

Oxford Hub Equity, Diversity and Inclusion Charter

This charter sets out Oxford Hub's principles around equity, diversity and inclusion, and our expectations of ourselves and everyone involved in our work to ensure that we keep to those principles.

What you can expect from us

We are working together to build a better Oxford for everyone. Our aim is to treat everyone fairly, equitably, with respect and without bias. This informs every aspect of our work.

We aim to make sure the widest range of people are included, particularly those with lived experience of our areas of work, and those whose voices have historically been heard less often.

We aim to be inclusive by:

- listening to you to understand your needs
- offering different ways to get involved and making adjustments where possible to suit you
- offering a space where discrimination will be challenged and learning will be encouraged
- promoting our principles through our work with partner organisations.

We aim to resolve concerns quickly by:

- taking incidents brought to us seriously
 - dealing with incidents promptly
 - providing support to those affected
 - offering a process that you can use if you are not happy with a decision that we have made.
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What we can expect from you

We welcome contributions about the way we work. We are always learning and encourage you to do so too.

We aim for everyone to feel included. However, we will challenge behaviour that makes other people feel uncomfortable, including but not limited to:

- *discrimination* - unjust treatment of someone because of a particular characteristic, real or perceived
- *prejudice* - assumptions or opinions about someone because of a particular characteristic, real or perceived
- *intolerance* - unwillingness to respect someone
- *bullying and harassment* - unwanted behaviour which intimidates or humiliates someone, including abusive language and derogatory jokes. If this is repeated, it may be bullying.

This includes our commitment to champion those whose voices have historically been heard less often, for instance on the basis of age; class; disability; ethnicity; gender; nationality; race; religion; sex; sexual orientation. We will challenge any behaviour which is intolerant of this.

We ask that you are considerate, empathetic and kind and that you do not express inflammatory, intolerant or prejudiced views. On this basis, everyone is welcome at Oxford Hub.

Please get in touch if you have questions about this charter.

Thank you.