

Inclusivity officer

Updated by Charlie Siret 2021

Hello and congrats on your role as inclusivity officer!

As this role is reasonably new (it was only introduced '19) you will have a lot of freedom with what you want to make of it. Your main job is to make sure that every single person in the society feels welcome, valued and included. We are lucky that as a society our members are generally brilliant at this, but it's great to focus on being a friendly face for newcomers especially. Try to turn up to (even help organise with Social Sec) the Give It A Go sessions and get to know as many people as possible! If you love people, this is the job for you. You want to have our members feel comfortable coming to you with any issues they may have.

To make the society as inclusive as possible you are expected to read through any scripts we are to perform; making sure that there is a good balance of representation. Whether that's female characters, ensuring every part has something to do or rewording a scene to change something the editors may have skipped over. You can be an editor if you want but this isn't necessary if you work closely with the production team to discuss any possible concerns.

One area we should constantly be striving to improve is our racial diversity. There are multiple ways to make ourselves more accessible to marginalised groups, these are notes from a workshop at Exeter Uni about improving racial equality in performing arts:

<https://drive.google.com/file/d/1AXzD7Bkvd1oWQmkJOmA4awlXjvBnsAtE/view?usp=sharing> .

Not all of it is applicable to PantoSoc, but it's worth a read for some ideas.

It is your job to make sure feedback forms are sent out intermittently (recommended after each show regarding the whole term). Easiest way to do this so far has been via Google Forms, but it's up to you. [Previous feedback surveys can be found here.](#) (It is also your job to add all survey feedback going forward to this folder)

Working with committee, you guide our forays into the Balloon Bar Accreditation scheme. [All info can be found here](#), but it's up to you to discuss what criteria we can meet and what we can aim for. This is an all-committee responsibility, but it's useful for you to remind people of opportunities to meet a criterium!

The final role is to bring biscuits to committee meetings. This has been a tad difficult this year (😞😞😞) so you will guaranteed do better than I did.

This role is a great way for people new to committee to get involved without too much pressure. Just remember if you have any concerns the President and VP are always around to help.