



Equity Director

[Penumbra Center for Racial Healing](#) | St. Paul, MN | \$80,000 - \$100,000 | Full Time

Who is Penumbra?

Founded in 1976 by award-winning director Lou Bellamy, Penumbra is a nationally recognized organization housing Minnesota’s only Black professional theatre company. Penumbra has earned tremendous accolades, producing nearly 200 plays, over 30 premieres, and has cultivated generations of artists of color. Through our powerful art, we open hearts, rehearse strategies for change, and dispel dehumanizing narratives of people of color.

Today, Penumbra is evolving into its next life cycle: a performing arts campus and center for racial healing that nurtures Black artists, advances equity, and facilitates wellness for individuals and community. The space will center the Black experience, learn from and support people of color who are not Black, and welcome white individuals interested in building resiliency and competency for racial equity and racial healing work. The Penumbra Center for Racial Healing will support and stand in solidarity with indigenous communities upon whose land the work is located.

Penumbra has been producing artistically excellent, thought-provoking, and socially responsible drama illuminating the African American experience for 45 years. During that time, a signature, ensemble aesthetic emerged that continues to guide the company today. The company is known for hard-hitting, honest, and breathtaking drama that is delivered with the highest production values. Penumbra is supported by a dedicated family of artists who work around the country and consider Penumbra a cultural touchstone and artistic home. Currently producing 4-5 plays annually, Penumbra also supports the development of new work through commissions and the Ashe Lab, a program that nurtures cohorts of multi/interdisciplinary artists in building daring and socially responsive art. In addition to new work, Penumbra produces an annual holiday show based on Langston Hughes’ *Black Nativity*, and classics from within the Black theatre canon. Penumbra creates work by, for,

and about Black people, welcoming all to experience the depth and breadth of Black culture.

Penumbra's prowess as a racial equity catalyst is also well established: for over fifteen years, we have trained people all over the country in our equity practices—from state and federal agencies to businesses, hospitals, and educational institutions, we leverage strategic partnerships to support racial equity.

Who is in Leadership?

Sarah Bellamy (President) is President of Penumbra. Her stewardship of the organization came on the heels of her father's forty-year tenure, and strikes a purposeful balance between a vitalized future and a reverent past. Under her leadership, the company has produced critically acclaimed art and racial equity training programs that inspire the heart and guide responsible social action. She has served as Penumbra's Artistic Director, Producer, and Education Director. She is a nationally renowned racial equity facilitator and practitioner of racial healing. A respected scholar, professor, and writer, Ms. Bellamy is a graduate of Sarah Lawrence College and holds an M.A. in the Humanities from the University of Chicago. She has taught at Macalester College, the University of Minnesota, and served as Visiting Professor of Theatre and Culture at United Theological Seminary of the Twin Cities. As the founder of the Twin Cities Theatres of Color Coalition, she strives to address disparities in philanthropy for arts organizations of color, support community organizing for artists of color, and increase accountability for predominately white institutions attempting to create programming that engages diverse audiences. Sarah has been awarded the Hubert H. Humphrey Public Leadership Award, a Bush Foundation Fellowship, and served on the Board of Directors for Theatre Communications Group. She currently serves on the Board of Directors for The Jerome Foundation. She lives in St. Paul, Minnesota with her husband and two small children.

Amy Thomas (Chief Operating Officer) is COO of Penumbra. A nonprofit leader working at the intersection of arts and social justice, Thomas' work includes leading organizations in inspired storytelling processes to growing organizational capacity and sustainability. She has over 20 years of nonprofit management and administrative experience with organizations ranging from nationally renowned theatre companies to major public universities to exhibition management services. As part of the executive leadership team at Penumbra, she is responsible for the business, administrative, and operational management of the legacy Black arts, equity, and wellness organization. With her colleague, Sarah Bellamy, she is co-leading an interdependent, iterative, and phased process to develop strategies and implementation plans to realize Penumbra's next lifecycle as a Center for Racial Healing. Prior to her work at Penumbra, she led the marketing, communications, and

audience engagement initiatives for ArtPower! at the University of California, San Diego and The Broad Stage in Santa Monica and was part of the creative and management team behind The Loft, a 250-capacity performance lounge and restaurant voted “Best Venue in San Diego.” Thomas has a B.A. from the University of California, San Diego; she was a visiting scholar at the University of California, Berkeley. She is a Global Arts Management Fellow at the University of Maryland and serves as a board member for Urban Roots.

What will you do?

As we evolve into a Center for Racial Healing, Penumbra is seeking a dynamic, rigorous, and experienced leader to create distinctive programming that equips diverse constituents to advance equity locally and nationally. Penumbra has been operating equity programs for nearly two decades, training individuals and communities locally and nationally. Clients include nonprofits, K-12 schools, colleges and universities, faith institutions, state and federal agencies, and commercial businesses. Penumbra’s unique approach to racial equity work leverages the arts to build empathy, nurture creativity, and build resiliency. Our practical tools urge clients to build custom plans to advance equity from their unique vantage point.

Penumbra seeks a visionary, institutionally-minded leader who is dedicated to the health and vitality of Black legacy institutions, and whose ethics and body of social justice work expresses a clear commitment to racial equity and racial healing. The Equity Director (ED) is responsible for designing and implementing an equity vision for Penumbra that builds upon the organization’s powerful legacy and lights the way for its bright future. The ED will curate annual programs that invite learners of all ages into deeper contemplation, understanding, love, and appreciation for Black people and culture; it will also serve as a place to build solidarity with communities and cultures across the Global Majority.

