



RACIAL JUSTICE FELLOW POSITION DESCRIPTION

About iF, A Foundation for Radical Possibility

iF, A Foundation for Radical Possibility envisions Black people and people of the global majority living powerfully, abundantly, and beautifully in healthy, self-determined communities free of social, economic, and ideological violence. We achieve our vision by centering the leadership and expertise of Black people and people of the global majority in the Washington, DC region who live at the sharpest intersection of systems of oppression, in particular race, class and gender identity. We carry out our work by adhering to the following values:

- We believe that truth-telling is a part of healing and that acknowledging past and current racial atrocities is integral to justice.
- We build trusting authentic relationships with communities, partners, and colleagues where knowledge, power and resources are shared equitably.
- We are committed to innovation and risk-taking and embrace bold ideas that disrupt the status quo.
- We stand firmly with communities that have been most harmed by systems of oppression and support their ability to exercise power.
- We prioritize radical learning and share lessons to make way for progress and effective action.
- We acknowledge the inconsistencies and contradictions inherent in the philanthropic enterprise and aim to model the vision we believe is possible by ensuring that our own policies, practices, and operations are transformative and reflect the values we hold.

Position Overview

The Racial Justice Fellowship is a two-year, full-time paid position. The fellowship is designed for a resident of the DMV region (Washington, DC, northern Virginia and suburban Maryland) who has recent lived experience with oppressive systems (e.g., housing instability and homelessness, low wage work and wage theft, unemployment and underemployment, harm from the criminal legal system) and is committed to racial justice. Ideal candidates will demonstrate a strong alignment with the foundation's vision, mission, and values and interest

in exploring career opportunities in the philanthropic sector.

Roles and Responsibilities

- Rotate, learn and provide support within every major function of the foundation, including grantmaking, policy, communications, strategic partnerships, operations and governance.
- Assist in the planning and facilitation of external meetings, training sessions, convenings and special events as well as internal team building, culture building and education activities to support the development of an organizational culture rooted in Black feminism.
- Seek out and participate in learning and connecting opportunities in the philanthropic sector and community.
- Conduct, analyze, and synthesize research on best practices and approaches in advancing racial justice.
- Provide project management, administrative assistance and general support, as needed.
- Design, carry out and present a second-year capstone project of mutual interest to the Foundation and the Fellow.

Qualifications/Requirements:

- Alignment with iF's vision, mission and values.
- Minimum of three to five years of relevant work experience in any field.
- Lived experience with oppressive systems.
- Demonstrated personal commitment to racial justice and the Washington, DC region.
- Curious about philanthropy and how foundations operate.
- Enjoy working in a fast-paced environment as part of a team.
- Strong interpersonal skills.
- Self-disciplined, self-starting style.
- Effective communication skills, both written and oral.
- Professional working proficiency of the English language
- Commitment to working with diverse communities across race, class, ethnic, political and geographic boundaries.

Salary & Benefits

- The fellow will be paid an annual salary of \$50,000.
- Benefits include health, dental and vision insurance, a four-day work week, paid time off, holiday pay, retirement plan (including matching contributions), and disability and life insurance.
- Two-year term: April 2024 – March 2026

Application Process

Send the following two (2) pieces of information to hr@iFfdn.org by COB April 5, 2024.

- A cover letter that briefly describes: 1) your experience advocating for Black people or people of the global majority and racial justice, 2) your interest in learning about and/or contributing to the field of philanthropy, and 3) the key skills, abilities, experiences, and perspectives you would bring to this fellowship.
- A resume highlighting professional, volunteer, educational and personal experiences, skills and interests.