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ORGANIZATION

Minneapolis Institute of Art (Mia)

POSITION

Chief Diversity & Inclusion Officer

BRIEF

Ballinger Leafblad is pleased to conduct the search for Chief Diversity & Inclusion Officer at Mia in Minneapolis, Minnesota.



ORGANIZATIONAL OVERVIEW

A cultural highlight of the Twin Cities, the Minneapolis Institute of Art (Mia) is internationally renowned as one of the great encyclopedic fine art museums. The museum houses a world-class collection of more than 90,000 works of art, representing artistic traditions spanning 5,000 years. The collection includes world-famous works that embody the highest levels of artistic achievement, spanning from about 20,000 BCE and representing the world's diverse cultures across six continents. The museum has five curatorial areas: Department of Asian Art; Department of Global African Art; Department of European Art; Department of the Art of the Americas; and Department of Global Contemporary Art.

With its free admissions policy, Mia is an invaluable resource to its audiences welcoming more than 700,000 visitors of all ages each year to enjoy the wonder and beauty of art. With a strong commitment to outreach and education, Mia complements its collection and exhibitions with a wide array of public programs, classes, lectures, and special events. Through the museum's comprehensive school services program, educators and community volunteers annually bring art into the lives of more than 150,000 Minnesota students, through both classroom and museum visits.

2021

AT A GLANCE

219

\$33m

739

Number of Staff

Annual Budget

Active Volunteers



HISTORY and SUPPORT

In 1883, twenty-five citizens of Minneapolis founded the Minneapolis Society of Fine Arts, committed to bringing the arts into the life of their community. More than a century later, the museum they created, the Minneapolis Institute of Art, stands as a monument to a remarkable history of civic involvement and cultural achievement.

Operation of Mia and its programs is supported by the citizens of Hennepin County through the Park Museum Fund and by a grant from the Minnesota State Arts Board, through an appropriation by the Minnesota State Legislature from the Minnesota Arts and Cultural Heritage Fund with money from the vote of the people of Minnesota on November 4, 2008. Major annual support for museum operations and programs is provided by individuals, families, and organizations who support the museum annually through memberships and contributions.



WORKPLACE CULTURE

The Minneapolis Institute of Art is an audience-centered, equitable and inclusive workplace where everyone is welcome. Mia values the characteristics of Mission Driven, Generous, Agile, Emotionally Aware, and Positive and endeavors to create a workplace culture where staff are responsible to one another, to its visitors, and to themselves to do the best work possible.

A strong organizational culture is vital to Mia's institutional identity and future as an effective, safe, equitable, and rewarding place to work. Mia will challenge staff to grow, inspire them to learn, and equip them with opportunities to lead.

Framework for Diversity, Equity, Accessibility, Inclusion and Belonging

Mia is committed to championing policies and practices that value diversity, foster equity, and empower an accessible and inclusive environment. The institution believes that strength lies in the diversity among the broad range of people who contribute their time and talents to Mia. Inclusion and accessibility are drivers of institutional excellence and staff members seek out diversity of participation, thought, and action. It is the aim, therefore, that employees, trustees, interns, and volunteers reflect and embrace these core values. More details on Mia's Diversity, Equity, Accessibility, Inclusion and Belonging Policy (DEAIB) can be [found here](#).



VALUES

Mission Driven
Generous
Agile
Emotionally Aware
Positive

VISION

Inspiring Wonder through
the Power of Art

MISSION

Mia enriches the community by collecting, preserving, and making accessible outstanding works of art from the world's diverse cultures.

STRATEGIC PLAN

Mia's current Strategic Plan, [Mia 2021](#), was designed in 2016 to guide Mia through the end of 2021, and is dedicated to building audience loyalty and operational resources through deepening relationships, engaging communities and fueling curiosity.

Although the core principles of Mia 2021 are sound and continue to guide the museum, the circumstances created by Covid-19 required Mia's Leadership Team and staff to develop an interim plan to bridge the time between now and the resolution of the pandemic. Learn more about [Mia's Endurance Plan here](#).

The following institutional cultural values are represented throughout:

- Commitment to Diversity, Equity, Accessibility, Inclusion & Belonging (DEAIB), both inside and outside the museum.
- Engaging communities: Local, regional, and national audiences, visitors, community partners, donors, and contributors.
- Focus on sustainability & endurance: The recognition that short-term decisions impact long-term outcomes.
- Caring for Mia's people: Staff well-being, retention, and talent recruitment.
- Developing leadership: Building both Mia's reputation as a thought leader and staff leadership skills.
- Investing in philanthropy: Expanding and diversifying the museum's base of supporters, and ensuring our staff and programs are not at risk because of scarce resources.

Reframing the Future

Mia's resilience as an organization will depend on its continued ability to inspire and remain relevant to a sufficiently large segment of the local community. Goals to accomplish this include:

- Rebuild, reinvigorate, and reclaim audience relationships via the Mia brand.
- Drive revenue streams by increasing attendance.
- Capitalize on our successes and the lessons we have learned.
- Ensure Mia's long-term financial health and sustainability.
- Lay the groundwork now for the next Strategic Plan (2022–26).

