**CUCD Protocol on Diversity and Inclusivity (June 2018)**

General Principles

A diverse and inclusive Classics should involve staff, students and members of the public regardless of their gender identity and expression, sexual orientation, disability, age, race, nationality, class, political views, or religious beliefs. CUCD encourages all UK departments to strive to increase the representation of all those who, for one reason or another, have been marginalized in the past.

Classics in the UK has a proud tradition of challenging social norms including those governing gender and sexuality. It has also had historical associations with social privilege, and with imperialist and racial politics that many find unacceptable today. CUCD affirms the importance of confronting the legacy of those associations.

Neither in terms of academic staff nor students are UK Classics departments representative of wider society. While there are more women in senior roles than in the past, less progress has been made in including those from less prosperous economic backgrounds, people of colour, and other minorities.

Recruitment, Teaching and Student Welfare

CUCD endorses initiatives which promote the core values of diversity and inclusivity, including the way we present courses, the critical positions we take in relation to past scholarship, and the range of work we assign to students. These values may be promoted through courses devoted to the history of gender, slavery and sexuality, and by including a range of voices in courses on other subjects. They can also be advanced in the kinds of extra-curricular activities we sponsor and support.

Many departments are already actively engaged in outreach programmes, make substantial efforts to increase the diversity of those they teach, and work hard to accommodate and include students they have admitted. CUCD commends such work and also the promotion of inclusivity by ACE, Classics for All, Classics in Communities, and the Women’s Classical Committee.

CUCD encourages departments to recognise that many students and potential students find the elitist traditions of classical scholarship in the UK off-putting. Students arrive at university from a range of educational backgrounds, and with various expectations. CUCD urges departments to be active in making all students feel welcome.

Conferences

CUCD considers that seminars, workshops and conferences should be inclusive. CUCD encourages organizers actively to promote diversity among participants. It particularly discourages all-male lists of keynotes, all-male panels and all-male organizing committees.

CUCD further recommends that organizers be proactive in creating inclusive conferences. Provision should be made for participants accompanied by dependants and for those with particular conditions. Break-out spaces and rest areas should be available for those who need them. Accessibility should be considered from the start, and should encompass not just features of the physical environment but also considerations of scheduling.

CUCD recommends that those organizing large conferences publish a Code of Conduct. Session chairs should be encouraged to be active moderators, alert to aggressive questioning and styles of debate that exclude or intimidate others. Participants should be required, both inside and outside formal academic sessions, to express themselves in ways that are considerate and respectful of others’ opinions and feelings. Participants should be encouraged not to be bystanders, and they should be told how to express their concerns and to whom.

Committees and Boards

CUCD commends efforts to promote diversity and inclusivity in all academic bodies. While government agencies are typically aware of diversity issues, and most UK universities have policies against all-male panels for appointments, promotions and reviews, diversity remains an issue in the make-up of management groups and major committees of colleges, faculties, schools, departments and the like.

Classicists are also involved in other bodies without formal regulation. These include the editorial boards of journals, the councils of learned societies and associations, and the committees of national academies. CUCD calls on Classicists to take care when drawing up short-lists, or proposing names for co-option or election, to ensure that these bodies are as diverse and inclusive as possible.

CUCD acknowledges that many of these issues are not discipline-specific and is committed to working on them with other subject associations and government bodies.