



Unity Fund Fellow

Position: Full-time

Department: Programs

Reports To: Senior Program Officer

Aspen Institute Inclusive America Project Fellowship - Birmingham

Position Summary: The Community Foundation of Greater Birmingham (CFGB), in partnership with the Aspen Institute Inclusive America Project (IAP), seeks to fill a 24-month fellowship for practitioners interested in community organizing at the intersections of race, religion and social justice, in Birmingham, AL, commencing September 2021.

Capitalizing on the partnership between Aspen's Inclusive America Project and the Foundation's Instruments of Hope Unity Fund, the Fellow will work primarily to develop and mobilize a racially, socio-economically, and religiously diverse coalition of community leaders, across the greater Birmingham area, with an emphasis on faith-based and religious communities. This position is primarily responsible for working with the CFGB team and community partners to advance the programmatic priorities within the CFGB Strategic Plan, particularly those related to Equity and Inclusion and in alignment with the objectives of the Unity Fund, as outlined below.

The Organization: Founded in 1959 by and for the community, CFGB is a permanent charitable endowment with the mission to ignite passion for transformational change. CFGB directly serves Jefferson, Blount, Shelby, St. Clair and Walker counties in Central Alabama.

Position Background: In 2017, The Community Foundation embarked on a strategic planning process that resulted in five new strategic priorities: *Thriving Communities, Regional Cooperation, Overcoming Persistent Poverty, Equity & Inclusion and Economic Opportunity for All.*

The following year, in 2018, through the generosity of an individual donor family, the Foundation launched the Instruments of Hope Unity Fund allowing CFGB to dive deeper within the area of Equity and Inclusion. Under the guidance of CFGB staff and the Unity Fund Advisory Committee, the Unity Fund focuses on three overarching goals:

- 1) Understanding the barriers to greater unity, shared growth and prosperity within the Greater Birmingham region;
- 2) Addressing and dismantling systemic racism and the policies, practices and mindsets that continue to divide and hold us back as a community; and
- 3) Creating opportunities to bring people together for meaningful engagement across differences.

In 2019, The Community Foundation, Instruments of Hope Unity Fund, and the Aspen Institute Inclusive America Project partnered on a program to explore the intersectionality of race, religion and economic opportunity in

the greater Birmingham area. This Fellowship sits at the convergence of these projects, and is funded through the Aspen Institute Inclusive America Project with generous support from the Templeton Religion Trust.

Duties and Responsibilities: The Instruments of Hope Unity Fund Fellow will leverage strong experience in research, community organizing, and engagement in order to help build on a growing body of work around the role of community engagement in addressing and dismantling systemic racism, specifically within faith-based communities. In the early phases of the fellowship, the Fellow will work to build relationships with a wide range of key stakeholders, including faith- and community-based organizations, to form a coalition of diverse stakeholders on the local level committed to this work. Based on learnings from this engagement and additional research, the Fellow will help us understand the current state of social justice work in our region and where the greatest synergies and opportunities lie to move forward.

Note: This work is fast-paced and evolving in line with cultural shifts observable on a near daily basis. Accordingly, while there are specific deliverables expected, we also anticipate, and ask the Fellow to make room for, adjustments to the work that allow us to be more relevant to the requirements of the moment. With this understanding, specific deliverables are as follows:

Deliverables:

- Produce a landscape analysis that maps out connections, evaluates resources and analyzes areas of opportunity for needed policies, programming, and partnerships within the greater Birmingham region
- Create or build on an existing cohort of diverse stakeholders interested in partnering to create new approaches to systemic issues at the intersection of religious, socio-economic, and racial boundaries and coordinate their activity
- Partner with the CFGB team to develop and/or implement a training and dialogue program that evolves from what is learned in the research phase and supports participants in taking the next steps of this journey
- Coordinate the development of a set of community priorities around issues relevant to the Unity Fund
- Lead and/or support planning of local activities and events, as needed
- Produce a final report and strategic plan for furthering this work

Activities (could include, but are not limited to):

- Develop and maintain knowledge of key research, models and innovation related to this initiative;
- Proactively lead assigned projects and activities, including managing research, work plans, and evaluation
- Seek opportunities to leverage funds from both external and internal sources; develop knowledge of national, regional and/or local funding sources related to initiatives and assist with proposal submission where appropriate
- Work collaboratively with community partners from other sectors in the region on issues related to this initiative
- Keep abreast of relevant local and national work relevant to this initiative;
- Coordinate with Director of Marketing and Communications to share knowledge, give presentations, develop articles, blogs, etc
- Prepare quarterly written and verbal initiative updates
- Prepare and disseminate final reports on initiative activities and lessons learned
- Lead and participate in relevant community meetings, committees, etc. that are critical to this initiative
- Other activities as needed

Interpersonal Skills:

- Integrity and sensitivity to confidentiality of donor and grantee information

- Leadership, vision, creative thinking and a curious and investigative nature
- Self-motivated and goal-oriented leader who can work independently
- Highly organized and attentive to detail
- Strong orientation to teamwork
- Superior critical thinking and problem-solving skills
- Exceptional written and verbal communication skills with an ease in public presentations
- The ability to be diplomatic and build relationships with a diverse group of donors, grantees, community partners, Board members and colleagues

Qualifications and Experience:

- Passionate about this initiative and the Foundation’s mission and able to promote and communicate the same to external and internal stakeholders
- Cross-cultural agility, ability to relate to a wide variety of diverse audiences with strong emotional intelligence and empathy
- Deep knowledge and understanding of local and global dynamics around racial justice and equity and inclusion and the implications of those dynamics
- At least 4 years of professional experience – preferably within cultural, educational and/or community-based organizations – with demonstrated success in community engagement, strategic planning, and/or applied research within community settings
- Excellent community engagement skills, particularly strong background in relationship and coalition building between diverse stakeholders
- Ability to synthesize complex information into clear and concise recommendations
- Ability to sustain progress within potentially ambiguous environments
- Experience researching issues, convening partners/colleagues, planning projects and carrying plans through to completion for complex projects and initiatives
- Proficiency with Microsoft Office programs; able and willing to learn new information systems
- Knowledge of and/or prior experience with any communities in our five county footprint is a plus
- Experience working with faith-based leaders or communities is desired, but not required

Compensation: The salary for this position is \$50,000 – \$55,000. Starting pay will be commensurate with the selected candidate’s background and experience. CFGB offers an exceptional benefits package including options for medical and dental coverage, 403(b) retirement plan, a generous schedule of paid holidays, and three weeks of vacation the first year of service (prorated).

To Apply: Please direct inquiries by e-mail only to careers@cfbham.org, by August 23, 2021. Interviews will occur on a rolling basis. Reference the job title in the subject line of your email, being sure to include a cover letter, resume and salary requirements. No phone calls please. Candidates selected for the interview process will be contacted individually. We regret that we cannot respond personally to each applicant. Thank you for your interest in working for the Community Foundation of Greater Birmingham to help create a just, prosperous and unified greater Birmingham region.

The Community Foundation of Greater Birmingham is an Equal Employment Opportunity Employer.