Learn more about Mia's Collection, Exhibitions, Programs, and Services [here](#).



CHIEF DIVERSITY AND INCLUSION OFFICER (CDIO)

The Chief Diversity & Inclusion Officer (CDIO) is an exciting new leadership position supported by endowment funds and is part of Mia's efforts to serve racial equity by advancing the institution's DEAIB-focused outcomes. It is one of the few positions of this type in the museum field nationally to be endowed. The CDIO will serve on Mia's senior leadership team and report directly to Mia's Director & President.

This position will design strategies and direct initiatives that demonstrate the museum's commitment to diversity, equity, accessibility, inclusion and belonging (DEAIB). The CDIO is intended to be a trusted advisor to Mia's Director & President, and an influential thought partner among peers, colleagues, board members, and staff.

In addition to this role's scope of impact internally, the CDIO facilitates external relationships to develop systemic and sustainable programs, policies, and structures that foster a greater sense of inclusion, equity, accessibility and belonging among and with Mia's visitors, neighbors, and the general public. This involves collaboration with partner organizations, funders, community members, government officials and other external stakeholders.

The CDIO will provide oversight of the Human Resources department and be responsible for ensuring Mia's leadership practices, structures, systems and policies contribute to an organizational culture that meets the needs of all. The CDIO establishes goals for the museum's Diversity, Equity, Accessibility, Inclusion and Belonging (DEAIB) initiatives, and facilitates, tracks, and communicates outcomes to internal and external constituents.

The successful candidate will have an approachable and engaging presence, effective intercultural communication skills, and experience or preparedness to address DEAIB issues. This individual will be comfortable, authentic and empathetic in leading, facilitating and supporting the difficult conversations inherent in this space. This is a transformational opportunity for a leader who can balance the demands of a highly visible role with the realities of leading iterative, deeply personal, human-centered change across an institution with historical roots in privilege.

Management Responsibilities

The CDIO reports to the Director & President and oversees four professional staff. Direct Reports to the CDIO are the Head of Human Resources and DEAIB Specialist (open).

CHIEF DIVERSITY AND INCLUSION OFFICER (CDIO)

Essential Responsibilities

Diversity, Equity, Accessibility, Inclusion and Belonging

- Lead Mia's DEAIB initiatives by identifying key issues, framing larger institutional conversations, identifying measurable goals and outcomes, and proposing and leading execution of specific plans of action
- Develop and oversee the execution of a comprehensive strategy to increase the museum's organizational cultural competence through staff professional development, including training in anti-racism, recognition of conscious and unconscious bias, and increasing multicultural proficiencies
- Implement DEAIB initiatives identified in the strategic plan and assist Mia Leadership Team in establishing priorities and goals in the next strategic plan
- Work closely with the leadership team to build a sustainable framework for the next phases of DEAIB work including developing grant proposals and business plans
- Serve as a trusted thought partner to the Director & President

Human Resources

- Directs the Human Resources function
- Apply a DEAIB lens to all HR procedures, functions and policies; propose changes to better reflect Mia's DEAIB Framework and promote a culture of transparency, collaboration, trust and respect
- In support of the museum's goal to increase the diversity of staff and volunteers, collaborate with the Head of Human Resources to develop systems and policies that will advance Mia's hiring, training, development and retention of staff from marginalized and BIPOC (Black, Indigenous, and People of Color) backgrounds
- Support management and Human Resources in responding to and resolving employee relations issues, interpreting policies, and maintaining productive relationships with union representatives

Cross Functional Teams

- Oversee Mia's cross-functional teams to ensure that perspectives from throughout the museum, with an emphasis on leadership development and inclusion, are represented in the teams' work and planning
- Manage the cross-functional teams' budgets to ensure money spent on initiatives is appropriate and advancing Mia's mission
- Lead and direct the organization's Equity Team, an important group of staff members who provide valuable input and feedback toward DEAIB initiatives

External Affairs

- Work with the museum to expand its work with a broader public in mind.
- Identify partners within and outside of the museum field who can help move DEIAB work forward, including other museum service organizations, museum systems and individual museum members, and other organizations with shared interests
- Work with city, state, and county officials to establish productive relationships
- Liaison to Board Gov't and Community Affairs Committee and Facing Change Advisory Committee

CHIEF DIVERSITY AND INCLUSION OFFICER (CDIO)

Essential Responsibilities, cont.

Leadership & Management

- Participate on the senior leadership team as a strategic and DEAIB thought leader
- Identify, advocate and implement programs to educate, support, and develop both staff and leadership around DEAIB issues and subject matter

Desired Qualifications

- Strategic leadership experience, ideally as a member of a senior management team, with experience managing staff and budgets
- Educational, professional, and lived experiences that inform one's awareness and understanding of DEAIB issues in the workplace
- Experience driving systemic DEAIB change initiatives, setting goals and measuring outcomes across an organization
- Outstanding facilitation skills with diverse groups of people, addressing difficult/sensitive issues with empathy, compassion, and respect
- Ability to model authenticity, transparency, and vulnerability in a senior leadership role and build trust at all levels of the organization
- Nonprofit sector experience required. Background working with arts & cultural organizations is a plus
- Familiarity with human resources practices is preferred; HR subject matter expertise is not a requirement
- Knowledge of culturally-specific resources available within the community
- Ability to build relationships, inspire growth, challenge the status quo, and effectively lead change across hierarchical structures and divisions/departments
- Anti-racist and restorative justice philosophy and experiences

Leadership Characteristics

Alignment Leadership

- Focus the work of Mia around its mission as an art museum, and the vision and strategic plan that support and animate that mission.
- Model and achieve long-term financial stability.
- Intertwine Mia's art-focused mission with DEAIB commitment.

