Vice President, Inclusion and Learning

Reporting To
President and CEO

Supervises:
Director, Learning and Leadership Programs (1); Director Learning and Leadership Programs (2); Director, Conferences and Business Engagements; Manager, Learning and Leadership Programs; Coordinator, Meetings and Logistics

Location
New York, NY

Company Description
League of American Orchestras

For more than 75 years, the League of American Orchestras has led, supported, and championed America’s orchestras and the vitality of the music they perform. The only national organization dedicated solely to furthering the orchestral experience, the League supports and serves a diverse membership of more than 1,800 organizations and individuals across North America, from world-renowned orchestras to community groups, from summer festivals to conservatories, and youth ensembles.

Thanks to the League, these organizations – and the managers, artists, board members, and volunteers who work with them – convene at conferences and events, are inspired by the award-winning Symphony magazine, and benefit from vital industry reports, leadership programs, and grant opportunities.

The League’s committed staff works to serve its members with exemplary programs, publications, and events, supported by a clear mission, an established reputation and support base, and an active board. Major investments in new technologies and office space, as well as in organizational development work around equity, diversity, and inclusion, are laying the foundations for ensuring that the current momentum and opportunity for innovation continues to expand into the future.

In addition to its role as a membership organization, the League is committed to thought leadership and furthering field innovation and learning, as a response to socio-demographic, technological, and cultural change.

About the President and CEO
Simon Woods joined the League of American Orchestras as President and CEO in September 2020. Born in London, England, Woods earned a degree in music from Cambridge University and a diploma in conducting from the Guildhall School of Music and Drama in London. From the late 1980s to the late 1990s, he worked as a recording producer at EMI Classics in London, where he produced recordings at Abbey Road Studios and on location with many of the world’s foremost classical artists and ensembles. From 1997 to 2004, he was Artistic Administrator and later Vice President of Artistic Planning & Operations at The Philadelphia Orchestra. From 2004 to 2005, he was President & CEO of the New Jersey Symphony Orchestra, before moving back to the UK in 2005 to become Chief Executive of the Royal Scottish National Orchestra, one of the United Kingdom’s leading symphony orchestras. Returning to the US in 2011, he became President & CEO of the Seattle Symphony, a post he held for seven years. In November 2017, Woods was appointed CEO of the Los Angeles Philharmonic, a post he held until September 2019.
Position Specification
Vice President, Inclusion and Learning

He is deeply committed to equity, diversity and inclusion, to the role of arts organizations in community, and to nurturing the next generation of arts leaders. He is known throughout the sector as a highly trusted mentor to orchestra management professionals, emerging leaders, and conductors. For two decades he has contributed to the League of American Orchestras’ professional development programs, including acting as Director of the League’s signature immersive training program, Essentials of Orchestra Management. In March 2020 he joined the Board of Directors of National Arts Strategies. Simon Woods was honored to become an American citizen in 2018.

The League of American Orchestras seeks an accomplished, creative, and committed Vice President of Inclusion and Learning, to lead and grow an array of activity to meet the convening, learning, and professional development needs of people working and volunteering in America’s orchestras, and to advance the League’s vital work within equity, diversity, and inclusion.

Equity, Diversity & Inclusion (EDI)

Vision:
Orchestras attain extraordinary heights of artistry and celebrate broad-based audience and community engagement, having understood, embraced, and acted upon principles of equity, diversity, and inclusion. The League’s authentic practices are a model for orchestras and its programs are fully deployed in support of orchestras’ progress in EDI.

Values:
The League Believes a Commitment to EDI is:
• Foundational to upholding the principles of equality and fairness inherent in American democracy.
• Imperative for meaningful, authentic, and relevant relationships with audiences and communities.
• Fundamental for creating cultures where creativity flourishes and all staff, musicians, and boards are supported in bringing their full identities into their orchestras.
• Necessary for the innovation that orchestras must continually pursue to adapt to their changing environments and to be fiscally secure and artistically vibrant.
• Vital in attracting and retaining the highest levels of talent to our organizations.
• Essential to the long-term vibrancy of orchestral performance and the viability of the institutions that support it.

The League Approaches This Work with:
Humility, acknowledging that the answers can be elusive and uncomfortable, but entering into the work of EDI with openness, objectivity, and deep institutional commitment. Transparency, as the bedrock of learning, defined by clear communication across stakeholders and frankness about successes and challenges in becoming equitable institutions. Authenticity, realizing that EDI is a sustained practice that rejects tokenism and instead embeds equity across the institution. Purpose and action, taking meaningful, sustainable action, recognizing that orchestras have previously expressed commitments to diversity while achieving little sustainable progress around diversity and equity, and that people of underrepresented and marginalized identities in orchestra settings experience the disadvantages of the status quo daily.