Three vital program areas will power the Penumbra Center for Racial Healing: arts, wellness, and equity. The AD will be a member of the Senior Leadership Team (SLT) reporting to the President. Senior program leaders include the Arts Director, the Wellness Director, the Equity Director, and the Lab Director. SLT members must be able and excited to work cross-organizationally with other Program Directors, staff, artists, and consultants. This is a full-time, exempt, salaried position.

Pedagogy

Programs must be guided by pedagogy that centers Black American and Black diasporic experiences, antiracist, healing focused, trauma-aware, culturally responsive and relevant, supportive of LGBTQIA+ people and communities, and anti-ableist. Programs serve clients ranging from youth to adults.

Areas of Accountability

Design

- Design and develop equity, education, leadership development, and audience engagement programs that activate the President's vision and the values of the company.
- With the President and COO, develop annual budgets for the equity department (set income and expense projections) and corresponding program calendars.
- Evaluate feasibility and impact of potential programs.
- Assess and evolve existing programs.
- Collaborate with the SLT to create system-wide initiatives integrating the arts, wellness, and equity.
- Create curricula for training.
- Design and lead equity-focused staff and board professional development experiences.

Implement

- Serve as a lead facilitator and trainer of equity programming.
- Recruit, hire, and train teams (including full-time and part-time employees, contractors, and volunteers).
- Monitor trainings for impact, quality control, and learnings.
- Streamline and standardize learnings from equity practices.
- Facilitate client intake and client relations.
- Supervise departmental budgets.

Evaluate

- Establish metrics for impact.
- Establish tools/modes of measurement.
- Run evaluative processes.
- Synthesize and interpret data.
- Identify positive outcomes and areas for improvement.
- Incorporate learnings into future plans and program refinement.
- Create impact reports and case studies for programs.
- Share learnings cross-departmentally and integrate knowledge.

Engage

- Represent the work by speaking locally and nationally through in person and virtual platforms.

- Publish articles and essays that engage in critical inquiry around racial equity praxis.
- Serve as a key spokesperson for the organization, engaging various constituents including audiences, donors, funders, partners, press, and more.
- Translate emerging content to an outward-facing public; develop a strong rationale for the programs with key investors and community leaders.
- Attend quarterly board meetings and report on equity activity.

Who are we looking for?

The ED must be able and willing to...

- Support the cultivation of an inclusive, equitable, and liberatory environment.
- Serve as a skilled and discerning negotiator.
- Recognize how her/their/his identity impacts her/their/his work.
- Commit to leading with humility, compassion, rigor, integrity and discretion.
- Communicate authentically and transparently.
- Collaborate with colleagues and partners; nurture direct reports and support supervisors.
- Be institutionally minded; preserve the legacy and advance the vitality of Penumbra.
- Be adaptive through change and iterative processes of discovery.

How much are we paying and what are the perks?

Salary: \$80 - \$100K/year. Full-time, exempt.

Benefits package:

- Penumbra offers PTO, Holiday Pay, Medical, Dental, and an Employee Assistance Program. Twin cities will be the primary residence for this position, but time spent away for remote work is negotiable.

Living in Saint Paul

While some states have one capitol city, Minnesota sort of has two. There's a reason Minneapolis and St. Paul are known as the Twin Cities, but they're definitely not identical. Each has its own feel; unique neighborhoods, special attractions. St. Paul and Minneapolis are the heart of the state's metro area.

Today the Twin Cities and greater Minnesota face a vital reckoning in the wake of what became a global movement for racial justice after George Floyd's murder. There are serious challenges and tremendous opportunities ahead. At this time and in this place, dynamic leaders dedicated to racial equity can make a profound impact.

Life in Saint Paul flows deep with tradition, wide with talent and diversity, and strong with economic and cultural vitality. Our character is in our people. You can feel it in the firmness of our handshake and the warmth of our welcome. The sights, sounds, and aromas are the breath of our unique, charming old neighborhoods.

Saint Paul, the head of navigation of the great Mississippi River, is a City of neighborhoods. Like a network of urban villages, our neighborhoods are strong and stable, each with its own fascinating texture of historic interest, cultural landmarks, ethnic heritage and time-honored traditions. This is why people lucky enough to live here feel a remarkable sense of belonging, a sense of place.

Saint Paul is a thriving commercial center in our own right—home to Fortune 500 company headquarters, large regional enterprises and countless small businesses and professional firms. We are playing an ever-more-vital role in both powering and piloting the fortunes of the dynamic Minneapolis/Saint Paul Metro region. As large-scale, visionary developments like the Central Corridor (at last linking the east metro with the metro core in a way that will integrate, rather than alienate, neighborhood interests) continue to unfold, we are committed to seeing that role continue to broaden.

Source - [About St. Paul](#) and [Minneapolis](#)

Start Date

February 2022

How do I apply?

Visit aljpc consulting.com/apply-for-open-positions to submit your application.

Discrimination based on race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, disability, age, or genetic information (including family medical history) is illegal and will not be tolerated. We will provide reasonable accommodations to applicants and employees who need them for medical or religious reasons, as required by law.