



POSITION OPENINGS: **ASSISTANT DIRECTOR, Neighborhood Initiatives**

ABOUT COOL CULTURE

Founded in 1999, Cool Culture is a New York City based nonprofit that seeks to amplify the voices of families and strengthen the power of historically marginalized communities through engagement with art and culture, both within cultural institutions and beyond. The organization currently partners with 50,000 diverse families, more than 400 Early Childhood Centers and Department of Education schools, and 90 cultural institutions in New York City. Through this collaboration, Cool Culture promotes arts and culture as a means to build awareness and inclusion, strengthen family engagement and early childhood education, and activate leadership in our communities.

We are a small and resourceful team that wear multiple hats, understand the importance of being agile and nimble in achieving our mission, and seek clear direction while also being comfortable with ambiguity. The ideal candidate must have a practice that is informed by a racial equity framework, and a deep understanding of equity and social justice that is actively integrated into their practice. They should bring experience partnering with BIPOC communities with demonstrated success cultivating community-centered, socially justice-aligned supporters. In line with this experience they should enjoy working in an environment that privileges collaboration and interdependence over hierarchical structures and autonomy.

ABOUT OUR PROGRAMS

Cool Culture programs operate at the citywide and neighborhood level. We support a network of families, early childhood centers, Title I schools, cultural institutions and artists in cultivating storytelling, relationship building, and healing through arts and culture. We believe the exchange of individual diverse stories provides a larger narrative for addressing systemic inequities.

Our **CityWide Programs** bring together a unique network and innovative programming for families that affirms NYC's diverse cultures and increases participation in the arts and culture. Initiatives include the Family Pass (free access to 90 cultural institutions for families with children ages 0-6), Bring the Cool family festivals, Cool Pops (pop ups at museums), Virtual Tours, and a forthcoming digital app.

Our **We Are All Curators** suite of programs harness the power of the arts and culture to: 1) to lift up the curator in all of us by making meaning through creative expressions, to critique dominant narratives and conditions impacting families and their communities, and to support families and partners in activating creativity for justice.

ABOUT THE POSITION

The **Assistant Director of Neighborhood Initiatives** implements a vibrant vision for authentic engagement with our cultural and community partners that include over 450 early childhood centers and Title I schools, 90 cultural partners (museums, zoos, historical societies, gardens), artists, government officials, and university staff and students. They are adept at working with diverse people in varied settings while centering those most affected by inequity, and will 1) devise and implement strategies to strengthen relationships with key stakeholders to strengthen widespread partner engagement; 2) build strategic alliances that sustain programs and create new initiatives that amplify the voices of families and strengthen their communities; and 3) engage our partners at the

neighborhood and citywide level to bring the identities, interests and activism of families from across the city into a larger narrative about policies needed to achieve systemic change and greater equity.

Specific responsibilities of the Assistant Director of Neighborhood Initiatives are: 1) bringing our network of cultural partners, early childhood centers, universities, artists/cultural workers, and other community leaders into equitable collaboration; 2) working collaboratively with partners to enhance their capacity to serve families in our network and understand each others assets; 3) continual visioning of new opportunities for partnering; and 4) creating materials and reports that lift up emergent narratives and the power of deep partnerships related to:

- **Curators for Families** uses a cohort model to work with educators from early child care centers and Title I public schools and their families in three NYC communities: Central Brooklyn, Flushing, Chinatown (Manhattan). Storytelling exchanges, virtual and in-person visits to museums, and collaborative art making around themes identified by families.
- **Neighborhood Family Festivals** featuring art and cultural activities are co-designed by the Curators for Families cohorts in partnership with museums and organizations in their communities.
- **Research for innovation** informs Cool Culture on relevant wide ranging trends, shifts and opportunities related to art, culture and families, and currently includes:
 - ***Me, My Family, My Community Mapping Project***, an interactive and reflective mapping experience used to draw out the relationship between ourselves, our families, and our communities. Through asset-based design and a participatory model, participants will reflect on their community's resiliency and re-imagine areas of growth throughout the pandemic.

The Asst Director of Neighborhood Initiatives supervises a Program Coordinator with whom they co-design and co-facilitate programming, and work closely with the rest of the Program Team, particularly our Director of Programs to support continuity across program visioning, short and long term planning, and assessment. They regularly collaborate with our Development, Communications, and Operations Teams as part of Cool Culture's commitment to transdisciplinary learning and planning, and specifically to assist with developing funding ideas, proposals, reporting, and compliance. As well, they work with teaching artists, other consultants and volunteers who provide varied assistance across our programs.

WHO YOU ARE

You have at least 7 years experience effectively:

- Building authentic relationships and collaborating with varied stakeholders to identify, enact and achieve common goals
- Incorporating in-depth analysis of issues of structural racism and patriarchy
- Developing/facilitating equity-based programming for young children and their caregivers, educators, and/or artists
- Drafting policy to achieve more sustained outcomes for BIPOC, LGBTQi, immigrant, and low income people
- Supervising staff and supporting their individual development
- Developing or managing program budgets
- You have strong knowledge of NYC's art and cultural landscape (trends, best practices, activism) and its political landscape (community councils, council members)

- You enjoy working in an environment that privileges collaboration and interdependence over hierarchical structures and autonomy, and embrace the ethos that good ideas can come from anywhere.
- You are a visionary thinker who is also able to attend to details
- You are adaptable, responsive, proactive, and comfortable with change
- You have a well-honed analysis of issues of equity, structural racism and patriarchy and their own privileges
- You have strong oral and written communication skills
- You have a strong command of Microsoft Office and Google Apps
- You have a Bachelor's or Master's degree or equivalent experience

A wonderful plus:

- Proficiency/fluency in Spanish, Haitian Creole, Mandarin or Cantonese
- Firsthand experience as an artist or cultural worker

This full time position is open until filled. The salary range for this role is 65 - 75k and commensurate with experience. Excellent benefits package included. Currently remote due to COVID restrictions. Offices are at 80 Hanson Place, Suite 605, Brooklyn, NY 11217.

Cool Culture has a mission-driven commitment to principles of equity and diversity, is an Equal Opportunity Employer, and does not discriminate on the basis of race, creed, color, gender/ gender identity/ gender expression, age, ethnicity, national origin, sexual orientation, religion, HIV serostatus, disability, or marital status. BIPOC folk, womxn, immigrants, LGBTQ+, and members of other historically marginalized groups are strongly encouraged to apply.

READY TO APPLY

- Please email Susan Wilcox, Director of Programs: hr@coolculture.org with the subject line "Asst Director, Neighborhood Initiatives (Your Name)"
 - Include as attachment(s), answers to the application questions below. Number your responses according to the question number and please limit your response to approximately 200 words each.
 - Please share your salary requirements.
1. Briefly tell us about a time when you led an *equity-based community building* project or program you designed and facilitated. What was your approach and some of your core practices, and why?
 2. Tell us about how you work with others. What is your approach to collaboration, what do you find challenging, and how do you exchange feedback?
 3. Why are you interested in working with an organization seeking to "amplify the voices of families and strengthen the power of historically marginalized communities through engagement with art and culture, both within cultural institutions and beyond."
 4. In what ways have you been silent, complicit in or perpetuated racism/committed acts of harm against Black, Indigenous and POC students, families, colleagues, etc.? What is your practice for changing your actions or ways of thinking? Please offer specific examples.