Milwaukee Rep ignites positive change in the cultural, social, and economic vitality of its community by creating world-class theater experiences that entertain, provoke, and inspire meaningful dialogue among an audience representative of Milwaukee’s rich diversity. Milwaukee Rep is the largest performing arts organization in Wisconsin in terms of audiences served and one of the largest professional theaters in the country. Each year, Milwaukee Rep welcomes up to 300,000 people to 700 performances of 15 productions ranging from compelling dramas, powerful classics, new plays, and full-scale musicals in its three unique performance venues. For over 65 years, Milwaukee Rep has gained a national reputation as an incubator of new work, an agent of community change and a forward-thinking provider of vital arts education programs.

Core Values:

Quality. We pride ourselves on the superior quality of our work—artistically and administratively—as well as excellent staff and patron services that enable this work to be produced and received in the most positive way.

Inclusion. We explore and celebrate the broad diversity of our region and commit to nurturing an inclusive ethos that is welcoming and inspirational to all.

Relevance. We demonstrate how a theater company inextricably committed to the betterment of its locality can wield a nationally resonant, influential voice in the advancement of the art form in an ever-changing world.
**Innovation.** We expand boundaries and explore the full scope of theatrical storytelling through narrative, across art forms, new technologies, and inventive messaging strategies.

**Sustainability.** We pursue our mission in a responsible manner that equally respects artistic innovation and financial integrity while being mindful of the impact on our human resources.

Milwaukee Rep has been engaged in Equity, Diversity, and Inclusion (ED&I) work from the very founding of the company in 1954 by Milwaukee native Mary Widrig John forged a plan to create a professional theater for the city. She worked with a committee of city leaders to establish the company and renovate the Oakland Theater. The new Theater company, Drama Incorporated, was founded and the inaugural production of *Sabrina Fair* opened on January 25, 1955 in the Fred Miller Theater (now home to the Miramar Theatre). The theater building was named for the head of the Miller Brewing Company and chair of the theater’s fundraising campaign, Frederick C. Miller, who died in a plane crash before the project was completed. Drama Inc. produced a standard repertoire of Broadway hits featuring well-known performers to draw initial audiences. In the early 1960s, the company re-organized by creating a resident acting company and expanding its repertoire to include classics and premieres of new works. The name Milwaukee Repertory Theater was chosen in 1963 to reflect this new philosophy.

Also in the 1960s, the theater welcomed one of the first Artistic Directors of Color in the country. In the 1970s and 80s, it partnered with Japan and Russia on international collaborations leading to the first performance of Tadashi Suzuki in the United States. In the 1990s, we were recognized as one of the first champions of non-traditional casting by Actors Equity Association and since 2010, more than 50% of the actors in our performances have been people of color. In 2016, we included diversity into our mission statement and adopted a strategic plan in 2018 that centered our ED&I work as one of three strategic priorities. In 2020, Governor Tony Evers presented Milwaukee Rep with the first ever Governor’s Award for Equity, Diversity, and Inclusion. Our audiences are beautiful representations of the world we live in.

We have an opportunity to continue to strengthen and create new authentic relationships with diverse communities. It is through our shared humanity and our work in tandem with others that will move us towards racial justice and creating positive change within our community for all. This is who we are, unyielding in our commitment and transparent in advancing our efforts to make sustained change. This change calls for us to embrace all communities and cultures, and we are ready to continue this journey now and into the future. It is important that our hiring practices reflect this commitment to diversity, and we strongly encourage applications from members of underrepresented groups. We are further committed to considering applicants who are well-rounded but do not fulfill every qualification. To learn more about Milwaukee Rep, please visit our website: [https://www.milwaukeerep.com/](https://www.milwaukeerep.com/). In 2018, Milwaukee Rep’s Board of Trustees established an Equity, Diversity, and Inclusion task force and the following year, the Board adopted a new 5-year strategic plan with three top priorities, one of which is ED&I. To learn more about the 5-year plan, please visit: [https://tinyurl.com/4sub43k5](https://tinyurl.com/4sub43k5). This work has been launched through a loaned executive who has led the implementation and execution of Milwaukee Rep’s Equity, Diversity, and Inclusion work focused on brand management, internal and external messaging, and communications engagement. To see more about our plan and updates please visit the ED&I website: [https://www.milwaukeerep.com/about/equity-diversity-inclusion/](https://www.milwaukeerep.com/about/equity-diversity-inclusion/).
Position Description

The Chief Diversity Officer (CDO) is key to the implementation of Milwaukee Rep’s strategic plan. As a senior leader, this Officer will report directly to the Executive Director and partner with the: Artistic Director, Senior Leadership Team, Equity, Diversity & Inclusion Board Committee, staff, board, volunteers, and other key constituents to advance the organization’s mission while fostering and implementing ED&I in Milwaukee Rep’s internal and external programs and processes. The CDO will develop, direct, and evaluate the impact of strategies and practices related to diversity, equity, accessibility, and inclusion across Milwaukee Rep. This includes, for example, assessing current policies and setting goals for progress; communicating with staff and volunteers to understand and address the needs of a diverse workforce and volunteer base; making recommendations and implementing best practices, especially in regards to inclusive staff and volunteer recruiting, onboarding, development and culture of the organization; advancing diversity and inclusion through strategic planning; enhancing the impact and awareness of our mission in diverse communities; addressing and executing training and programs to promote an environment that is welcoming to staff and visitors regardless of race, ethnicity, age, religion, gender identity or expression, sexual orientation, parental status, national origin, socioeconomic status, ability, or veteran status.

