



Arts Council of Indianapolis

Director of Equity Partnerships Job Description | November 17, 2020

Do you believe arts & culture helps drive social justice and change? Do you want Indianapolis to be a city that delivers on the promise of A Full Creative Life for All? Do you want your work to support Indy's creative economy in becoming more diverse, equitable, inclusive, and accessible?

The Arts Council of Indianapolis is seeking a Director of Equity Partnerships. Reporting to the Vice President, Community Impact & Investment and serving on the Arts Council's leadership team, the role is designed to consistently build an arts and culture sector that advances inclusion, diversity, equity, and access (IDEA). The Director, Equity Partnerships will have primary responsibility for guiding sector-wide IDEA progress for Indianapolis arts and culture organizations, including but not limited to equitable access to arts education for K-8 public and charter schools. The Director of Equity Partnerships will be responsible for working with arts and culture CEOs and boards and also the education managers of arts & culture organizations as well as public school officials.

The Arts Council of Indianapolis is an independent nonprofit dedicated to fostering meaningful and equitable engagement in the arts by nurturing a culture where artists and arts organizations thrive. As the arts advocacy and service agency for Indianapolis, the Arts Council is responsible for promoting Indy's arts and culture sector by growing our reputation, creative economy, audience, and community engagement in ways that sustain a A Full Creative Life for All.

Major Areas of Responsibility

As the Director guiding the day-to-day operations of equity and arts education, this role will:

50% of Focus - DEI Organizational & Sector Advancement

- Provide staff support for the Arts Council's Board DEI Committee, and participate in equity-related task forces and workgroups.
- Conduct quantitative and/or qualitative data analysis through a racial equity lens in order to identify and track disparities and make programmatic recommendations.
- Lead the design and implementation of a model and plan for integrating an equity framework, strategies, and tools into arts & culture planning, implementation, and evaluation of priority initiatives.
- Identify the tools and direct the processes to report progress on metrics for progress in arts education, career development, board, staff, and supplier diversity, and sector leadership.
- Create and implement DEI capacity-building strategies focused on advancing racial equity within Arts Council operations and at grantee partner operations with the goal of identifying and eliminating barriers to access and improving outcomes for all.

50% of Focus - Arts Education & Access

- Lead the *Any Given Child* collective impact model of ensuring equitable access to quality arts education for K-8 students in Indianapolis Public Schools as part of the John F. Kennedy Center for the Performing Arts national network of schools and arts agencies.

- Conduct quantitative and/or qualitative data analysis in order to identify and track racial disparities in public school access to music, art, dance, and theatre. Include access to teaching artists of color.
- Build sustaining arts & culture partnerships to expand access to offerings to racially diverse and low-income families in central Indiana.
- Direct how the Arts Council uses IndyArtsEd.org to increase access to arts & culture community partners including The Public Library, IPS Racial Equity Institute, the Butler University Arts Education Center project, the MindTrust Inc., Indiana Arts Education Network, Arts Education Association of Indiana, and related arts and music education networks.
- Represent the Arts Council at local, state, and national convenings on arts education including travel to the John F. Kennedy Center for Performing Arts as part of the *Any Given Child* partnership.

Knowledge/Skills/Abilities

- DEI training and expertise and arts education advocate.
- Energetic, creative thought leader and team-player.
- Inspired positive leadership, a relentless commitment to equity and collaboration.
- Authentic love of arts and culture, transparency, integrity, curiosity, a growth mindset, and a drive for excellence and innovation.

Director, Equity Partnerships Requirements

- Bachelor's degree required, Master's degree preferred; an advanced degree and/or certification in a related field.
- At least 5 years of relevant experience as part of the leadership team at an arts and culture nonprofit, K-12 public school, and/or leading DEI efforts in a relevant environment including corporate or government.
- Strong in analytic demographic data management skills, and ability to interpret social science research as it relates to arts and culture programs, as well as racial disparities.
- Experience influencing, engaging, and interacting with senior and executive-level leadership.
- Demonstrated drive to produce results using rigorous, thoughtful analysis: strong oral and written communication skills.
- Bilingual in Spanish a plus.

The annual salary range for this role is \$40,000 - 50,000 plus benefits including 100% coverage of employee health, dental, and vision insurance premiums, health care flex spending account (FSA), retirement fund matching contributions (after first year), paid time off, flexible work environment, and more.

Qualified applicants should send or email a letter, resume, and salary requirements to:

Ernest Disney-Britton
 Vice President, Community Impact Investment
 Arts Council of Indianapolis
 924 N. Pennsylvania St., Indianapolis, IN 46204
ebritton@indyarts.org

The Arts Council is an Equal Opportunity Employer. Applications will be accepted through December 14, 2020, or until the position is filled.