



a racial equity initiative of the w.k. kellogg foundation

FACT SHEET

The W.K. Kellogg Foundation's Commitment to Racial Equity and Healing

- The W.K. Kellogg Foundation's (WKKF) mission is to support "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."
- Children of color are over-represented among the 29 million low-income children and families in this country, particularly among families living in concentrated poverty. According to data from the National Center for Children in Poverty, about 61% of African American, 62% of Latino, 57% of Native American, 58% of children with immigrant parents, 30% of Asian American children and 26% of white children live in low income families.
- Working to achieve racial equity and healing is integral to the foundation's mission, and fundamental to its vision of "a nation that marshals its resources to assure that ALL children have an equitable and promising future."
- In fact, the WKKF Board of Trustees called upon the foundation to become an anti-racist organization that promotes racial equity.
- The foundation understands acutely that -- although the nation has made important progress, signified most recently by the election of our first African American president -- racial disparities persist, and the impact of policies disadvantageous to people of color — including some which were made illegal decades ago — continue to permeate through every sector of our society.

America Healing: A Racial Equity Initiative of the W.K. Kellogg Foundation

- *America Healing* -- a \$75 million initiative to support programs that promote racial healing and address racial inequity -- is the foundation's next bold commitment toward honoring the mistakes of the past and addressing the structural racism that persists today in America.
- This investment represents the largest single initiative launched by the foundation in its 80-year history.
 - In this initial phase of work, grants for racial healing are being awarded to 119 organizations from 29 states and the District of Columbia.
 - Grantees represent all racial and ethnic populations and every geographic region of the country. They include organizations focusing on food, health, education, the media, the justice system, the environment, and child welfare, among other areas.





a racial equity initiative of the w.k. kellogg foundation

- *America Healing* works to address structural racism and healing simultaneously. It also has four key areas of focus:
 - Supporting the creation and maintenance of a sustainable public system of accountability for progress
 - Supporting and expanding the capacity of community-based efforts
 - Intensifying action-oriented research and analysis
 - Strengthening advocacy for both policy and systems change

- While the *America Healing* initiative is, itself, unprecedented, it is an expansion of work already underway at the foundation on racial equity, and a reflection of a commitment to racial equity so deeply ingrained that all of the \$300 million-plus work which the foundation funds each year includes a component which addresses structural racism.

- Recent foundation investments in projects that seek to remove racial barriers include:
 - The Haymarket People’s Fund, which supports grassroots efforts across New England to fight racial injustices and work for social change.

 - Endicott College’s Keys to Degrees program, which assists young, single parents in raising their children as it supports their work toward a bachelor’s degree. The program provides an environment that supports the special needs of young parents and their children, including providing campus housing and a full array of support services.

 - The Pasadena, California-based National Hispanic Media Coalition, which is working to advance the employment of Latinos in the entertainment industry and to end media-bias against Latinos.

The Reality of Structural Racism

- Structural, or institutional, racism is defined as a system in which the policies and practices of both government and private institutions continue to privilege some and disadvantage others based on physical characteristics.

- While the operation of structural racism may be subtle, its presence imposes real and significant barriers to success for children and families of color.

- While some of our schools, churches, neighborhoods and workplaces may appear to be fully integrated, living under the assumption that all races now have equal opportunity is a form of denial that only exacerbates the disparities that remain.

- Ultimately, the foundation believes that this nation cannot truly put racism behind us until we put its impact and implications in front of us. *America Healing* is an effort to do exactly that. To learn more, please visit, www.AmericaHealing.org.