Caring Leadership

- Create a culture of mentorship.
- Foster a culture of respect, inclusion, and belonging across the institution.

CHIEF DIVERSITY AND INCLUSION OFFICER (CDIO)

Leadership Characteristics, cont.

Audience Engagement Leadership

- Increase engagement with different groups of stakeholders, including under-served and under-represented communities, at Mia to ensure a sustainable future.
- Enhance audience learning and curiosity about art from different time periods and cultures.
- Explore innovative programmatic and delivery methods.

Critical Thinking Leadership

- Support scholarship, investigation, and inquiry as a core element of Mia's culture and output.
- Investigate and plan to implement innovative organizational strategies to maximize efficiency and satisfaction among both staff, audiences, and communities of stakeholders.
- Demonstrate thought leadership with regular and widely available communications to staff, board, and wider audiences.

Entrepreneurial Leadership

- Be alert to opportunities for Mia and Mia's future (both institutional and operational.)
- Focus on mission-driven fundraising.
- Identify and execute opportunities for operational improvement and excellence.

Be a collaborative and principled colleague

- Be results driven, as well as generous, agile, emotionally intelligent, and full of positive energy.
- Be timely and on time.
- Be trustworthy and respectful.

Compensation and Benefits

The compensation package includes an annual salary of \$200,000 and participation in the organization's comprehensive benefits plan.

Mia is an Affirmative Action / Equal Opportunity Employer

Mia hires and promotes qualified people, and administers all terms and conditions of employment, without discrimination due to race, color, creed, religion, ancestry, national origin, gender, sexual orientation, disability, age, marital status, status with regard to public assistance, or other protected-class status.

Mia does not discriminate on the basis of disability in admission or access to, or employment in, its programs and activities. If you are in need of a reasonable accommodation to enable you to complete the application process, please contact the Head of Human Resources.

COMMUNITY INFORMATION

The Twin Cities metro area includes Minneapolis, Saint Paul and the surrounding suburban area. Making up the 14th largest metropolitan area in the country, it is a unique blend of a small town and major cosmopolitan hub. Both urban cores boast a thriving business atmosphere. Saint Paul, as the state capital, is home to state government and has a more historical vibe. Minneapolis is the larger and more commercial of the two cities.



Separated by the Mississippi River, both cities share a common root of being river towns - and the great outdoors are still a major attraction for residents and visitors alike. There are over 100,000 acres of parks, walking and bike paths, and other outdoor spaces.



Outside of the central downtowns, however, both cities have many distinct neighborhoods, and residents identify more with their individual communities than with the larger city as a whole. The area has a diverse range of neighborhoods and homes, with an atmosphere of a small town feeling with the conveniences and cultural hallmarks of a big city.

3.6m

Population in the
Greater MSP region

1,750+

Regional Lakes

300

Parks

1,000

Miles of dedicated on
& off-road bikeways

60+

Museums in the
metro area.

The Twin Cities offer something for everyone, from six professional sports teams to a robust arts scene. There is a thriving "foodie" culture offering award-winning restaurants (several chefs have been regional James Beard Award winners). Shopping is plentiful with area malls and unique shopping districts in both cities and in the suburbs.



There are over 30 theater venues (the Twin Cities boasts more theaters per capita than any other US city), 10 dance companies, and 30 classical music groups in the cities of Minneapolis and Saint Paul alone. Arts organizations like Penumbra Theatre, Forecast Public Art, Northeast Minneapolis Arts Association, and The Minneapolis American Indian Center showcase a range of artistic expression. For the museum-goer, there are over 60 museums in the Twin Cities.



Cultural celebrations abound, including Cinco de Mayo, Dragon Festival, Selby Jazz Fest, Little Mekong Night Market. And, nearly every weekend there are several outdoor events for participants and spectators, displaying the uniqueness of each season.



RESOURCES

[Greater MSP Partnership](#)
[MeetMinneapolis](#)
[Saint Paul Convention & Visitors Bureau](#)
[Saint Paul Chamber of Commerce](#)

[Saint Paul](#)
[Minneapolis Park & Recreation](#)
[MakeIt MSP](#)
[HomesMSP](#)

WE INVITE YOU TO GET IN TOUCH.



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CIVIC SEARCH. REIMAGINED.

Ballinger/Leafblad recognizes that people come with a myriad of skills and backgrounds. While there are specific preferred qualifications listed in this Position Profile, we acknowledge that creativity, commitment, and diversity from a variety of life experiences are all key components to success in a nonprofit leadership role, and we encourage you to apply.

