

SCRIPTS' Spirit of Diversity

Following an inclusive and emancipatory vision of collaborative knowledge production, SCRIPTS aims at promoting diversity. We envision that people with individual experiences, talents, points of view and ways of thinking will decisively enrich the Clusters' research and management units and will contribute to a multifaceted, interdisciplinary research output.

- **We actively foster equal opportunities for all.** This means to proactively include people irrespective of their age, their gender and sexual orientation, their disabilities or health impairment, their social and cultural background and their ethnic affinity, their religion and their worldview. At SCRIPTS, people with private care responsibilities should likewise be given optimal support. This implies to provide individual assistance and information. Indeed, SCRIPTS is committed to finding tailored solutions for individual circumstances.
- **We seek to establish a welcoming, anti-discriminatory, and supportive environment for all.** A plurality of epistemological perspectives is indispensable if we want to meet the objectives of our research programme. The SCRIPTS members value each other for their unique contributions in a spirit of openness and curiosity for different points of view, and irrespective of other characteristics that are irrelevant to the scientific pursuit of SCRIPTS. This requires creating an awareness of practicing physical and mental wellness. The Cluster does not accept any kinds of inappropriate behavior such as discrimination, harassment, and bullying. Furthermore, the exploitation of hierarchical positions for the individual's or other advantages will not be tolerated.
- **We envision the reigning scientific practice to be led by principles of sharing, collaboration and collegiality.** This incorporates mutual respect for similarities and differences – in background, expertise, judgements, and assigned responsibilities – and establishes mutual trust among colleagues. A guiding principle constitutes conducting an inclusive and respectful scientific discourse, characterized by an attitude of listening and learning. The expertise of colleagues from the management and support team should be equally acknowledged. Thus, we urge all SCRIPTS members to provide constructive critique and appreciation in order to establish a dynamic and conducive working atmosphere in which excellent research outputs exceed individual achievements.

We think that the diversity of our members including different ways of approaching the SCRIPTS topic will have a positive effect on research outputs only if it resonates with a scientific culture of listening and learning. Thus, we aim at implementing non-discrimination and the compatibility of work and family life, a welcoming environment and collegiality as a coherent set of normative practices for vital and sustainable diversity.