



## 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 have 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 the 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)  
Defence Academy of the United Kingdom  
RAND Center for Gaming  
Simulation and Wargaming Study Group, Simulation Interoperability Standards Organization

#NatSecGirlSquad  
Aleph Insights  
Australian Defence Force Wargaming Group  
Evocatus Consulting  
Georgetown University Wargaming Society  
ICONS Project  
Imaginetix  
Lessons Learned Simulations and Training  
LBS Consultancy Ltd  
Stone Paper Scissors  
UK Fight Club

Fort Circle Games  
Conflict Simulations LLC  
Nuts! Publishing