

Position Announcement

MANAGER OF HOLDING A SISTER INITIATIVE

Status: Full Time/Exempt

Location: Brooklyn, NY/Remote

Reports to: Vice President of Programs and Operations¹

ABOUT GRANTMAKERS FOR GIRLS OF COLOR

Grantmakers for Girls of Color (G4GC) envisions a world in which all girls², femmes, and gender-expansive youth of color are healthy, safe and thriving, and where they are fully empowered to pursue their dreams and shape their desired reality on their terms, free from all structural barriers created by racism, sexism, ageism, and other forms of oppression. G4GC works to amplify and mobilize resources to support transformative organizing work led by and centering girls and gender-expansive youth of color, through grantmaking and research, and by supporting a growing community of funders who are actively working on or interested in efforts to address the structural inequities facing girls of color. 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. Visit www.grantmakersforgirlsofcolor.org to learn more about G4GC's programs and operations.

ABOUT THE BLACK TRANS FUND

The Black Trans Fund (BTF) is the first national fund in the country dedicated to uplifting and resourcing joy and liberation in Black transgender, gender-expansive, and non-binary communities. The BTF seeks to change culture through its grantmaking, capacity building and philanthropic organizing by shifting the narrative about Black trans communities towards more joy and resilience, and away from violence and despair. BTF's primary activities include grantmaking, capacity building and philanthropic organizing. Informed by careful national field analysis of the landscape of Black trans movement work, BTF grantmaking challenges long-standing barriers that Black trans people have faced in obtaining funding, such as discriminatory due diligence and vetting practices that exclude many Black trans-led groups. Black Trans Fund builds capacity with grantees by using data collected during field analysis to develop capacity building infrastructures to support Black trans power-building, strengthen their collective organizing muscle, and advance liberatory practices for Black trans

¹ The Manager of Holding a Sister Initiative will ultimately report to the Senior Program Officer/Director of Grantmaking. Initially, they will report to the Vice President of Programs and Operations.

² G4GC defines "girls of Color" as any cis, trans, gender-expansive, non-binary and/or any girl or femme-identified person age 25 and younger who identifies as Black, Indigenous, Latina, Asian, Arab, Pacific Islander, and/or other People of Color.

lives. BTF builds the grantmaking muscles of BTF advisors by conducting grantmaking trainings rooted in cultural competency cultivated by deep relationships within Black trans communities. BTF also organizes within foundation spaces to unlock more resources for Black trans-led work and by training and building the capacity of Black trans people to increase the visibility of Black trans grantmakers in the philanthropic sector. To learn more, visit the [Black Trans Fund](#) website.

ABOUT THIS POSITION

The Manager of the Holding a Sister Initiative will lead the visioning, creation, and implementation of the Holding a Sister Initiative, a partnership between Grantmakers for Girls of Color and the Black Trans Fund at Groundswell Fund to mobilize resources for work that centers and is led by trans girls of color, and to create a container for critical dialogue and movement building to advance justice for trans girls of color. Reporting to the Vice President of Programs and Operations at G4GC, the Manager of the Holding a Sister Initiative will manage all grantmaking in this portfolio, support skill-building and network-building amongst grantee partners, and support research and communications efforts to elevate narratives and strategies that center, and are led by, trans girls of color. In partnership with Black Trans Fund, the Manager of the Holding a Sister Initiative will identify opportunities to engage donors in reimagining an intersectional philanthropic practice that centers trans girls of color. In tandem with the G4GC team, the Manager of the Holding a Sister Initiative will develop programming that centers, honors, and supports the leadership and wisdom of trans girls of color through participatory research, grantmaking, strategy, and content creation.

The Manager of the Holding a Sister Initiative will have a passion for improving outcomes and expanding opportunities for all girls of color. They will exhibit a strong connection to our diverse community and will have the skills and enthusiasm to provide support to our broader community of activists and grantmakers. The Manager of the Holding a Sister 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 grantmaking structure and processes, including participatory grantmaking methods in partnership with G4GC staff, Black Trans Fund, and trans girls of color.
- Determine Holding a Sister Initiative funding priorities in partnership with trans girls of color, Black Trans Fund, and G4GC Leadership Team.
- Develop strong, trust-based working relationships with grantees, and understand strategic priorities and initiatives.

- Support Vice President of Programs and Operation, and Sr. Director of Strategic Partnerships in developing a donor organizing strategy that will leverage this fund to increase philanthropic support for organizations that are led by, center, and support trans girls and young women of color.

Organizational Development + Communications:

- Partner with grantees and G4GC staff to understand organizational and capacity needs.
- Coach and/or provide skill-building and networking-building opportunities and other resources to grantees.
- Partner with G4GC staff to facilitate relationship-building opportunities between grantees of Holding a Sister Initiative and other 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 trans girls of color.

Research and Learning:

- Partner with the Research Team to support participatory research efforts that fill the data gaps about how to best support trans girls of color and their collective wellbeing and power.
- Lead and facilitate learning opportunities amongst grantees, donors, and other stakeholders.

REQUIRED QUALIFICATIONS

- Close proximity to diverse communities of trans girls of color.
- At least 3 years of experience working with and on behalf of trans girls of color.
- A keen understanding of the needs of trans girls of color and the organizations that serve them.
- Expertise as a strong relationship builder who has experience working with trans youth.
- Experience as a strategic thinker who can help us design participatory structures and processes and research projects that engage trans girls of color in decision-making about the fund structure and design.
- 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.
- Discretion and confidentiality.
- Proficiency in English

PREFERRED QUALIFICATIONS

- At least 3 years of experience working in the non-profit or philanthropy sectors.
- Understanding of organizational development needs within organizations serving trans girls of color.
- Knowledge of participatory grantmaking + research processes.
- Commitment to healing justice and wellness as a practice.
- Proficiency in additional languages (like Spanish) is encouraged.

ABOUT COMPENSATION AND BENEFITS

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

HOW TO APPLY

To apply, please email a cover letter, résumé, and a list of three references with the subject line: “Holding a Sister Initiative Manager” to: maheen@grantmakersforgirlsofcolor.org. Email applications are required, and one combined PDF file is preferred. Note that application review begins immediately and candidates will be notified in advance of any outreach to references. Position open until filled.



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.