



ASIAN ART MUSEUM

Director of Inclusion & Belonging



THE OPPORTUNITY

This is an exceptional opportunity to join an organization that values creativity, teamwork, collaboration, and inclusion and where you will be surrounded by a diverse, talented, and enthusiastic group of colleagues. The Asian Art Museum has had a commitment to Diversity, Equity, Inclusion, and Accessibility (DEAI), both internally and externally. We pride ourselves in our openness and acceptance for all and embrace our community of many backgrounds and beliefs. The museum's logo, an upside-down capital letter "A," is the mathematical symbol signifying "for all" and is a welcome sign for the museum's expanding visibility. We work and play in the Bay Area, and are deeply influenced by the technology, innovation, diversity, and commitment to excellence that surrounds us. Our culture is transforming to reflect those values, with an eye towards a pioneering, forward-thinking, and inclusive environment.

We envision the person in the newly created role of Director of Inclusion and Belonging as a key contributor who supports the growth of the staff by designing and fulfilling organizational DEAI objectives including, but not limited to, improving internal culture and external activities. The Director of Inclusion and Belonging will play a key role in ensuring that the museum's mission to inspire new ways of thinking by connecting diverse communities to historical and contemporary Asian art and culture is fostered through a workforce that is united by this common

goal and a dedication to excellence. Bring your energy and fresh perspective, contribute to our movement, and build your future with us by exploring this opportunity.

ABOUT SAN FRANCISCO

San Francisco is often called "everybody's favorite city," a title earned by its scenic beauty, cultural attractions, diverse communities, and world-class cuisine. It is a cultural and financial center of the western United States and one of the country's most cosmopolitan cities. Measuring 49 square miles, this very walkable city is dotted with landmarks like the Golden Gate Bridge, cable cars, Alcatraz, and the largest Chinatown in the United States. A stroll of the city's streets can lead to Union Square, North Beach, Fisherman's Wharf, the Castro, Japantown, and Mission District, and other intriguing neighborhoods to explore at every turn.

The city is home to world-class museums, theaters, the opera, symphony, and ballet and often boasts premieres of Broadway-bound plays and culture-changing performing arts. San Francisco is one of America's greatest dining cities. The diverse cultural influences, proximity of the freshest ingredients, and competitive creativity of chefs result in unforgettable dining experiences throughout the city.



ABOUT THE ASIAN ART MUSEUM

Our Vision: To make Asian art and culture essential to everyone.

Our Mission: The Asian Art Museum of San Francisco connects art to life. Our mission is to inspire new ways of thinking by connecting diverse communities to historical and contemporary Asian art and culture through our world-class collection, exhibitions, and programs.

Our Values: The Asian Art Museum of San Francisco strives to be respectful, engaging, inspirational, nimble, and accessible.

Located in the heart of San Francisco, the museum is home to one of the world's finest collections of Asian art, boasting more than 18,000 inspiring artworks ranging from ancient jades and ceramics to contemporary video installations. Dynamic special exhibitions, cultural celebrations, and public programs for all ages provide rich art experiences that unlock the past and spark questions about the future.

The Asian Art Museum was founded more than 50 years ago, when collector Avery Brundage donated nearly 8,000 outstanding Asian artworks to the City of San Francisco. A new wing of the de Young Museum in Golden Gate Park was opened in 1966 to showcase the priceless collection. Today, the museum collection has grown far beyond that founding gift to comprise more than 18,000 artworks spanning 6,000 years and every region of Asia.

In 2003, the Asian Art Museum moved to the former Main Library building in the Civic Center, which had been transformed to showcase the expanding collection as well as the groundbreaking exhibitions the museum had become known for. Since then, the museum has solidified its position as not only one of the premier art venues in the Bay Area but also as one of the most important centers for Asian art and culture outside Asia.

