

Jet City Ombuds (or “Ombuddy”)

OM-BUDS-MAN/PERSON: a person who acts as a trusted intermediary between an internal or external constituency and an organization while representing not only but mostly the broad scope of constituent interests – Webster’s Dictionary

JCI company members have two Ombuds (or “Ombuddies”) available to them. Any **issues** or **questions** players have with JCI (e.g. about other players, the JCI staff, rehearsals, scheduling, policies, processes, etc.) can be brought to the elected Ombuds (either or both) who will then act as an intermediary between the player and the appropriate party (e.g. director(s)/producer(s) of JCI, JCI staff, etc.). Ombuds are dedicated to representing cast members fairly in all proceedings and protecting players’ anonymity when asked.

The names and contact info of the Ombuddies can be found at:

<https://www.jetcityimprov.org/fortress/>

(password: pudding)

Ombuds Responsibilities:

- Make themselves available to all cast members, including distributing and updating contact information as needed;
- Stay in contact with fellow ombuds, disclose current issues/conflicts when appropriate (ombuds should not engage in any manner that undermines the anonymity of a player when requested);
- Create a brief outline of issues and the steps taken to resolve them for propriety, to be shared with fellow Ombuds and JCI directors/staff when appropriate
- Be a leader in the JCI community and prioritize attending stakeholder meetings, show openings, student showcases, and volunteer celebrations.
- May be involved in some upper-level discussions/decisions, such as when were involved with the Interview/hiring process for Artistic Director
- Represent the cast in discussion about programming/show direction
- Hear feedback from cast members, offer advice
- Represent cast at meetings with the staff or board

Elections & Term Limits

Ombuds are elected by their peers (i.e. the rest of the active JCI ensemble.) The JCI Staff (even those that are members of the JCI ensemble) do not participate in nominations or voting.

Usually, Ombuds are elected on overlapping two-year terms.

This way, there is always someone with one year under their belt, and continuing on for one year, when a new one is elected.

Example:

Spring 2017-Spring 2018	Ombud A (second year of their term)	Ombud B
Spring 2018-Spring 2019	Ombud C	Ombud B
Spring 2019-2020	Ombud C	Ombud D (first year of their term)

Final Note

The Ombuds are not necessarily a “Swiss Army Knife.” Although we have used them in the past for a variety of things, they are not obligated to address anything or everything brought to them. Primarily, they are a conduit for communication, and cast representative to the staff. As Ombuddy, they do have the power to say “this issue is outside the definitions of this position.”

Depending on the nature of the issue, Ombuddies may pass your issue along to who they feel is the most appropriate person:

- The show’s director
- The Production Director of JCI
- The Managing Director of JCI
- The Executive/Artistic Director of JCI
- The Board President or HR expert on the board