

# WHAT NEXT? CODE OF CONDUCT (4.5.21)

What Next? (WN?) brings people together to debate and shape the future of arts and culture in the UK. As part of this, WN? believes that it is our collective responsibility to create spaces, both offline and online, that are welcoming and respectful to everyone.

This Code of Conduct reflects our commitment to our vision of Arts and Culture playing a vital role in creating a more equitable society, and our Values of Democracy, Equity, Leadership, Creativity, Generosity and Trust:

1. Discrimination on the basis of, and not limited to, age, ethnicity, gender and gender identity, neurodivergance, physical ability, religion and sexual orientation will not be tolerated. People who discriminate will be asked to leave the space and/or asked for a follow-up conversation with the WN? team.
2. All WN? meetings are Chatham House, whether online and offline. This means you are free to use any information you have heard, but cannot attribute this information with the identity or affiliation of the speaker unless you have express permission to do so by them. Chatham House rules allow for robust and open discussion.
3. We live in a world of unequal power relations. Be aware of the privileges you bring and how that may affect others. Know when to speak, when to stop, and when to listen.
4. Each of us have different communication styles. Give generously to allow everyone the time and space to speak and share their thoughts and ideas. Listen to the wisdom that everyone has to share.
5. Do not make assumptions about how people identify themselves or their backgrounds. Respect self-identification by using preferred pronouns and descriptors.
6. Avoid jargon or over-complicated language. Explain technical terms and acronyms.
7. We are all at different stages of learning. Be kind with your words: 'Respect the person. Challenge the behaviour.'
8. We encourage everyone to share and redistribute any power, benefit or resources that come from being part of the WN? movement.

This code of conduct will be reviewed regularly to ensure that we can meet the needs of all of the movement.