



Diverse
City

DIVERSE CITY TRUSTEE CANDIDATE INFORMATION PACK 2022

INCLUSIVE ARDS

WELCOME FROM OUR CHAIR

Welcome

Thank you for your interest in becoming a board member for DiverseCity: I'd like to tell you a little more about what this would mean for you and for us.

Part of the mission of DiverseCity is change the perception of the arts. It's not just about getting diverse audiences in front of shows and delivering fully integrated performance – it's about showcasing transformative action. Seeing something we perceive as different allows us all to think differently; this is crucial for achieving social justice.

DiverseCity was founded in 2005, and has a rich, well-established history. We have evolved from a small company delivering training and event, gaining momentum along the way to delivering award winning shows that change the way our audiences see themselves.

We work to develop shows ourselves and in partnership with others – our ability to collaborate creatively is very important to us. Our strength is in our ability to form alliances, to get to know each other and to find out how to bring out the best in each other, to identify our strengths and our opportunities for co-working. This process happens when we come together as a group for a training session, a workshop in a local community, or to put on an outdoor extravaganza.

The principles established from day one of our existence have always been about equality, representation and sharing power – we have grown, collaborated, taken stock and used these principles to guide us. Our lived experience as an organisation embodies the representation we seek elsewhere. The pandemic provided an opportunity for many organisations to develop innovative ways of working – for us, this is what we've always been doing – an iterative process of adaptation and creativity. As we come out of the pandemic we have all learned how to operate digitally like never before, and as we come back to hybrid working, we want to be able to incorporate all that we have learned, and bring all of our performers and new audiences along with us.

The world has changed, and continues to change, and now more than ever, DiverseCity is vital. It is invigorating to show the world what diversity in the workplace, diversity on the stage and diversity in our communities looks like. It is vital to show collaborative practice with disabled and non-disabled artists; to inspire, to engage and to make visible all members of our communities, and to put integrated, multi-media performance for every body centre stage.

Your role as a board members in this time of change is to bring in your experience from other domains, to help us navigate through this period of evolution, so we can continue to grow and explore the opportunities and challenges this presents. Being a board member brings you into contact with an extraordinary range of inspiring and inspired people and we hope that it will give you fresh perspectives and ideas to take back to your own stage. Thank you for your interest, we look forward to hearing from you.

Mel Allwood
Chair, Diverse City



ABOUT US

Diverse City is a performing arts company where social justice and culture meet. For the arts to fairly reflect and shape society, we believe all voices must be heard and all audiences welcomed.

We do this by making and touring new shows, nurturing new creative voices and engaging communities in artistic activism. Our circus performance company Extraordinary Bodies (led in partnership with Cirque Bijou) exemplifies truly representative performance.

Whether it's ensuring that all work is audio-described and BSL interpreted, or creating inclusive rehearsals and auditions, we think creatively to make sure art can be made by anybody, for everybody.

Find out more or get in touch:



[diversecity1](#)



[Diverse City](#)



diversecity.org.uk



OUR MISSION AND VALUES

Our Mission:

Our mission is to fight for equality in every artistic arena. The boardroom, the audience, backstage and centre stage should all be truly representative, and we're here to make that happen.

Our Values:

- Creativity
- Optimism
- Justice
- Collaboration



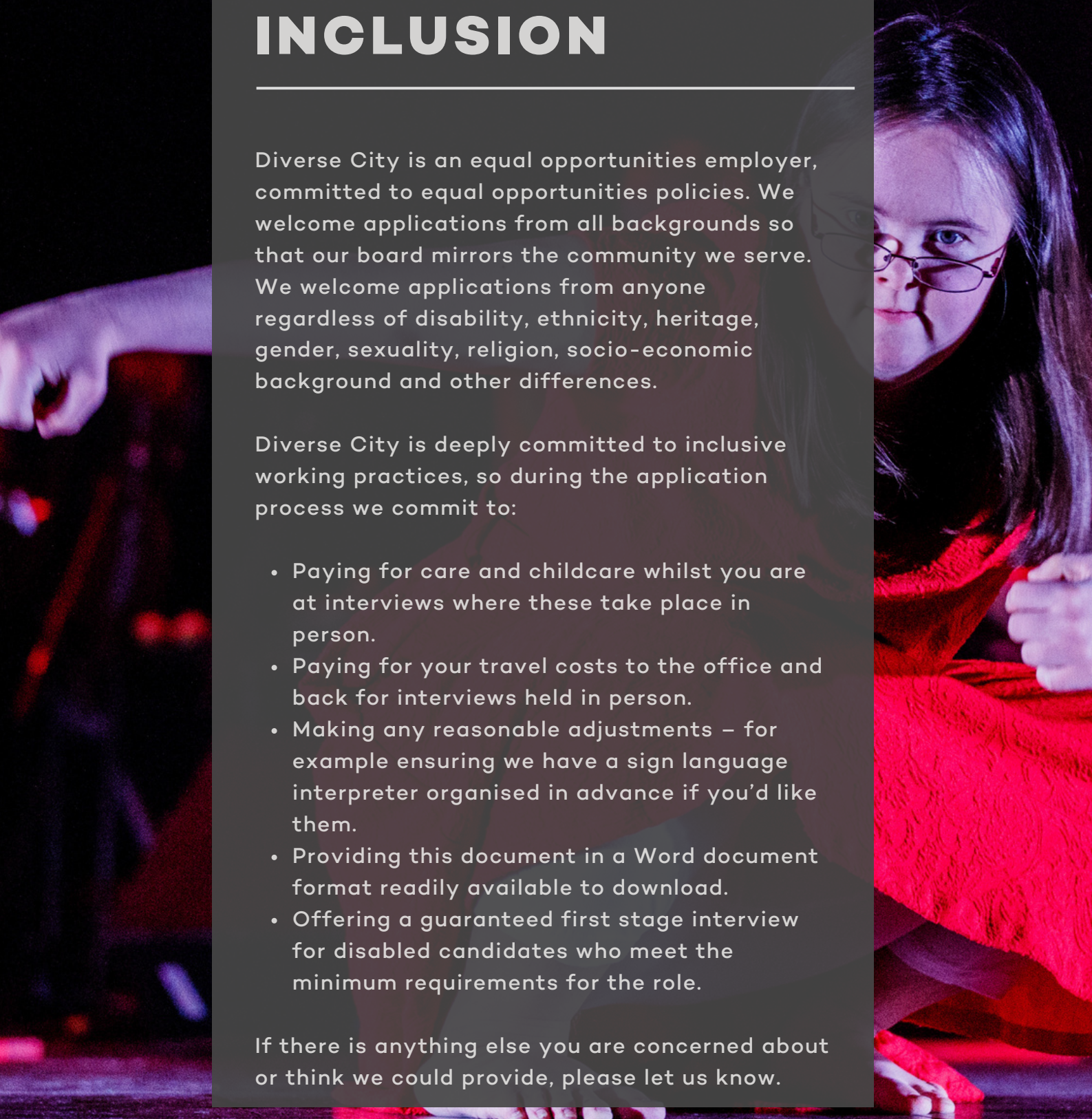
COMMITMENT TO EQUALITY, DIVERSITY & INCLUSION

