



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
Women's Wargaming Network

Defence Science and Technology Laboratory (Dstl)
Defence Academy of the United Kingdom
CNA (Center for Naval Analyses)
Global Affairs Canada
Institute for Defense Analyses
RAND Center for Gaming
Simulation and Wargaming Study Group, Simulation Interoperability Standards Organization

#NatSecGirlSquad
42 Educational Games Coaching and Design
Aleph Insights
Archipelago of Design
Australian Defence Force Wargaming Group
Conflict Simulations LLC
Evocatus Consulting
Fort Circle Games
Georgetown University Wargaming Society
ICONS Project
Imaginetic
International Kriegsspiel Society
KCL Crisis Simulation
Lessons Learned Simulations and Training
LBS Consultancy Ltd
NSC, a member of the QinetiQ Group of Companies
Nuts! Publishing
Slitherine and Matrix Games
Stone Paper Scissors
Table Top History LLC
Third Nuclear Age Project (University of Leicester)
UK Fight Club
Victoria University of Wellington Wargaming Society
Wingspan Strategic Consultants
Zenobia Award