

GRANTMAKERS FOR GIRLS OF COLOR

Job Description

MANAGER OF THE NEW SONGS RISING INITIATIVE

Status: Full Time/Exempt

Location: Brooklyn, NY/Remote

Reports to: Deputy Director¹

ABOUT GRANTMAKERS FOR GIRLS OF COLOR

Grantmakers for Girls of Color (G4GC) works to amplify and mobilize resources to support transformative organizing work to dismantle systems of oppression in the United States led by girls and gender-expansive youth of color. G4GC envisions a world in which all girls are healthy, safe and thriving. We recognize that girls of color hold particular vulnerabilities because of their age and other intersecting identities; and yet they also hold immense power to drive transformation. At the same time, girls of color are often invisible across funding priorities, efforts to address policy change, and in systems and programming. We believe that investing in building the power of girls and responding to their vulnerabilities is critical to creating meaningful change with and for them, their communities, and this country.

Through our grantmaking, research, communications, and donor organizing efforts, we work to promote leverage strategic partnerships and build community across philanthropy, connect funders to movements through targeted programming that centers the wisdom and leadership of girls and gender-expansive youth of color, foster community among movement leaders, and conduct and support research to advance philanthropy's ability to better respond to the needs of girls and gender-expansive youth of color. Since August of 2019, G4GC has been a fiscally sponsored project of Rockefeller Philanthropy Advisors.

Visit www.grantmakersforgirlsofcolor.org to learn more about G4GC's programs and operations.

ABOUT SEVENTH GENERATION FUND FOR INDIGENOUS PEOPLES

The Seventh Generation Fund for Indigenous Peoples' Purpose and Collective Responsibility is Indigenous Peoples' self-determination and the sovereignty of Native nations. Core to this is Re-Indigenization, which is the active and dynamic process of recovering traditional relationships to land, community, culture, and spirit for self-determination, collective liberation, and to restore balance. As the grandmother of Native foundations, Seventh Generation Fund provides direct support to community generated strategies for the empowerment and vitality of Indigenous Peoples and future generations by mobilizing resources into positive actions throughout the Indigenous World. Seventh Generation Fund actualizes our work through grantmaking, capacity building, movement building, and leadership - to help resource and support grassroots first responders - who are working to heal, revitalize, and restore thriving, to their Peoples, cultures, homelands and waters.

¹ This role will ultimately report to the Senior Program Officer/Director of Grantmaking, once that position is filled. In the interim, the Manager of the New Songs Rising Initiative will report to the Deputy Director.

Thriving Women Program: Recognizes the inherent link between violence against Native women and girls and Two-Spirit relatives and the well being of the Earth. TWI nurtures and supports the safety, health, and vitality of Indigenous women, girls, and families through Native women created and led work. This support is centered in community generated strategies for culturally-centered trauma healing, traditional birthing and midwifery practices, restoring herbal medicines, subsistence lifeways, revitalizing intergenerational wisdom exchanges, coming of age ceremonies, building resilience and empowerment through healing. This work identifies, challenges, and disrupts the ongoing oppression and exploitation that continue to harm Indigenous Peoples, and helps to revitalize the inherent power of Indigenous women, girls, their families, communities, and nations.

ABOUT THIS POSITION

The **Manager of the New Songs Rising Initiative** will lead the visioning, creation, and implementation of the New Songs Rising Initiative, a partnership between Grantmakers for Girls of Color (G4GC) and Seventh Generation Fund for Indigenous Peoples to mobilize resources towards work that centers and supports Indigenous girls in their families and communities. Reporting to the Deputy Director at first and ultimately the Director of Grantmaking, the Manager of the New Songs Rising Initiative will develop a participatory grantmaking strategy that engages Native and Indigenous girls as decision-makers, manage grantmaking, support skill-building and network-building amongst grantee partners, and support research efforts to elevate the stories, needs, and community-directed solutions of Native/Indigenous girls. In partnership with Seventh Generation Fund for Indigenous Peoples, the Manager of the New Songs Rising Initiative will identify opportunities to engage donors in reimagining philanthropic practices in order to mitigate or repair the harm that many philanthropic institutions have inflicted on Native and Indigenous communities. The Manager of the New Songs Rising Initiative will work to ensure the Initiative centers and follows the leadership and wisdom of Indigenous girls through intergenerational, youth-centric participatory engagements and advisory boards.

