health and capacity, supporting the design of initiatives, and evaluating proposals and outcomes.
- Demonstrated ability to think strategically and execute strategies as part of a team, including the ability to define program objectives, evaluate progress, and support management of projects through a complete lifecycle.
- Experience developing partnerships with diverse organizations and managing and leading a broad coalition through collective action.
- Strong project, time, and budget management skills; an ability to thrive working under deadlines and handle multiple tasks without sacrificing attention to detail.
- A collegial spirit in sharing ideas and receiving feedback.
- Effective writing and presentation skills, particularly in communicating with diverse constituencies in a variety of settings.
- Detailed knowledge of and demonstrated proficiency in the use of Microsoft Office and Google applications, including Microsoft Outlook, Word, Excel, PowerPoint and Google Drive, Sheets, Docs, Slides.

Barr is an equal opportunity employer, with a commitment to building and fostering a diverse, equitable, and inclusive workplace. We welcome candidates who would both contribute to and value working in such an environment.
Compensation

The salary range for this role starts at $150,000 and will be determined by factors including experience, readiness for the role and organizational equity. The Barr Foundation offers an attractive benefits package including health, dental, vision, and life insurance. Benefits also include 15 vacation days to start and generous parental and health leave policies.

Barr is a Compact Signer for the 100% Talent Compact, which is administered by the Boston Women’s Workforce Council, a unique public-private partnership between the Boston Mayor’s Office and Greater Boston employers dedicated to eliminating the gender and racial wage gap. We are proud to be part of this first-in-the-nation approach to reaching pay equity for women and people of color across our region.

How to Apply

Please visit the ADP Career Center to apply for this position. Applications will be reviewed on a rolling basis. All inquiries may be directed in confidence to Pam Jensen, Human Resources, via email at: pjensen@barrfoundation.org.

Hybrid Work Environment

This position is based in Barr’s Boston offices on the waterfront in Boston’s North End. The Barr Foundation has initiated its shift from all-remote to hybrid work as of March 2022, and this position would allow for a flexible working arrangement with a hybrid of office, field, and remote work.

COVID-19 Vaccination Requirement

All current Barr employees are required to be vaccinated (including booster) for COVID-19, and we will require any new employees to be fully vaccinated by date of hire as well, absent a medical or religious accommodation as approved by the VP, HR Operations and Shared Services.