



Director of IDEA (Inclusion, Diversity, Equity and Access)

The Oregon Shakespeare Festival (OSF) seeks a dynamic, innovative and inspiring leader to join a team of talented staff, artists and board in the role of **Director of IDEA (Inclusion, Diversity, Equity and Access)**. The Director of IDEA, a newly created position, will develop and implement innovative strategies to operationalize antiracist structures, systems, and processes within one of the nation's largest and most important theaters. The DoIDEA will provide vision and strategy for the integration of IDEA into all facets of OSF's operations, including fundraising, season planning, marketing, and arts education. In partnership with Human Resources, the IDEA Consultant and other key stakeholders, this person will design, execute and monitor programs and initiatives that actively foster an anti-racist, anti-sexist, anti-homophobic, anti-ablest environment. As a member of the senior staff team, the Director of IDEA will be integral to shaping the future of the organization. The ideal candidate will be energized by change-making, and by the opportunity to implement cutting edge IDEA strategies.

Who is OSF?

OSF is driven by four core values. These values imbue the OSF culture:

Excellence: We bring the best possible version of ourselves to our work onstage and to the organization, holding ourselves to high artistic, professional and personal standards.

Inclusion: We include a diversity of people, ideas and cultures in our work, enriching our art, our relationships with each other, our audiences and our community.

Company: We sustain a safe and supportive workplace where we rely on our fellow company members to work toward excellence with trust, respect, compassion and accountability.

Stewardship: We make wise, efficient and responsible use of all the resources entrusted to us, sustaining our long-standing financial stability, the legacy of our organization's 80-year history, and the health of our planet.

Over the last eighty-five years OSF has been a destination theatre, with the majority of its audiences making a pilgrimage to Ashland from outside Oregon's borders. Under the leadership of Artistic Director Nataki Garrett, the organization is focused on being both a destination theatre and a leader in the digital performance landscape. OSF's new digital platform, the O!, seeks to reach beyond OSF's traditional audience across regional, national and international borders. Thus far people from more than 40 countries have watched an O! experience.

When in full operation, OSF has over 400 employees, serves more than 125,000 ticket buyers who purchase more than 400,000 tickets, and performs across three theatres: The 1,200 seat Elizabethan Theatre, the 600 seat Bowmer Theatre and the 400 seat Thomas Theatre.

Additional information can be accessed on OSF's [website](#).

Who is in Leadership?

Nataki Garrett, Artistic Director

On August 1, 2019, Nataki Garrett became the sixth Artistic Director of OSF (following Bill Rauch, and before him, Libby Appel, Henry Woronicz, Jerry Turner, and Founder Angus L. Bowmer). 2019 was Garrett's first season at OSF, where she directed *How to Catch Creation*. Her bio may be found [here](#).

David Schmitz, Executive Director

OSF announced the appointment of David Schmitz as Executive Director on May 22; he began full time at OSF on September 1. He left Steppenwolf Theatre after 15 years, having served as its Director of Finance and Administration, General Manager, and for the past five years as Executive Director. The full announcement may be read [here](#).

What will you do?

Act as the primary consultant to the artistic and executive director as well as organizational stakeholders to develop and integrate equity, diversity, and inclusion goals and strategies.

Serve as an integral part of critical organizational functions and departments such as season planning, marketing, and development.

Develop a sustainable process to continuously assess and adapt programs to meet the organizational goals and reflect IDEA values.

Manage and lead organizational efforts across OSF for training with staff, board, and artists.

Consult Artistic and Executive Directors and other IDEA stakeholders in developing and integrating equity, diversity and inclusion goals and strategies into all planning processes and operational practices including organizational structure.

Develop a sustainable process to continuously assess and adapt programs to meet the organizational goals and reflect IDEA values.

Co-create a brand new position within the organization in collaboration with the Artistic Director & Executive Director.

Your Additional Areas of Accountability

Support existing affinity groups, the Board of Directors Diversity and Inclusion committee and facilitate the emergence of new affinity groups as needed.

Collaborate with OSF communications to publicize, promote and share the organization's efforts with our patrons, local community and other arts organizations.

Participate in ED&I internal affairs by facilitating conversations among individuals; coaching, mediating and providing conflict resolution strategies and plans.

Serve as a member of senior staff and support the coordination of IDEA stakeholders. For example, the chairs and members of OSF Affinity groups.

Partner with Human Resources, IDEA Consultant, and senior managers to develop inclusive recruiting and selection strategies for new hires.

Coordinate consultants whose work overlaps, connects to, and/or informs OSF's stated IDEA goals and priorities.

Who are we looking for?

A person with a minimum of four years of sustained engagement in training, education or working in a capacity that requires conceptual analysis of racial oppression is required.

Someone with a minimum of four years of progressively advancing leadership experience in designing and leading efforts related to institutional access, which includes but is not limited to working within a social justice institution, arts institution with a role focused on IDEA or within an academic setting.

Someone with proven experience working collaboratively with colleagues at all levels in a complex organization. Effective stakeholder and relationship management experience; able to interact and build trusted relationships with a wide spectrum of employees.

Someone with strong comprehension skills for understanding needs and concerns and developing and applying solutions.

Someone with expertise in strategic diversity & inclusion management methodologies and related planning, execution and measurement of effectiveness

Additional Areas of Expertise

- Cross-cultural Competency
- Conceptual Analysis of Gender
- Coaching
- Influencing
- Facilitation
- Presentation and Public Speaking
- Interpersonal and Mass Communication
- Assessment
- Process Development and Analysis
- Problem Solving
- Relationship Management
- Collaboration

How much are we paying and what are the perks?

Salary Range: \$120 - 135K

Benefits Package: Excellent health, dental and vision; 403B; flex time, ability to work remotely from time to time; competitive vacation, holiday, and sick time benefits.

Living in Ashland Oregon: Ashland Oregon is the home of the Oregon Shakespeare Festival, Southern Oregon University and Mt. Ashland, the only ski area in Southern Oregon. Ashland has 20,078 residents and 350,000 tourist visitors annually. Ashland is nestled at the base of the convergence of the Siskiyou and Cascade mountain ranges at an elevation of approximately 2,000 feet. The city is centrally located halfway between Portland, Oregon and San Francisco, California on Interstate 5.

Ashland's local dining scene includes a creative array of culinary offerings with over 100 restaurants, bars and coffee houses. You will enjoy discovering boutique shops that carry home décor, cookware, gourmet foods and wines. There are independently owned bookstores, specialty clothing boutiques and shoe stores. Galleries and shops feature everything from local to internationally known artists, handcrafted jewelry, pottery,

paintings, and sculpture. Both residents and visitors love Ashland for its natural beauty, scenic backdrop and amazing recreational opportunities. The city was recognized as one of the Top 10 Places to Visit based on “Geo-tourism” by *National Geographic Adventure Magazine*.

Ashland has a wide variety of housing available including historic homes, modern developments and condominiums. Ashland public schools consistently score above the national average on state and national assessments and other measures of student achievement.

Visit ashlandchamber.com for more information and a relocation guide (Ashland Chamber of Commerce).

How do I apply?

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