The Manager of the New Songs Rising Initiative will have a passion for improving outcomes and expanding opportunities for Indigenous girls. They will exhibit a strong connection to Indigenous communities and an ability to work collaboratively with a wide range of stakeholders. The Manager of the New Songs Initiative will share a commitment to G4GC's mission and shared values of authenticity, accountability, urgency and a results orientation, inclusivity, transformation, embracing freedom and creativity, and motivated by love.

Key Responsibilities

Grantmaking + Development:

- Design and implement the fund structure and processes, including participatory grantmaking methods in partnership with G4GC staff, Seventh Generation, and Native/Indigenous girls
- Determine New Songs Rising Initiative funding priorities in partnership with Native/Indigenous girls, Seventh Generation, and G4GC staff and Leadership

- Develop strong, trust-based working relationships with grantees and understand strategic priorities and initiatives
- Work with Deputy Director and other staff at G4GC and Seventh Generation to develop a donor organizing strategy to mobilize increased investment in Native and Indigenous Girls
- Work with G4GC Director of Communications and Seventh Generation to identify communications strategies that give Indigenous girls platforms to share their wisdom and creative content

Organizational Development:

- Partner with grantees and G4GC staff to assess grantees' organizational needs
- Coach and/or provide skill-building and networking-building opportunities and other resources to grantees including mentorship opportunities for Native and Indigenous girls
- Partner with G4GC staff to facilitate relationship-building opportunities between grantees in the G4GC network
- Build a digital platform of resources highlighting best practices, political education, and other resources to help funders and movement leaders better show up for Native/Indigenous girls

Research and Learning:

- Partner with G4GC Senior Director of Research, Advocacy, and Policy to support participatory research efforts that fill the data gaps about how to best support Native/Indigenous girls and their collective wellbeing and power
- Lead and facilitate learning opportunities between grantees, donors, and other stakeholders

Required Qualifications

- Proximity to Native and Indigenous communities and to the opportunities and challenges to support girls and women's leadership in those communities
- At least 3 years of experience in organizations, campaigns, or efforts serving and working on behalf of Indigenous girls
- A keen understanding of the needs of Indigenous girls and their communities, and a sense of the kinds of work being in various communities to support them
- An individual who values building relationships and collaboration
- An individual who has experience working with Indigenous youth
- A strategic thinker who can help us design participatory structures and processes, and research projects that engage Indigenous girls in decision-making
- Commitment to intersectional feminist values
- Agility and ability to quickly course correct in changing or complicated political environments and communities, both internally and externally
- Strong written and verbal communication skills
- Exemplary planning and time management skills
- Discretion and confidentiality
- Proficiency in English

Preferred Qualifications

- At least 3 years of experience working in the non-profit or philanthropy sectors
- Language skills in at least one language other than English
- Understanding of the capacity needs for organizations serving Native and Indigenous girls
- Knowledge of participatory grantmaking + research processes

HOW TO APPLY

To apply, please email a cover letter, résumé, and a list of three references to mkaleem@grantmakersforgirlsofcolor.org. Email applications are required. One combined PDF file is preferred. Use the subject line: *New Songs Rising Manager*. Position open until filled.

ABOUT COMPENSATION AND BENEFITS

The salary range for this position is \$85,000-\$95,000 commensurate with experience, plus a competitive benefits package including health coverage, retirement benefits, paid sick leave, vacation and holidays, tuition reimbursement, and access to professional development resources.



As a project of Rockefeller Philanthropy Advisors, the Grantmakers for Girls of Color is a values-based equal opportunity employer. We have a deep commitment to building transformative culture and challenging racism, sexism, homophobia and oppression in all its forms. We strongly encourage people of color, women, LGBTQ individuals, differently-abled people, formerly incarcerated people and people of any and all traditionally marginalized identities to apply. Applicants will not be discriminated against because of race, color, sex, sexual orientation, gender identity or expression, age, religion, national origin, disability, ancestry, marital status, veteran status, medical condition or any protected category prohibited by local, state or federal laws.