ED&I Vision

We are a vibrant, creative, mission-driven theater where everyone works together in the spirit of generosity, teamwork, and collaboration.

Differing viewpoints from staff; artists; volunteers; community partners; board members; funders; and audiences are openly shared, heard, and considered to create the highest levels of artistic expression through the performing arts and/or storytelling for the betterment of the theater and the community.

We engage a diversity of voices to promote an inclusive and welcoming culture by creating equitable and inclusive practices, policies, and procedures for our employees, the artists, our volunteers, community partners, and the many audiences we serve.

We actively and respectfully navigate the uncomfortable conversations and the inevitable tension which challenges and enriches us all.

We measure our progress to ensure a sustained commitment to equity, diversity & inclusion in the long run.

Responsibilities

- Lead the ongoing development and implementation of Milwaukee Rep’s ED&I strategies and ensure alignment with the mission, values, and business strategy.
- Serve on Executive Leadership Team and support the Board’s ED&I committee.
- Continue to promote an organizational culture that embraces diversity, equity, inclusion and belonging as core values.
- Develop and track metrics that will allow Milwaukee Rep to measure success against ED&I strategies and goals to determine future needs.
- Identify ED&I learning needs and lead educational efforts across Milwaukee Rep.
Serve as a resource and point person for existing and future ED&I needs at Milwaukee Rep.

Cultivate external partnerships with organizations that advance Milwaukee Rep’s ED&I strategies and support the mission.

In collaboration with human resources, establish candidate-centered recruitment and development programs that enable bias-free and inclusive hiring of diverse talent.

Develop with colleagues, inclusive volunteer recruitment strategies and practices for local leadership boards and address gaps.

Identify, cultivate, and secure funding for disparate populations in a culturally informed manner, with Chief Development Officer.

Work to ensure that programs and services are accessible for differently abled staff and communities.

Skills & Competencies

- Leadership experience advancing diversity, equity, and inclusion.
- Experience working with for-profit or not-for-profit boards of directors and committees preferred.
- Experience in program development / management across variety of large, complex projects.
- Ability to articulate the importance of equity, diversity, accessibility, inclusion, and belonging.
- Understanding of best practices that effect organizational change.
- Demonstrated effectiveness at listening and responding with empathy in a diverse environment, building consensus, and managing conflict.
- Ability to assess change readiness and implement change management strategies.
- Experience leading transformational projects in a dynamic and fluid environment.
- Knowledge of federal and state laws and regulations related to discrimination and equal opportunity.
- Clear and effective communicator including exceptional writing and presentation skills.
- Ability to develop collaborative relationships across teams in an organization.
- Skilled relationship-builder; proven ability to get results across multiple groups and disciplines.
- Self-directed, resourceful, and comfortable working with a high degree of ambiguity and driving clarity in key areas.
- Ability to handle highly confidential and sensitive materials and situations.
- Understand functions of, or have prior experience as, a coach, trainer and/or facilitator.
- Value relationship cultivation and internal trust building.
- Think strategically and understand organizationally how theater works.
- Understand how to navigate, and build on, culture shifts.
Instructions for Applicants

Milwaukee Repertory Theater is committed to creating a culturally diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, marital status, national origin, genetics, disability, age, or veteran status. It is important that our hiring practices reflect our ongoing commitment to diversity and anti-racism, we strongly encourage applications from members of underrepresented groups. We are further committed to considering applicants who are well-rounded but do not fulfill every qualification.

Please fill out online application and submit a letter describing your qualifications for this Chief Diversity Officer position addressed to: Mindy Lubar Price, Leading Transitions LLC, 1345 North Jefferson St., Suite 350 Milwaukee, WI 53202; A detailed and updated resume; and the full names, your relationship to, and the contact information for, three professional references, combined into one document no later than 1:00 p.m. CT on January 7, 2022.

Please apply here: https://recruiting.paylocity.com/recruiting/jobs/Details/851173/Milwaukee-Repertory-Theater-Inc/Chief-Diversity-Officer. Applications will be accepted until the position is filled.

The salary range for this Director position is $60-70K. Full-time employee benefits include 100% employer paid health and dental insurance premiums for the individual employee, voluntary vision and long-term disability insurance, employer contributions to a health savings account, a health reimbursement account, flexible spending accounts, retirement plan, paid medial and parental leave program, paid life insurance policy, a paid time off package, parking programs and complimentary tickets.

Please note: References will not be contacted until a candidate has been notified; All offers of employment are contingent upon clear results of thorough background checks; All inquiries and interactions with potential candidates are kept in strict confidence.

Leading Transitions is committed to the future vitality of nonprofit, philanthropic and community-centered organizations, and leaders. The firm’s inclusive and adaptable practices provide the flexibility necessary to adapt to the intricacies and dynamics of any organization or community.