



**Position:** VP Equity, Inclusion, and Community  
**Status:** Full Time, Exempt  
**Location:** Nashville, TN  
**Reports To:** COO/CPO  
**Updated:** March 17, 2022

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### **Organization Summary**

Created and supported by the community, The Nashville Entrepreneur Center (EC) is a 501(c)(3) nonprofit organization with a vision to help make Nashville the best place to start and grow a business. Our mission is to connect entrepreneurs to the critical resources they need to start and grow businesses.

### **Our Culture**

Entrepreneurs are the true innovators that shape our future. It's our role to lift their voices and tell their stories to celebrate the ones that make our world better and teach others how to evolve their businesses.

### **Our Values:**

- Innovative: we help turn ideas into action
- Excellent: we strive to be exceptional, best-in-class
- Results-driven: we are action-oriented
- Trusted: we are reliable and approachable
- Inclusive: we make the extra effort to make sure everyone is welcome
- Adaptive: we are agile in response to changing circumstances

### **Role Summary**

The Nashville Entrepreneur Center (EC) is looking for a VP of Equity, Inclusion, and Community (EIC) to lead the growth of the EC's Equity, Inclusion, and Community programming. Over the past three years, the EC has built an industry-leading foundation in Equity, Inclusion, and Community programming culminating in the launch of its Twende Statewide program in partnership with the state of Tennessee. Over the next three years, the EC is looking to further mature, scale, and add to its current offerings to maximize the program's impact and secure its long-term sustainability. The VP of Equity, Inclusion, and Community will be responsible for designing, managing, and executing that growth.

### **Overview of Equity, Inclusion, and Community Programming Today**

Today, the EC's Equity, Inclusion, and Community programming consists of several different elements, including, but not limited to:

- **Twende Statewide Founders' Program:** The EC accelerates the participation and success of founders of color across the state through an application-only entrepreneur-support program that intentionally connects entrepreneurs of color to curriculum, mentors, and critical resources to grow their businesses and create onramps into the

larger entrepreneurial ecosystem. Today the program supports more than 60 founders of color and the EC's goal is to support 180 founders next year.

- **Twende Summit:** An annual summit for the entrepreneurial ecosystem promoting, targeting, and supporting founders of color.
- **Twende Podcast:** A podcast that discusses issues most important to founders of color and the people and organizations working to support them. This podcast will consist of approximately eight 45-minute episodes in 2022.
- **ReGenerate Grant Fund:** A microgrant fund raised by private individuals, with awardees selected by a private Board from Twende participants, and funds administered by the EC.

Additionally, the EC's Equity, Inclusion, and Community department manages critical relationships with community leaders and organizations; advises EC leadership on internal diversity, equity, and inclusion work, issues, and strategy; and plays a leadership role in cultivating the EC's broader community.

The EC is looking to further mature, scale, and add to the above offerings and democratize access to entrepreneurship.

### **Primary Responsibilities**

The VP of Equity, Inclusion, and Community programming at the EC is a full-time role responsible for strategically designing, managing, and executing that growth. This leader will work with the EIC team, including the EIC Manager. The primary activities of this leader include, but are not limited to...

- **Strategic Leadership:** Evaluating and designing program strategy to optimize the program's impact in alignment with EC goals.
- **Community Leadership:** Sustaining, identifying, and cultivating strategic relationships with key leaders in the ecosystem (locally and nationwide).
- **Program Management & Support:** Managing program performance, attending program events, and supporting the EC team in the completion of critical program work.

This leader needs to be an experienced, collaborative, dynamic leader who is a great communicator both in large and small settings.

### **Qualifications & Requirements**

- Minimum 7 years' experience combined in one or more of the following roles: entrepreneurship; entrepreneurship support; diversity, equity, and inclusion; other business leadership.
- Ongoing awareness of contemporary issues in entrepreneurship and wealth creation pertaining to race, gender, LGBTQ+ status, disability, veteran status, etc.
- Ability to craft and deliver clear and compelling stories that inspire action in written and spoken contexts.
- Able to operate autonomously and to collaborate with teammates within complex/ambiguous environments.
- Fluency with data reporting.

- Familiarity with the Google Suite preferred but not required.

**Compensation**

This is a full-time exempt position. Compensation is competitive and adjusted to the experience of the individual in the role.

**To apply please go to [www.ec.co/careers](http://www.ec.co/careers)**

We are an equal opportunity employer and do not unlawfully discriminate in employment. No question on this application is used for the purpose of limiting or excluding any applicant from consideration for employment on a basis prohibited by local, state, or federal law. Equal access to employment, services, and programs are available to all persons. Those applicants requiring reasonable accommodation to the application and/or interview process should notify a representative of the organization at [ops@ec.co](mailto:ops@ec.co).