

# NatPhil DEIA Consultant

National Philharmonic (NatPhil) was created through the merger of the National Chamber Orchestra and Masterworks Chorus on July 1, 2003. The organization began its residency at the state-of-the-art Music Center at Strathmore in North Bethesda, MD on February 12, 2005. It is the only major musical ensemble which creates its programming specifically for Strathmore audiences. Under the distinguished leadership of Maestro Piotr Gajewski, the National Philharmonic is known for performances that are “powerful,” “impeccable,” and “thrilling.” (*The Washington Post*)

## **Our Mission**

National Philharmonic engages, inspires, and unites diverse communities across the Washington, DC area through outstanding music performances and innovative education programs.

## **Vision**

To share and amplify the power of music.

## **Values**

- Access and Inclusion
- Collaborative Creativity
- Innovation
- Educational Engagement
- Inspirational Connections

## **Who We Serve**

Based in Montgomery County, Maryland, National Philharmonic serves the metropolitan Washington, DC area, including Central and Eastern Maryland, the District of Columbia, and Northern Virginia.

NatPhil is in the early stages of our racial equity journey to become a multicultural, anti-racist arts and cultural organization. In order to advance and internalize Diversity Equity Inclusion Access (DEIA) principles, we are on a path that includes both personal and professional examination of our perpetuation of institutional racism and unconscious implicit bias, and learning how to be an organization that explicitly values racial equity and diversity. We are seeking a DEIA consultant to guide our efforts as we engage our administrative staff, musicians, and Board of Directors in comprehensive training and coaching to advance racial equity within our organization.

## **National Philharmonic is soliciting proposals for the services of one (1) Diversity, Equity, Inclusion and Access (DEIA) Consultant.**

**Scope:** NatPhil is seeking a consultant who we anticipate will work with us for a minimum of 6 months, during which the consultant will review current policies and practices, meet with senior leadership, and facilitate internal discussions between and across all staff, Board, musicians, and volunteers. Through this work with the NatPhil constituencies, and our Equity Transformation Committee, the consultant will

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deliver a comprehensive strategic plan to help us embody a culture of diversity, equity, inclusion, and access and further the integration of DEIA principles into our culture and operations.

The consultant will:

- Review the results of the organizational survey which was given to NatPhil staff, Board and musicians in Spring 2022 and conduct additional equity-centered assessments as needed (using the ‘SWOT’ method or another framework resulting in a similar output). Review policies, procedures, and processes to identify any current behaviors, processes, procedures, and practices that may be barriers to NatPhil being an inclusive and equitable organization.
- Lead a collaborative process to reimagine, articulate, and design a DEIA-centered mission, vision, and value statements to serve as the foundation of NatPhil’s strategic plan. The mission, vision, and value statements should address the following points.
  - ❖ How NatPhil will engage with its audiences and community in an equitable way
  - ❖ The purpose and function of NatPhil within its community and how DEIA will factor into each aspect of the organization
  - ❖ How NatPhil defines racial and gender equity and inclusion
  - ❖ How NatPhil addresses equity among its musicians of the orchestra and chorale
- In response to the equity-centered assessment, the consultant will identify, design, and facilitate educational and training opportunities/strategic conversations organization-wide, which will further the equity goals of the organization. Additionally, the consultant will develop a comprehensive work plan aimed at improving NatPhil stakeholder engagement and cultural awareness. Must include metrics to monitor progression in response to this work.

## We Are Looking for Someone Who Demonstrates:

- Exceptional processing and collaborative leadership skills
- Passion for Diversity, Equity, Inclusion and Access
- Excellent project management skills
- Commitment to continuous improvement

**Consultant Qualifications:** The consultant must have substantial relevant experience working with nonprofit sector organizations (preferably the arts), to develop DEIA policies and practices.

Additionally:

- Must have at least 10 years of experience in work centered on enhancing communication skills, building transparency, and facilitating inclusive decision-making;
- Focus and experience especially diving into tough DEIA subjects targeting intersectionality including: socioeconomic, generational differences, race/ethnicity, class, gender, etc.

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## **RFP Submission Requirements**

Submissions should include the following details:

- Fees and Commissions - Include itemized cost estimates for each of the deliverables delineated above, including information about any hourly rates for the proposed consultants and any applicable fees. Also include a sample contract for NatPhil to review.
- A description of you/your team, including qualifications.
- A description of your experience and approach for providing DEIA planning services to similar organizations.
- A description of your proposed process, including methods, procedures, and timeline for providing these services to NatPhil. Include a work schedule or timeline that identifies meeting dates, time frames for major work elements, target dates for key milestones and dates for completion of a draft and final plan.
- Please provide the names and contact information for up to three (3) client references, preferably organizations for which you have recently provided similar services.

## **Submission Deadline:**

Submissions are due by 5:00 PM on September 16, 2022. Please email [jobs@nationalphilharmonic.org](mailto:jobs@nationalphilharmonic.org) to submit your RFP.