

**Greater Milwaukee Foundation
Chief Diversity and Inclusion Officer**



The Greater Milwaukee Foundation has exclusively partnered with Spano Pratt Executive Search to identify the Chief Diversity and Inclusion Officer. For a confidential conversation and to learn more about this opportunity please contact Jamie Pratt.

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Organization

The Greater Milwaukee Foundation was founded on the premise that generosity can unlock an individual's potential and strengthen the community as a whole for everyone who lives here. It is the region's largest community foundation and was among the first established in the world. Since 1915, the Foundation has inspired philanthropy by connecting generous people to community needs that align with their interests to address pressing local needs now and in the future.

Under the direction of Ellen M. Gilligan, who took over as president and CEO in 2010, the Greater Milwaukee Foundation is becoming even more of a positive force in philanthropic and community leadership. During her tenure the Foundation has produced consecutive years of historic grantmaking to the community and record charitable giving and Foundation growth approaching assets just under one billion dollars. View the details in the most current annual report:

https://www.greatermilwaukeefoundation.org/files/9115/9776/7632/Final_Audit_Report-12-31-2019.pdf



Vision

The Greater Milwaukee Foundation vision for a vibrant region is rooted in the idea that our community is greater when all people have the opportunity for economic, social and civic participation. While in large part, greater Milwaukee is experiencing a resurgence in economic growth and prosperity, many are unable to share in its benefits or have a voice in important decisions that impact their lives. This community, like others across the nation, is facing pronounced disparities, the result of uneven access to opportunity.

Eliminating the root causes of inequities, therefore, is both morally just and economically essential for achieving broader regional prosperity and vitality. An intentional focus on equity and inclusion ensures that strategies designed to improve the educational, social and economic well-being of people in our region make a true, measurable difference among communities most marginalized because of race. In this journey, we stand with our many partners who share this vision for a thriving region. We are working together to ensure the promise of a bright future applies to people of color and all communities.

Mission and Vision

Mission: To inspire philanthropy, serve donors; strengthen communities now and for future generations

Vision: The Greater Milwaukee becomes a vibrant, economically thriving region comprised of welcoming and inclusive communities that provide opportunity, prosperity and a high quality of life for all. The Greater Milwaukee Foundation's (GMF) work and decision-making is guided by the core values of integrity, service, effectiveness, and inclusion.

Integrity: This is at the heart of all we do. We demonstrate integrity through honesty, civility and respect. We respect each other and take pride in our work.

Service: We provide exemplary service, nurturing relationships for generations and honoring commitments. We hold ourselves to the highest standards of ethics, accountability and fiduciary responsibility.

Effectiveness: We partner with our vast network of donors, nonprofits and community leaders, developing effective strategies and mobilizing resources to strengthen communities and address persistent challenges.

Inclusion: We believe that all voices are vital to our region's future. We promote equity and embrace the diversity of individuals, ideas and expressions. We are committed to learning from our partners and leading by example.

Counties Served: We were created by the community for the community. We still largely focus on the four-county SE Wisconsin area; Milwaukee, Ozaukee, Washington and Waukesha. Through our competitive grantmaking and leadership efforts, though our donors know no boundaries with their grantmaking.



Core Values

The Greater Milwaukee Foundation's (GMF) work and decision-making is guided by the core values of integrity, service, effectiveness and inclusion.

Purpose & Objectives

Reporting directly to the CEO, the Chief Diversity and Inclusion Officer is responsible for providing leadership toward the Foundation's generational commitment to advance racial equity by integrating a racial equity lens into all aspects of the Foundation. Responsibilities include providing thought leadership to the Foundation's work; both internally and externally as it relates to dismantling systemic institutional racism in order to expand opportunity, equity and inclusion, and reduce disparities based on race. This position plays an important role in representing the Foundation, its values and commitment to community stakeholders and articulating the value of racial equity and inclusion (REI) to the Foundation's work and value in the community. The incumbent takes on the responsibility of collaborative leadership in the daily operation and long-term strategic planning of the Foundation, maintaining high standards of ethics and confidentiality.