Diverse City is an equal opportunities employer, committed to equal opportunities policies. We welcome applications from all backgrounds so that our board mirrors the community we serve. We welcome applications from anyone regardless of disability, ethnicity, heritage, gender, sexuality, religion, socio-economic background and other differences.

Diverse City is deeply committed to inclusive working practices, so during the application process we commit to:

- Paying for care and childcare whilst you are at interviews where these take place in person.
- Paying for your travel costs to the office and back for interviews held in person.
- Making any reasonable adjustments – for example ensuring we have a sign language interpreter organised in advance if you'd like them.
- Providing this document in a Word document format readily available to download.
- Offering a guaranteed first stage interview for disabled candidates who meet the minimum requirements for the role.

If there is anything else you are concerned about or think we could provide, please let us know.



ABOUT THE ROLE

Diverse City are seeking candidates who are able to commit to our mission to fight for equality in every artistic arena.

We are looking for 2 Board Members with skills in ONE of the following areas:

- Finance
- Charity Governance

Mindful of our strategic priorities we're also interested in candidates with skills in:

- Fundraising
- Digital Communications
- Legal
- Production
- Working with the Arts Council as a National Portfolio Organisation

PERSON SPECIFICATION

In addition to the specific skills listed above we would like our new Trustees to have:

- An understanding of and investment in the role and responsibilities of a Trustee.
- The ability to build and sustain positive relationships with key stakeholders and colleagues to achieve organisational objectives.
- A wholehearted commitment to the values and mission of Diverse City.
- A solid understanding of strategic decision making.
- A team-oriented approach to problem solving and management.
- A commitment to fairness and to promoting equality, diversity and inclusion.
- Excellent communication skills as well as the ability to listen and respect the ideas of others.
- Sound independent judgement, strategic vision and the ability to think creatively.



ADDITIONAL INFORMATION

TIME COMMITMENT

The time commitment is expected to be approximately 2 days per month

CONFLICT OF INTEREST

All candidates will be asked to disclose any actual, potential or perceived conflict of interest, and these will be discussed with the candidate to establish whether and what action is needed to avoid a conflict or the perception of a conflict.

TERMS OF APPOINTMENT

An offer of appointment will be made once all candidates have been interviewed, and will be subject to satisfactory completion of eligibility checks, including reference checks. If you are offered an appointment you will receive a detailed summary of your main terms and conditions. Terms of appointment are usually 4 years, renewable once.

LOCATION

Trustee meetings are currently held on Zoom. Trustees are expected to attend occasional performances when the company tours across the UK, at a location that is convenient. There are occasional meetings in person and these are usually in London.

REMUNERATION

The role of Trustee is unremunerated, although expenses for travel and other pre-agreed items may be claimed.

SAFEGUARDING

The Trustee is subject to the provision of all child protection legislation, and all policies governing staff that work with children and vulnerable adults.

HOW TO APPLY

The recruitment process is being undertaken by Inclusive Boards on behalf of Diverse City. If you wish to apply for this position, please supply the following by 23.59 on 10/07/2022.

- A detailed CV setting out your career history, with responsibilities and achievements.
- A covering letter (maximum two sides) highlighting your suitability for the role and how you meet the person specification. Please note that the covering letter is an important part of your application and will be assessed as part of your full application.
- Please provide details of two professional referees together with a brief statement of their relationship to you and over what period of time they have known you.
- Referees will not be contacted without your prior consent.
- Diversity monitoring form - your data will be stored separately from your application and will at no time be connected to you or your application.

If you have any questions or would like to arrange a call to discuss the role please email diversecity@inclusiveboards.co.uk or call 07738 725350.

Please send your CV and cover letter to diversecity@inclusiveboards.co.uk or visit www.inclusiveboards.co.uk/opportunities to apply online.

