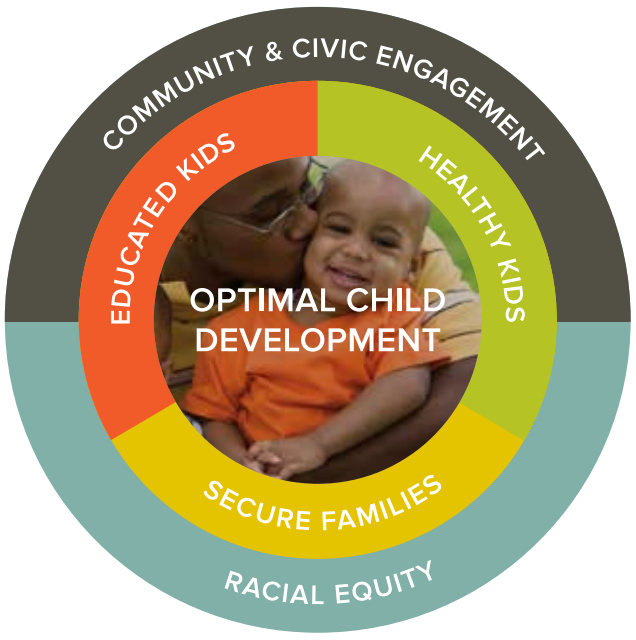
FELLOWS' IMPACT

ACHIEVING RESULTS *for* CHILDREN

WKKF CORE BELIEF AND STRATEGY. We believe that one measure of a society is the importance it places on the optimal development of all of its children. We envision a future and a society where every child thrives, and we invest in areas to advance that vision. Concentrating our resources on early childhood (prenatal to age 8), within the context of families and communities, offers the best opportunity to dramatically reduce the vulnerability caused by poverty and racial inequity over time.



STRATEGIC AREAS. Fellows are working in the 5 strategic areas prioritized by the WKKF.

CASE STUDIES

"[Fellows'] thinking is shifting from 'this is how this issue affects my specific community' to 'this is how this issue applies on a much larger scale,' and their responsibility... in this bigger picture frame."

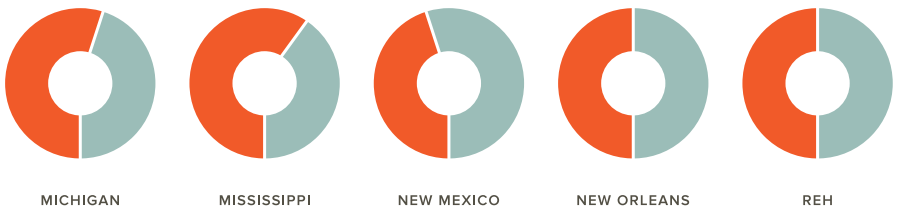
Fellows are beginning to connect in ways that impact children. These early examples demonstrate the types of stories that will be lifted up by the evaluation. In Michigan, three fellows are working together on early childhood issues, including leadership, family engagement, and access.

In Detroit, five fellows are working together to integrate strategies that improve birth outcomes and access to healthy foods for kids.

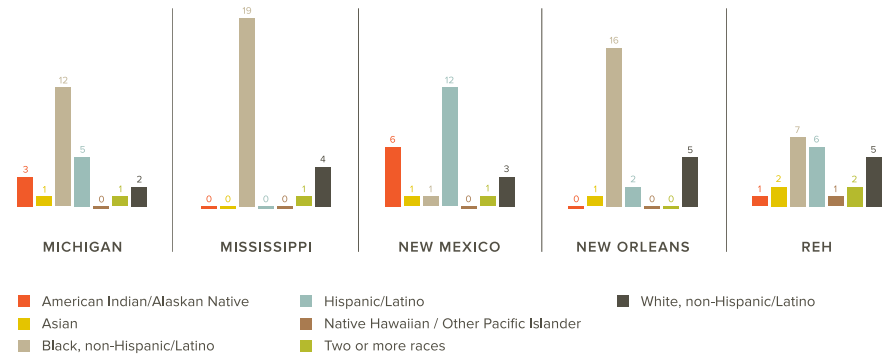
FELLOWS' PROFILES

DEMOGRAPHIC DATA *for* THE 5 COHORTS

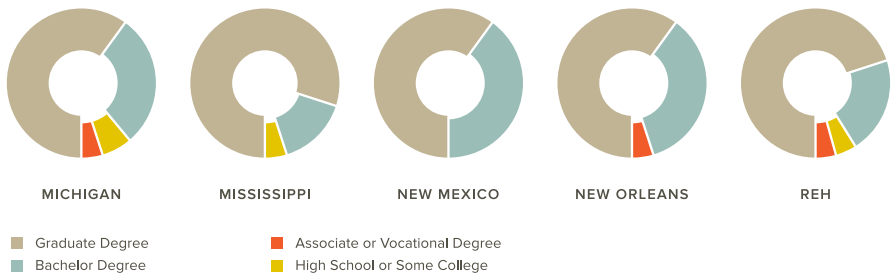
GENDER. There is a fairly even gender mix of fellows across cohorts except for Mississippi which is majority female (*62% female* ■ ; *38% male* ■).