Scope and Responsibilities
Primary Relationships
The Vice President of Inclusion and Learning (VP) reports to the President and CEO; works closely with the Vice Presidents of Research and Resources, Advocacy, Development, and Marketing and Membership, and the Senior Director of Finance and Administration. The VP serves as a member of the senior staff Leadership Team where each member is an intellectual thought partner who contributes to and collaborates on institutional planning for the organization. The Vice President of Inclusion and Learning will work closely with the Board, including staffing related board committees. The VP supervises a staff of five: two Directors of Learning & Leadership, the Director of Conferences & Business Engagements, the Manager of Learning & Leadership Programs, and the Coordinator, Meetings & Logistics.
Position Specification  
Vice President, Inclusion and Learning

Learning and Leadership Development, and the associated areas of Conferences and Convening, lie at the heart of the League’s efforts to provide the orchestra field with relevant, and meaningful spaces to tackle the challenge of adapting to a rapidly changing society. The League is a transformative and unifying force for orchestras; a catalyst for understanding and innovation; a place for the conversations that matter; and a champion for orchestras. As American orchestras lean into the dramatic changes that began in 2020, including the unprecedented economic challenges and audience behavioral changes associated with the pandemic, and the vast implications of the “racial reckoning,” the Vice President of Inclusion and Learning will play a critical role helping League members develop the leadership and organizational practices required for adaptive change in a highly challenging and fast evolving world. The Vice President will develop a strategy for achieving field-wide impact through learning and leadership content produced by the League and through strategic partnerships, as well as developing online and in-person convening events that bring the field together for shared experience, learning, and fellowship. In addition, they will be responsible for creating, implementing, and measuring the results of cohesive program offerings intended to equip orchestra workers in all roles at entry, middle, and senior-level career stages with strategic, leadership, and functional skills, as well as advocating for and advancing change within equity, diversity, and inclusion both internally at the League and across the field.

Principal Responsibilities

• Partner with the President and CEO to advance the League’s commitment to equity, diversity, and inclusion, including:
  • Serve as a senior-level ambassador and champion for the EDI work of the League.
  • Work cross functionally to support the integration of EDI values and initiatives in League programming.
  • Advance an internal culture within the organization that supports employees of all identities.
  • Collaborate with HR counsel to foster an environment where people and practices are equitable and inclusive.
  • Work closely with the Staff Equity Team, and collaboratively staffing the Board EDI and Program Committees.
  • Acting as an advisor and change maker across the orchestra field.
  • Partner with the Vice President of Research and Resources to integrate data and research with the League’s learning, leadership, convening, and EDI programs.
  • Partner with development department to articulate the impact of the League’s work for members and the field.
  • Support the marketing and communications team in the promotion of League programs.

• Lead the strategic development and implementation of the League’s learning and leadership programs, including:
  • The Emerging Leaders Program, a two-year leadership development program for mid-career and early-executive orchestra professionals, advancing to leadership positions.
  • Essentials of Orchestra Management, a ten-day annual intensive for early- and mid-career orchestra professionals.
  • The League’s regranting programs (Catalyst and Futures Fund), designed to incubate and prototype promising and innovative fieldwide practices.
  • National Conductor Preview, a bi-annual showcase of early career conductors.
  • The Toulmin Women Composers Program

• Oversee the development and implementation of:
  • The League’s annual National Conference, an annual three-day convening of approximately 1,000 people from all areas of the orchestral profession.
  • The annual Midwinter Managers Meeting

• Lead the conception and development of future programs addressing orchestras’ needs and for individuals who work for and with them.

• Develop and lead a digital learning program that integrates partnership and self-produced content to provide deep, robust, and accessible resources for the orchestral field.

• Anticipate emerging talent and learning issues faced by League members as well as new modes of adult learning.

• Bring an entrepreneurial approach to program development, partnerships, and marketing, considering how future programs can drive revenue as well as support the League’s membership proposition.
Key Selection Criteria

Qualities and Qualifications

The successful candidate will be a seasoned professional who embodies and embraces the challenges of 21st century leadership. Ideal characteristics will include:

- Deep knowledge of the arts, and especially of the classical music world; direct experience working in or with orchestras is highly desirable.
- Knowledge within equity, diversity, and inclusion theory and practices, and the willingness to play a leading role both internally and externally with the League’s commitment to EDI work.
- Experience in some or all of curriculum design, professional development programs, pedagogy, and distance learning; an understanding of how learning and professional development programs are evolving within the digital environment.
- Knowledge base with contemporary trends in conferencing and convening, including online.
- A high level of comfort working in an externally facing capacity, with a commitment to engaging the membership as an ambassador of the League while learning how the League can maximize its value to members.

Personal / Professional Attributes

- An innovative and creative thinker who possesses qualities of humility and transparency.
- A persuasive leader with exceptional communication skills and the ability to effect change both internally and externally.
- A reflective thinker, able to identify and respect nuance and ambiguity in complex issues, identify blind spots, and cultivate inclusive decision making.
- Collaborative leadership and management skills; motivated to empower and inspire others.
- Emotional intelligence and sensitivity to a range of societal and community issues.
- A passion for the performing arts.
- A creative and entrepreneurial mindset.
- Comfort with ambiguity and the ability to quickly adapt to changing circumstances.

Contact Information

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