



JOB DESCRIPTION

Position: Director of Diversity and Engagement

Reports to: President and CEO

Status: Full-Time, Exempt

SUMMARY

The members of the Board of Directors of the Virginia Symphony Orchestra, responsible for setting policy, fiscal oversight, and leadership, recognize that advancing equity and inclusion is critical to our continued relevance and sustainability. The work is urgent and necessary. The VSO launched an Equity, Diversity, and Inclusion (EDI) Initiative in 2019, establishing an EDI Leadership Team to guide and oversee the organization's plans in this area. The Director of Diversity and Engagement, a new senior level position, will work with all the organization's stakeholders to reach our EDI goals.

Principal Responsibilities

- Lead the organization in thinking strategically about diversity and inclusion in all areas of operations.
- Facilitate the deepening and strengthening of musician, staff and board relationships with communities currently and historically less engaged with the VSO, with specific initial focus on African Americans in Hampton Roads.
- Evaluate and expand the VSO's existing outreach projects such as Harmony, to better serve community needs and engage musicians more meaningfully.
- Serve as the lead internal resource for staff EDI matters and work directly with staff to accomplish individual equity plan goals, including in the area of programming, working closely with Music Director and artistic staff.
- Lead the development and execution of the VSO's annual tribute to Dr. Martin Luther King, Jr., the CommUNITY Play-In and Sing-Along, and other events to be determined.
- Serve as a key member of, and primary staff support for, the EDI Leadership Team; provide administrative support for ongoing cultural competency/implicit bias training for stakeholder groups throughout the organization as well as other specific EDI initiatives.
- In partnership with other senior leaders, Board members and development staff, identify and develop funding sources for EDI initiatives, community engagement events and special concerts.
- Work with various departments to expand internship opportunities to inspire, train, mentor and retain BIPOC employees in the orchestra field specifically and the performing arts in general.
- Identify strategic opportunities for CEO and Board members to attend events or otherwise participate meaningfully in non-VSO community activities.

- Develop and implement benchmarking and tracking for EDI goals, including collecting demographic data on staff, Board, and audiences.

Desired Qualifications

- Demonstrates passion and ability to convey personal enthusiasm for the VSO's mission of connecting people and improving lives through music and music education.
- Proven ability to work in partnership with diverse populations.
- A familiarity with and understanding of issues of diversity and inclusion, with knowledge of how those issues are being navigated in different environments, settings, and businesses.
- Ability to develop, implement and deliver programs in partnership with community organizations and across departments within VSO.
- Strong strategic marketing and community outreach skills.
- Excellent verbal communication skills, including the ability to facilitate difficult dialogues, effectively listen to all points of view and build consensus on initiatives and issues.
- Effective public speaking and written communications skills.
- Strong project management skills reflecting an ability to manage people, shifting priorities and numerous time-sensitive projects with multiple deadlines.
- Proficient computer skills including use of Microsoft Office.
- Deep knowledge of the region and broad contacts throughout Hampton Roads' diverse communities, especially the arts, is a plus.
- Experience in fundraising, either individual or institutional, is a plus.

Special Requirements

- Needs valid driver's license, insurance, and own transportation, for off-site programs and events as required.
- Requires schedule flexibility, to engage in weekend and evening concerts and events.

Other Details

\$70,000 annual salary

Health, Dental, Vision and LTD Benefits

Paid time off and holidays

Mileage reimbursement

Paid Parking

If you are hired, we will require you to prove that you have received the COVID-19 vaccine or have a valid religious or medical reason not to be vaccinated.

To Apply

Interested candidates should send a cover letter and resume to Karen Phillion, President and CEO, at kphillion@virginiasymphony.org

VSO Statement on Equity, Diversity, and Inclusion:

The Virginia Symphony provides equal employment opportunities to all employees and applicants without regard to race, color, ancestry, national origin, gender, sexual orientation, marital status, religion, age, disability, gender identity, or service in the military.

The Symphony is committed to creating and maintaining an inclusive workplace in which all employees have an opportunity to participate and contribute to the success of the organization and are valued for their skills, experience, and unique perspectives. We are committed to building a work environment in which all individuals are valued, feel their ideas have merit, and feel their talents are fully utilized to benefit supporters, the organization, and themselves. We believe that when people feel respected and included, they can be more creative, innovative, and successful.