RACE / ETHNICITY. Ethnic diversity of the fellows varies by place reflecting, in part, differences in regional populations: Hispanic/Latinos make up half of the New Mexico Cohort and one quarter are Native Americans; Mississippi and New Orleans are predominantly Black.

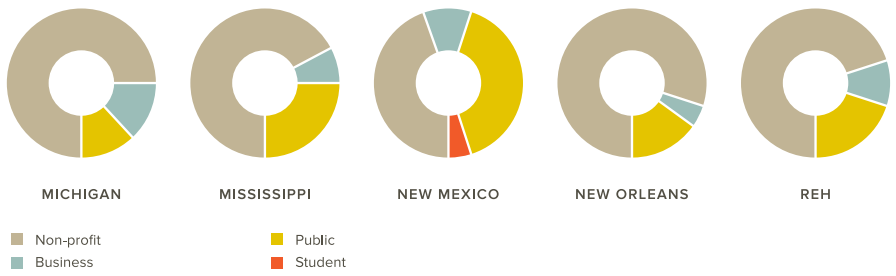


EDUCATION. On the whole, fellows are highly educated with two-thirds having advanced degrees; in Mississippi 84% of fellows have graduate level degrees.



LEADERSHIP CHARACTERISTICS

SECTOR. While fellows represent a wide range of professional sectors, over two-thirds hail from the non-profit sector with only 8% representing business.



RELATIONSHIP WITH THE WKKF. Overall, a third of the fellows work in organizations that are current grantees of the W.K. Kellogg Foundation; in Michigan, nearly two-thirds of the fellows are grantees.

FELLOWS' GROWTH

"A lot of [the fellows] if not most have been pushing themselves to identify their strengths and the challenges and personal barriers they need to overcome, and the excitement of what is possible is just beginning to emerge."

EVALUATION OBSERVATIONS. Fellows increased their awareness of their own leadership style and embraced self-care as a component of leadership. Fellows also gained exposure to new paradigms and ways of thinking.

"Their demeanor… is much more thoughtful and reflective than it was when they first came to the program."

"All my fellows have grown in not just the practice but also the awareness of the importance of the role of self-care in leadership."

"[They are] understanding that this is not a grant for their work but an investment in them as leaders."

At the end of Year 1, fellows have experienced a decrease in isolation, an increase in awareness of resources they can leverage, and a reduction in stereotypes.

