

ERA Skills is commitment to creating a principled researcher development programme.

ERA skills is committed to creating a respectful atmosphere by means of a 'principled space' as developed by artist and activist [Hanalei Ramos](#) and the [BARC Collective](#) (Building the Anti-Racist Classroom). The 'principle space' guidelines sets out a fundamental values all participants are expected to honour when engaging with ERA skills related activities and events. Participants for all ERA events are requested to abide by the principles outlined below, these are adapted from the [UKRI principled space policy](#) which is derived from <https://barcworkshop.org/resources/principled-space/> namely:

- All communication, be it online or in person, will be appropriate for a professional audience and be considerate of people from different cultural backgrounds.
- We will be kind to each other and will not insult or degrade other participants.
- We agree that harassment and exclusionary jokes are not appropriate.
- We will contribute to discussion constructively and positively.
- We will make efforts to be aware of our privilege(s), and respond constructively to opportunities to learn more about our privilege(s).
- We will believe people's accounts of their experiences of marginalisation, and honour people's vulnerability by not disputing their lived experience, questions designed to learn/further understanding may be appropriate provided they are respectful and not overly intrusive.
- We will respect everyone's pronouns.
- In some situations, experiences shared may be deeply personal and should be treated in the strictest confidence.
- When sharing experiences on social media, we will respect other participants; we will not make derogatory comments or posts about any person in the discussion, or to share experiences that are not ours without explicit consent.
- While these principles are intended to apply to all, they are written in recognition of existing power structures that continue to marginalise people of colour, perpetuate anti-Blackness and promote white privilege/power. This should be kept in mind whilst participating in ERA Skill's events and activities.
- To foster an inclusive environment all events/activities that are solely run or funded by ERA skills will be alcohol free. For co-badged/co-funded events alcohol may be served but ERA will not contribute monies and will actively campaign for there to be a reasonable limit on amount of alcohol provided.

Version Date: Monday, 10 June 2024.

The ERA partnership
