THE DERBY HOUSE PRINCIPLES*

We believe that promoting diversity and inclusion is the right thing to do.

Diversity and inclusion are more than just words for us. They are the hard-and-fast principles guiding how we will build our teams, cultivate leaders and create a community that supports everyone in it. No one should ever feel excluded or less welcome because of gender, ethnicity, religion, disability, or background. Experience and social science has shown that diversity can generate better results, in analysis, insight, and professional decision-making.

As professional gamers we are committed to the Derby House Principles:

1) Promoting inclusion and diversity in professional wargaming, through the standards we set, the opportunities we offer, and access to activities we organise.

2) Making clear our opposition to sexism, racism, homophobia, and other forms of discrimination across the board, as well as in wargaming.

3) Encouraging a greater role and higher profile for colleagues from underrepresented groups in our professional activities.

4) Seeking out and listening to the concerns and suggestions of our colleagues as to how our commitment to diversity and inclusion could be enhanced.

5) Demonstrating our commitment to diversity and inclusion through ongoing assessment of progress made and discussion of future steps.

*Derby House in Liverpool was the location of Western Approaches Tactical Unit during WWII. WATU conducted some of the most consequential wargaming in the history of armed conflict. It was staffed by women from all walks of life, and men considered unfit for duty at sea through illness and injury. Between them was the breadth of tactical, technical, social and cultural knowledge necessary to train naval officers from every Allied nation.
Endorsements

PAXsims
Connections North (Canada)
Connections UK
Connections (US)
Serious Games Network—France
Connections Netherlands

Defence Science and Technology Laboratory (Dstl)
#NatSecGirlSquad
Imaginetic
Lessons Learned Simulations and Training
Stone Paper Scissors
Evocatus Consulting
Fort Circle Games
Conflict Simulations LLC
Georgetown University Wargaming Society
ICONS Project
LBS Consultancy Ltd
Aleph Insights
UK Fight Club
Nuts! Publishing