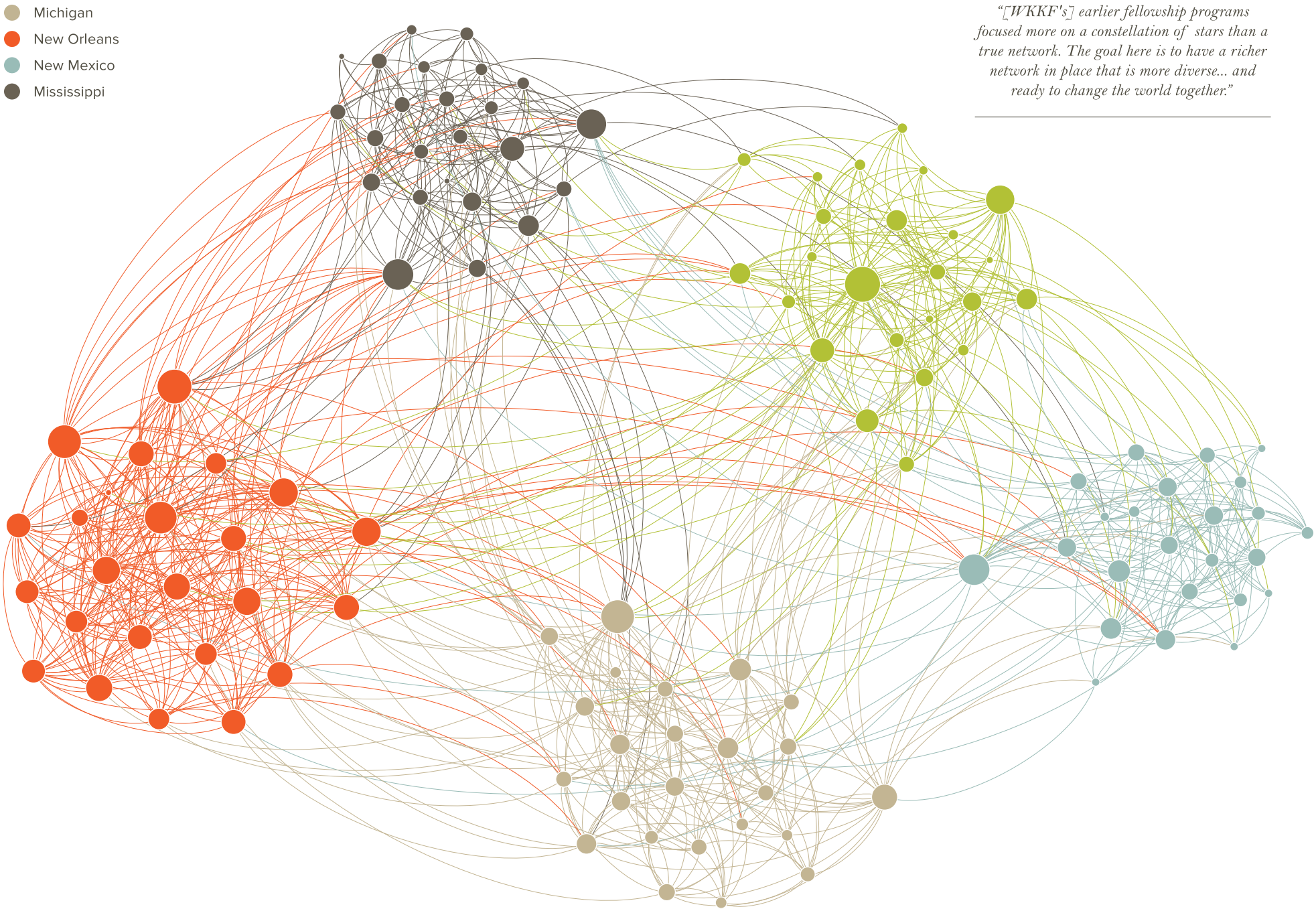
FELLOWS' NETWORK

THE INTERSECTION *of* THEORY, DESIGN, *and* DATA

• 5 ⟶ 32 Size = Number of connections

Color indicates different cohorts:

- REH
- Michigan
- New Orleans
- New Mexico
- Mississippi



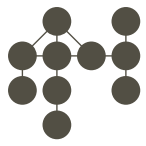
"The way Kellogg has structured the convenings and the wisdom circles has been a big influence on how they are working in their communities... they are networking."

"[WKKF's] earlier fellowship programs focused more on a constellation of stars than a true network. The goal here is to have a richer network in place that is more diverse... and ready to change the world together."

NETWORK TYPES*

Centralized

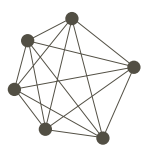
Networks embedded between and within organizations *(e.g. many local indirect service providers).*



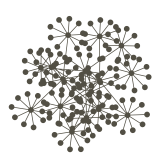
Membership organizations *(e.g. Sierra Club, GEO).*

Multi-hub networks *(e.g. affiliate models like Habitat for Humanity).*

Tightly knit networks *(e.g. many coalitions, alliances, learning communities).*



Networks of networks *(e.g. Facebook, Wikipedia).*



Decentralized

*Scearce, Diana. *(2011).* Catalyzing Networks for Social Change. Grantmaking for Effective Organizations and the Monitor Institute.

EVALUATION OBSERVATIONS

GENERAL PATTERNS. There is strong connectivity within each cohort. Across cohorts there is evidence of early stages of connectivity.

LEVEL OF CONNECTIVITY. Fellows are connecting outside of the Foundation convenings:

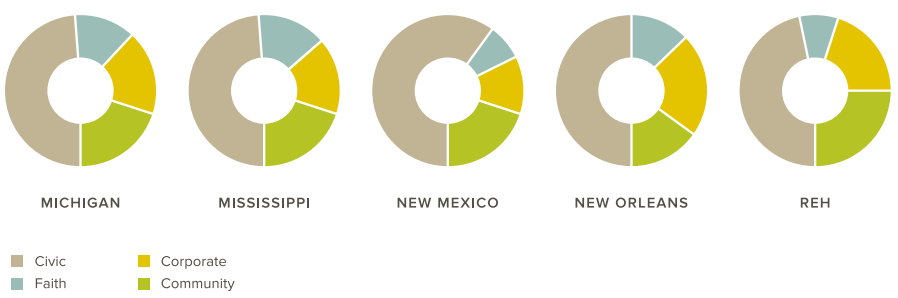
- 100% have connected with at least 3 other member of their own cohort
- 86% have connected with at least one fellow from a different cohort
- On average, fellows have connected with 12 *(50%)* of their cohorts, and 3 fellows from different cohorts

DENSITY OF CONNECTIONS. Since most networks occur outside formal Foundation-led programming, there is a notable amount of density for such young networks. They are highly "*knit*" together.

DIVERSITY OF CONNECTIONS. Fellows have the most expansive community networks within the sector in which the vast majority of them work *(i.e., the civic sector).*

- By far, the greatest number of connections are in the Civic sector *(51%, n = 1328)*
- The fewest connections are in the Faith/Spiritual and Corporate sectors *(12% and 17%)*
- On average, fellows made 4 new community connections since the fellowship began

CONNECTIONS IN PLACE



DATA SOURCES: 1. Fellow applications, profiles and other program documents. 2. Interviews with program staff and program design team. 3. Interviews with coach mentors. 4. Data derived from network mapping exercise *(Conducted at cohort meetings in June and July 2015).* Produced by ORS Impact, Seattle WA ©2015. All rights reserved.