



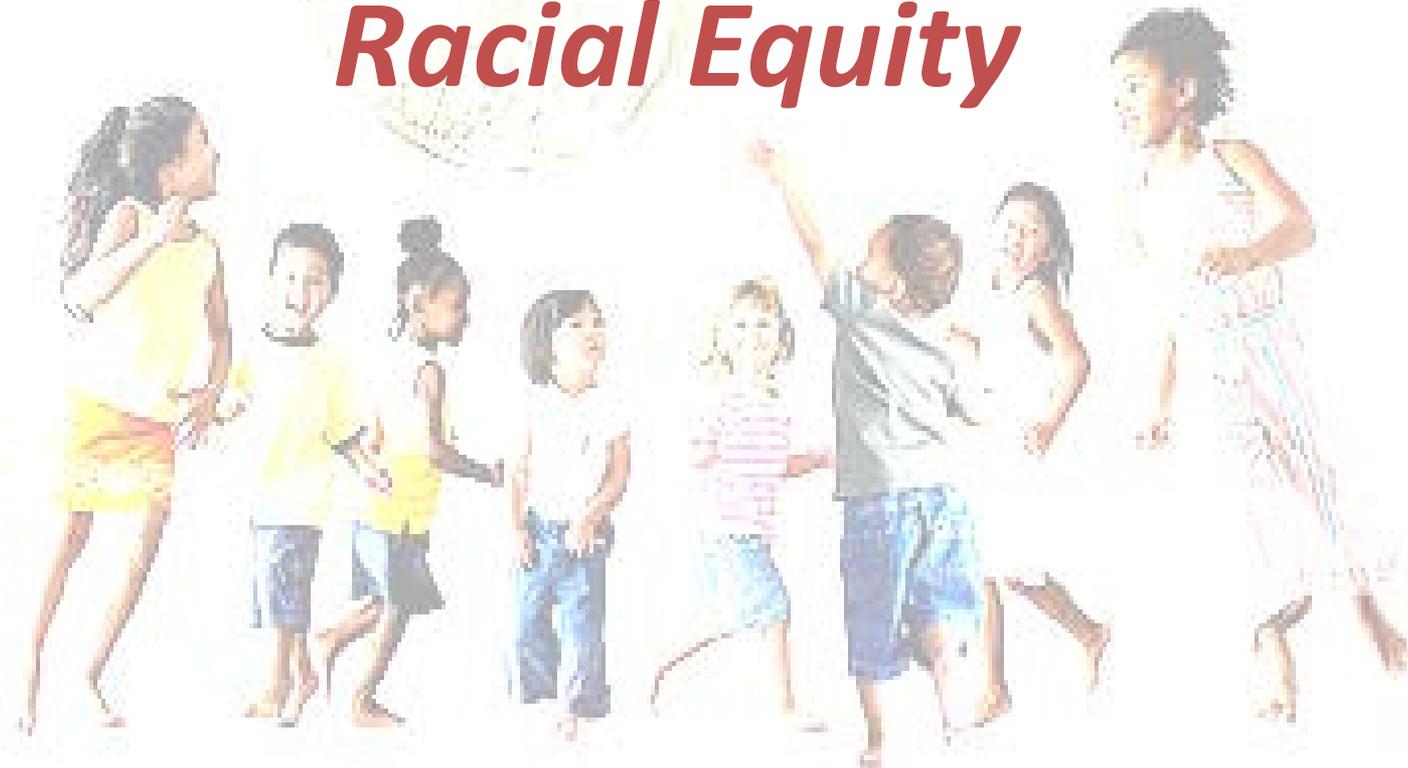
# W.K. KELLOGG FOUNDATION

*Our Children. Our Mission. Our Future.*



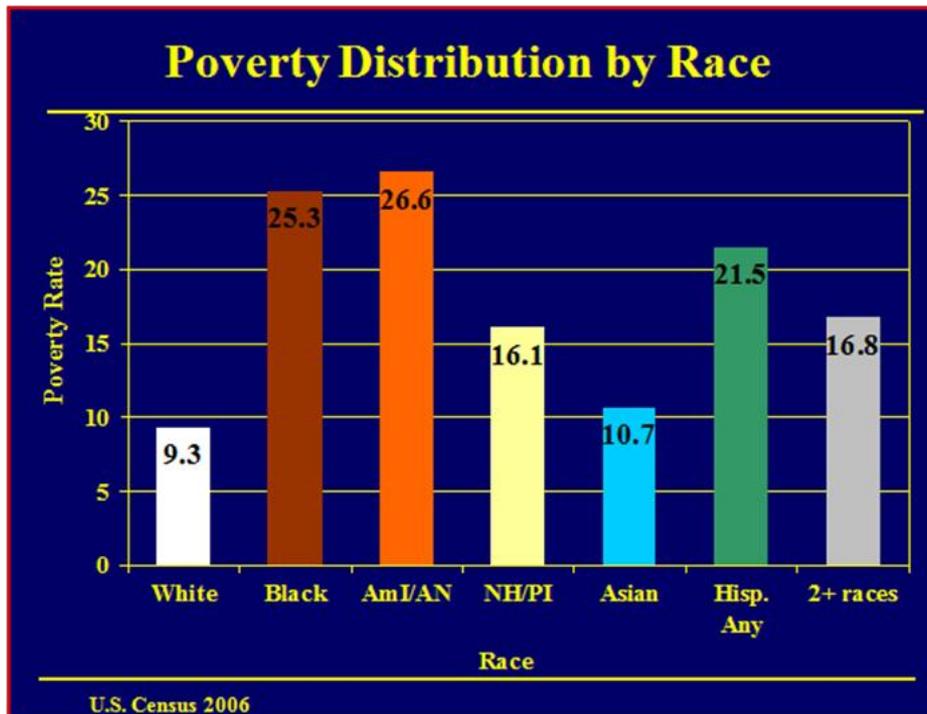
Racial Equity

# ***Understanding & Defining Racial Equity***



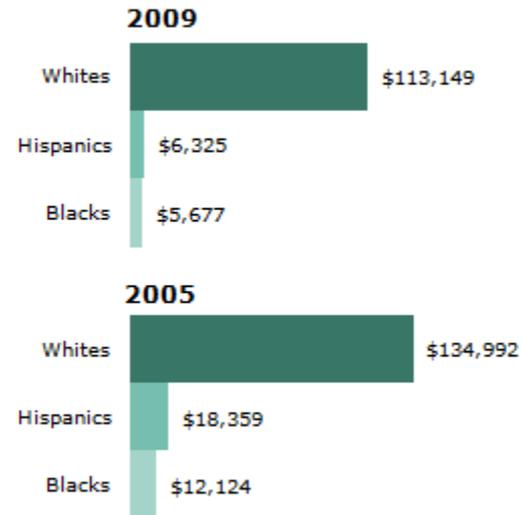
# Why W.K. Kellogg Foundation Cares About Racial Equity

We believe that all children should have equal access to opportunity. To make this vision a reality, we direct our grants and resources to support racial healing and to remove systemic barriers that hold some children back. We invest in community and national organizations whose innovative and effective programs foster [racial healing](#). And through [action-oriented research](#) and public policy work, we are helping translate insights into new strategies and sustainable solutions.



## Median Net Worth of Households, 2005 and 2009

in 2009 dollars



Source: Pew Research Center tabulations of Survey of Income and Program Participation data

PEW RESEARCH CENTER

# WKKF implements the following strategy through its programming and work in communities

WKKF's approach to racial equity is inclusive. The programming team will focus on priority concerns for vulnerable African American, Native American, Latino/Hispanic American, Asian American, Pacific Islander, Arab American, and European American children and families within the context of their communities.

## Racial Equity Strategy



### Healing & Repair

- Awareness
- Expectations
- Accountability
- Relief/Repair

### Addressing Structural Racism

- Educated Kids
- Healthy Kids
- Secure Kids and Families

## To heal is:

- To restore to wholeness
- To repair damage
- To set right

Healing a societal racial divide also requires recognition of the need to acknowledge the wrongs of the past while addressing the consequences of these wrongs.

A story of 'Healing' – [From Hope to Possibility](#)

**Structural racism** . . . refers to the system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity in every key opportunity area, from health, to education, to employment, to income and wealth.

***Aspen Institute, Roundtable on Community  
Change***

A story of addressing “Structural Racism” – [Legacy of Inequality: Racial and Economic Disparities in West Virginia](#)

**Racial Equity...** is the condition that would be achieved if one's racial identity no longer predicted, in a structural sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequity not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.

*Center for Assessment and Policy Development*

**Each framework element (i.e. Education & Learning; Food, Health and Well-being; and Family Economic Security) must ask and answer the following questions:**

1. What is the current racial reality?
2. What are the historic and legal foundations for this reality?
3. How are these manifested in WKKF's target places?
4. What has worked in the past or holds promise for future remediation?
5. What are potential remedies at the local, regional, or national levels?