The museum embarked on a \$90 million transformation project in 2017 to accommodate large special exhibitions and a growing, vibrant contemporary art program. The Akiko Yamazaki and Jerry Yang Pavilion, designed by Kulapat Yantrasast of wHY, as well as refreshed collection galleries and public amenities opened in 2021 and the East West Bank Art Terrace is scheduled for completion soon.

The museum employs approximately 175 full-time equivalents, with approximately two-thirds employed by the Asian Art Museum Foundation (a 501c3) and the other one-third by the City and County of San Francisco. The museum is governed by a 27-member commission and a 45-member board of trustees that work together for the benefit of the museum.

The museum has taken significant strides in engaging a broad audience and awakening appreciation for the beauty and depth of Asian art and cultures, with the focus shifting from presenting stunning artworks to delivering captivating art experiences centered around those artworks.



THE POSITION

The Director of Inclusion and Belonging provides vision, leadership, and coordination to create an institution-wide framework to ensure DEAI and respect for all. The primary responsibilities of the role are to:

- Effectively advance the museum's internal culture and employee experience as it relates to DEAI values
- Support the institution's strategic goals, business, and culture imperatives in the context of DEAI.
- Develop tailored long-range and annual DEAI strategies.
- Implement institutional inclusion policies, programs, and processes while evaluating organizational effectiveness.
- Advise on the museum's community engagement and external programs.

The Director of Inclusion and Belonging serves as a strategic partner to leaders, staff, and volunteers across the institution, delivering innovative and creative solutions that address key organizational challenges and opportunities. This role carries influence at all levels within the organization to effectively advance DEAI goals related to talent, operations, and culture imperatives. This role will lead cross-departmental teams and will be responsible for developing metrics for success, action plans, and milestones. The position reports to the museum Director/CEO while working closely with the Chief of Staff and various internal and external committees.

THE IDEAL CANDIDATE

The ideal candidate will possess and/or be able to perform the following critical competencies:

- As a change agent with a proven track record, the successful candidate should be able to appropriately challenge the status quo, gather the ideas of others, and demonstrate sound judgment while identifying, disrupting, eliminating, and preventing institutional culture that doesn't support modern DEAI best practices.
- Act as a trusted advisor and coach to managers, supervisors, and staff, help to build empathy and cultural competence with the goal of improving leadership and management of a diverse workforce.
- Bachelor's degree in multicultural and diversity studies or closely related field beneficial but is not required.
- Experience in developing organizational culture and in creating, implementing, and measuring DEAI strategies and best practices.
- Progressive experience in representing an organization to, and coalition building with, a variety of internal and external constituencies from varied and diverse backgrounds. Proven ability to develop relationships with community-based organizations and engage diverse community members.

Please see job description for additional details, found [here](#).



COMPENSATION AND BENEFITS

The Asian Art Museum offers competitive salaries.

The actual salary for this position will be based on the selected candidate's qualifications. In addition to competitive salaries, the Asian Art Museum offers a generous benefits package, which includes:

- Excellent medical, dental, and vision plans.
- Group and individual retirement plans.
- Life insurance and long-term disability.
- Generous holiday, vacation, and sick leave policies.
- Employee assistance program.
- Professional development opportunities.
- Other perks include free admission to other museums nationwide and participation in a variety of learning activities, including curator gallery talks, art hits, and more.

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

The position is open until filled with first review of applications on **Monday, October 18, 2021**.

TO BE CONSIDERED FOR THIS EXCEPTIONAL OPPORTUNITY:

Please submit an electronic version of your resume (including programs/projects managed and highlighting DEAI experience), cover letter, and the names of six professional references (two each of current or former supervisors, direct reports, and colleagues) to: lmaksoud@asianart.org.

Following the first review of candidates, application materials will be screened to the most qualified candidates who will be invited to the next phase of the process.

A final selection will be made upon completion of comprehensive reference and background checks.

Confidential inquiries welcomed to Lia Maksoud, Human Resources Director, at 650.689.7228 or at lmaksoud@asianart.org. lmaksoud@asianart.org.

