

Overall principles

- The purpose of this document is to create the conditions for Centre members to have the space and support to engage fully with the substantive work that brought them to the Centre.
- We are committed to building and sustaining a Centre culture that is defined by: respect, inclusivity, generosity, safety, transparency, justice, and equality. Being a part of our Centre means sharing, upholding, and promoting these commitments in public and private.
- We expect all members of our community to adhere by these principles; this includes all Centre staff and students, as well as our collaborators, our affiliates, visitors to our Centre, and attendees at our events.
- These principles are in addition to, and alignment with, all legal requirements and university policies on equality, diversity and inclusion, as well as all relevant regulatory codes that bind individual members' work – all of which must continue to be upheld.
- This is a living document, to be reviewed and updated annually before 01 June each year, each update to be agreed at the preceding Centre Management meeting.

Everyday practices

- We take shared responsibility for promoting an inclusive, lively, and generous atmosphere in the Centre; we take proactive measures to make sure our spaces and events are accessible, in the widest sense of this term, and to ensure that people are made welcome and made to feel comfortable in our spaces; and we keep up-to-date with the latest legal advice on reasonable adjustments for disability access, but we also work hard to exceed this legal minimum.
- We are committed to promoting diversity in the Centre, and to recognising that this requires us to make our working culture safe for, and hospitable to, people with a wide array of positions, capacities, abilities, possibilities, and life experiences. We try to centre justice in the kinds of work we do, and in how we go about that work; we are committed to anti-racism, anti-sexism, anti-disablism and anti-classism; we are an LGBTQ+ positive space, and a trans*-inclusive space; we recognise that enacting these commitments is sometimes an imperfect work-in-progress.
- We strive to communicate well with one another. We are mindful of how we use language, and we do not use terms or forms of speech that are discriminatory, offensive, or that marginalize anyone. When we give feedback or advice, we do so in a spirit of real care for each other and our work. We strive to be transparent and to operate in the absence of back-channels. We own the impact of our words and actions.
- We are a critical community, in how we approach our objects of study, but we distinguish between this critical impulse and criticising one another; we do not think that there is a division between being intellectually robust and being intellectually generous; we respect one another's skills and experiences, and we recognise that expertise does not always fall along institutional or academic hierarchies.

Ongoing accountabilities

- We recognise that we do not always live up to all of our commitments; we promote a culture where people feel safe to point this out; Centre members can raise a concern (formally or informally) with the Centre Director, the Director of Research Culture, the Centre Manager, or any Centre Principal Investigator. We are committed to handling both formal and informal concerns sensitively, in accordance with guidance and procedures, and with full knowledge of the different obligations created by discrepancies of power.
- This document is owned, monitored and updated by the Equality, Diversity, Inclusion and Research Culture Committee at WCEH. This committee can be contacted on: [**generic email**]