Essential Duties & Responsibilities

- Serves as the key strategist responsible for guiding efforts and developing long-term strategic plans for creating an (equity-remove and replace) anti-racist culture and an understanding of the organizational change needed to drive race equity within an organization's culture, and
- Provides strategic, integrated direction and consultation to senior leaders on developing and implementing racial equity goals in all departments to advance GMF's strategic plan and major organizational issues regarding diversity, inclusion, equity initiatives, cultural understanding and competency training programs.
- Develops internal and external systems change, including a performance management system that integrates REI goals into individual and organizational performance benchmarks and provides avenues for implementation of best-in-class strategies to create assessment tools to measure individual and organizational progress on processes, programs and operations.
- Works with the Vice President Human Resources and Organizational Learning to ensure recruiting processes promote hiring which results in retention efforts that attract and retain a highly talented and diverse workforce.
- Assists Human Resources in eliminating policies, practices, attitudes and cultural messages that reinforce differential outcomes based on race and replacing them with ones that promote and sustain race equity.
- Coordinates a wide variety of anti-racist and racial equity and inclusion professional development for staff.
- Advises GMF on emerging best practices and opportunities to customize those best practices, as appropriate.
- Provides leadership on committees, coalitions and represents GMF externally where needed.
- Works with the CEO/President to form and cultivate strategic partnerships with key external stakeholders committed to advancing GMF's commitment to racial equity and inclusion.
- Partners with staff to create and implement communication strategies and content management for training, social media and print materials to support GMF's focus on racial equity and inclusion.

- Advises members of the Board of Directors on GMF's racial equity and inclusion strategy and delivers training and development opportunities for the Board that advance the understanding of the Foundation's REI focus.
- Staffs the Board of Director's Racial Equity and Inclusion Committee.
- Provides executive oversight of GMF's supplier diversity strategy. Works across the organization and community to promote opportunities for spend with supplier diversity businesses and addresses barriers where they exist.
- Participates in assigned meetings, events and training as required.

Job Specifications

To perform this job successfully, an individual must be able to carry out each essential duty in a satisfactory manner. The job specifications listed below are representative of the education and experience as well as the knowledge, skill and/or ability (KSAs) required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Education & Experience

- Bachelor's degree in social justice, organizational development, education, business, sociology, public administration or other related field required; Master's degree preferred.
- Five (5) or more years of diversity and inclusion leadership or other related experience required; experience working in a nonprofit environment preferred.

Knowledge, Skills & Abilities

- Ability to support the mission, vision and values of the Greater Milwaukee Foundation and abide by applicable standards of conduct, policies and procedures.
- In-depth knowledge of issues of access, inclusion, diversity, equity and multiculturalism in business settings.
- Understanding of the various laws and regulations, as well as policies related to equality and diversity.
- Successful track record with building high-performance teams throughout the organization.
- Conflict resolution skills and ability to find solutions to complex problems.
- Strategic vision and executive acumen, change management expertise and will, political savvy, persuasive communication abilities, effective relationship building across a variety of diversity dimensions.
- Ability to analyze quantitative and qualitative data with focus on information conversion and prioritized planning and execution.
- Ability to build consensus and produce results in a matrix-like structure.
- Ability to give persuasive speeches and presentations, as well as write speeches and articles using original or innovative techniques or style.
- Strong background working on internal management teams and with external committees (i.e. Board of Directors, Investment Committees).
- Ability to interact effectively with people from diverse backgrounds.
- Proficient in Microsoft Office Suite applications (i.e., Outlook, Word, Excel, PowerPoint specifically) and database use.
- Must be honest, dependable and able to meet deadlines.
- Must be organized and able to handle multiple tasks.
- Self-motivated and able to work independently.

Certifications, Licenses, Registrations

- A valid and current driver's license and vehicle is required.

Location: Milwaukee, Wisconsin



Milwaukee is 90 minutes north of Chicago, yet in recent years, it's evolved into a hip sister, infusing art, nature, mixology, craft beers, and farm-to-table foods into its landscape. Neighborhoods—like the [Historic Third Ward](#), with warehouses converted to condo lofts and cutting-edge restaurants and boutiques; and Brady Street, with Italian-immigrant roots still cropping up in bakeries, restaurants, and markets—are vibrant and welcoming. [Milwaukee](#)'s first-ring suburbs—places like Shorewood and Wauwatosa—boast adorable bungalows and pedestrian-friendly "main streets" with indie-boutique shopping, coffee shops, ethnic dining, and art galleries. [Lake Michigan](#)'s shoreline provides sparsely populated beaches primed for relaxation, although if its volleyball matches, live music, and cabanas with butlers that you crave, Bradford Beach on the city's East Side delivers.

Contact Information:

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This is a full-time exempt position with benefits. The Greater Milwaukee Foundation is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.