



PRIDE Teaching Artist

Job Description

Background

Founded in 1976 by award-winning director Lou Bellamy, Penumbra is a nationally recognized organization housing Minnesota's only Black professional theatre company. Penumbra has earned tremendous accolades, producing nearly 200 plays, over 30 premieres, and has cultivated generations of artists of color. Through our powerful art, we open hearts, rehearse strategies for change, and dispel dehumanizing narratives of people of color.

Today, Penumbra is evolving into its next life cycle: a performing arts campus and center for racial healing that nurtures Black artists, advances equity, and facilitates wellness for individuals and community. Our space will center the Black experience, learn from and support people of color who are not Black, and welcome white individuals interested in building resiliency and competency for racial equity and racial healing work. The Penumbra Center for Racial Healing will stand in solidarity with, and support, Indigenous communities upon whose land the work is located.

General Overview

Penumbra has engaged youth for over 30 years through drama, racial equity residencies, and our transformative Summer Institute. Our newest offering, the **PRIDE (Positive Racial Identity Development and Empowerment)** program, expands this legacy by offering holistic, developmentally responsive education for children ages 2–22. PRIDE uses storytelling, movement, visual art, and other artistic practices to support youth in developing positive racial and cultural identities, healing from harm, and imagining a just world.

As Penumbra prepares to pilot this new program, we seek passionate, equity-rooted Teaching Artists to lead in-school residencies across Pre-K through Post-Secondary age groups throughout the Twin Cities Metro Area. Facilitators will co-create joyful, rigorous learning spaces that blend embodied artistic practice, trauma-aware care, anti-oppression pedagogy, and reflective collaboration. Facilitators will be trained in PRIDE's curriculum and reflection tools prior to working directly with students. This is a part-time, seasonal position reporting to the Youth Engagement Director.

Pedagogy

All PRIDE programs are guided by a pedagogical approach that:

- Centers Black American and Black diasporic experiences
- Is antiracist, healing-focused, trauma-aware, culturally responsive, and relevant
- Affirms LGBTQIA+ communities and is anti-ableist
- Supports the development of positive racial and cultural identity
- Engages students as citizen-artists, using creative practice as personal healing and civic engagement



Facilitators must be committed to reflective, somatic, interdisciplinary teaching that honors lived experience and creates spaces where students feel safe, seen, and inspired.

Facilitator Responsibilities and Core Competencies

Facilitators will be responsible for delivering PRIDE curriculum sessions with skill, flexibility, and integrity. This includes:

- Facilitating sessions using multi-modal arts practices: theater, storytelling, movement, visual art, reflective and creative writing, and improvisation.
- Engaging the full body-mind system, teaching through movement, art, story, and critical reflection.
- Modeling somatic self-regulation, emotional presence, and trauma-informed leadership.
- Embedding somatic and trauma-informed tools into the classroom flow.
- Supporting positive racial and cultural identity development across intersections of gender, class, ability, and language.
- Facilitating developmentally appropriate, courageous dialogue about race, identity, power, and justice.
- Adapting tone, structure, and content based on students' and the school partner's needs (Pre-K through Post-Secondary).
- Flexing lesson plans in real time while preserving curricular integrity.
- Co-planning, improvising, and revising lessons using PRIDE's Critical Reflection Framework.
- Creating brave, inclusive, and culturally responsive learning spaces that center student voice.
- Recognizing the creative process as both a tool for personal healing and a form of public action.
- Building trusting relationships with students, caregivers, co-facilitators, and Penumbra staff.
- Documenting student progress across social-emotional, creative, and equity-focused outcomes.
- Participating in ongoing training, debriefs, and learning communities with fellow facilitators.
- Practicing cultural humility and anti-oppression ethics in every interaction.

Vital Attributes

The PRIDE Facilitator / Teaching Artist must be able and willing to...

- Use embodied art-making to make learning irresistible and growth-oriented
- Engage in their own continuous identity development and self-regulation practices
- Be responsive to community needs and inclusive of all learners across race, gender, ability, language, and class
- Recognize how their identity and lived experience inform their facilitation
- Adapt to shifting conditions with flexibility, humor, and grace
- Commit to feedback, iteration, and collaboration in service of collective goals
- Lead with humility, compassion, integrity, and rigor
- Uphold accountability with kindness—toward youth, colleagues, and themselves
- Know when to lead and when to follow in order to support student voice
- Maintain clarity around their own non-negotiables and boundaries while meeting the requirements and expectations of the position
- Engage with local cultural institutions



- Reflect the communities we serve

Job Details

Contract Type: Part-time, seasonal (school year and summer sessions)

Training Required: Yes – August 2025 PRIDE Facilitator Training (paid)

Compensation: Competitive hourly rate, commensurate with experience

Location: In-person at Penumbra Theatre and/or partner school/community sites

Reports To: Youth Engagement Director

Background Check Required: Yes

Benefits: Not eligible for benefits

Travel: Local travel within the Twin Cities may be required

To Apply

Please submit your resume and a brief cover letter describing your alignment with PRIDE's mission, relevant teaching/facilitation experience, and any creative disciplines you practice. Send materials to jobs@penumbratheatre.org. Applications will be reviewed on a rolling basis.

Penumbra is an Equal Opportunity Employer. We strongly encourage individuals from historically excluded communities—including Black, Indigenous, and people of color; LGBTQIA+ individuals; people with disabilities; and multilingual/multicultural applicants—to apply.