

Centre Charter

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Our Philosophy

This Centre Charter defines the identity, purpose, and operating principles of the ARC Centre of Excellence for Green Electrochemical Transformation of Carbon Dioxide (GETCO₂). The Centre Charter was developed based on the results of three, progressive centre-wide surveys, reflecting the views of centre members, and establishes a shared framework to support collaboration, decision-making, and accountability across the Centre and its stakeholders.

If you want to walk fast, walk alone.

If you want to walk far, walk together!

Our Core Values

GETCO₂ is committed to the following core values, which guide our work and culture:

- **Curiosity:** We value curiosity and foster an environment where people feel safe to ask questions.
- **Learning:** We prioritise continuous growth and the sharing of insights to drive innovation and sustainable impact.
- **Inclusion, Diversity, Equity and Accessibility (IDEA):** We embrace and promote IDEA in all its forms and strive for equitable opportunities and treatment for all members.
- **Collaboration:** We foster a cooperative environment, encouraging teamwork, knowledge sharing, and mutual support.
- **Kindness:** We treat all members with respect, empathy, and compassion.
- **Integrity:** We act ethically, honestly, and responsibly in all our activities and interactions.
- **Transparency:** We operate with openness and clarity in decision-making and communication.

Our Commitment

GETCO₂ is committed to fostering a positive and effective research environment for all members and stakeholders. We value the perspectives of our members, and aim to incorporate principles of Inclusion, Diversity, Equity, and Accessibility (IDEA) into all decision-making. Our survey responses highlight a strong and consistent set of values that our members believe are essential to building a positive, productive and collaborative environment. These values identified by our members are **collaboration, communication and transparency, integrity, respect, trust, and inclusiveness**. GETCO₂ commits to embedding these principles into our practices, governance, and long-term strategy.

- **Strengthening Collaboration**

The Centre will foster a culture of shared purpose by encouraging interdisciplinary teamwork and collective problem-solving. We will create structured opportunities for collaboration, such as joint workshops, cross-theme meetings, shared research activities, and open channels for idea exchange. These initiatives acknowledge our members' strong preference for face-to-face interactions, while also recognising constraints such as limited time, ensuring that engagements are worthwhile and enhance our overall collaboration and research impact.

- **Ensuring Open Communication for transparency**

We will prioritise clear, timely, and accessible communication across all levels of the Centre. This includes transparent decision-making processes, and accessible forums where members can pose questions, provide feedback, and raise concerns without judgment.

- **Embedding Integrity and Accountability**

The Centre upholds the highest standards of research integrity and professional conduct. We will ensure that expectations around ethical behaviour, responsible research practices, and accountability are clearly communicated.

- **Fostering a Safe and Inclusive Research Culture**

The Centre is committed to creating an environment where all members feel valued and supported. We will invest in initiatives and take proactive steps to ensure inclusivity, including addressing barriers to participation, such as geographical distance, institutional constraints and limited time. This includes mentoring, training opportunities, access to resources, and environments that enable individuals to thrive.

Through these efforts, we aim to develop a shared commitment to foster a positive and effective research environment for our Centre members and wider network.

Leadership Approach

GETCO₂ is committed to cultivating leadership that reflects the preferences and expectations of our members. Survey results show strong overall support for collaborative, participatory, and autonomy-supportive leadership but they also indicate that preferences vary across career stages and roles. GETCO₂ encourages their leaders to adjust their approach to suit the needs of their teams, the stage of career, and the context in which leadership is required. By promoting flexible and responsive leadership we aim to ensure that all members feel supported, respected, and able to contribute effectively.

Recognition and Appreciation

Survey responses indicate that members value recognition that is meaningful and supports their professional growth. The most important form of appreciation is being trusted with responsibility or leadership. Alongside, opportunities for professional development were also highly valued, showing that members appreciate recognition that helps them build skills and progress in their careers.

GETCO₂ acknowledges that it is important to publicly promote the work and achievements of our members to advance career paths and raise the centre profile.

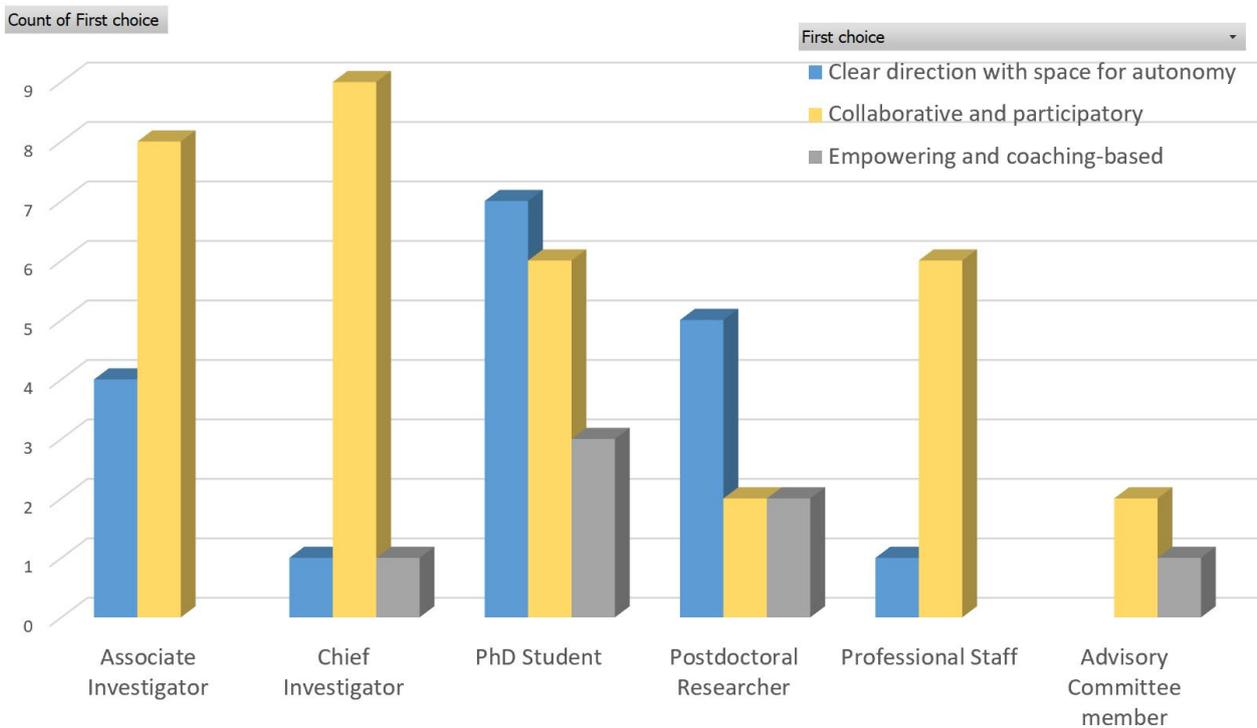
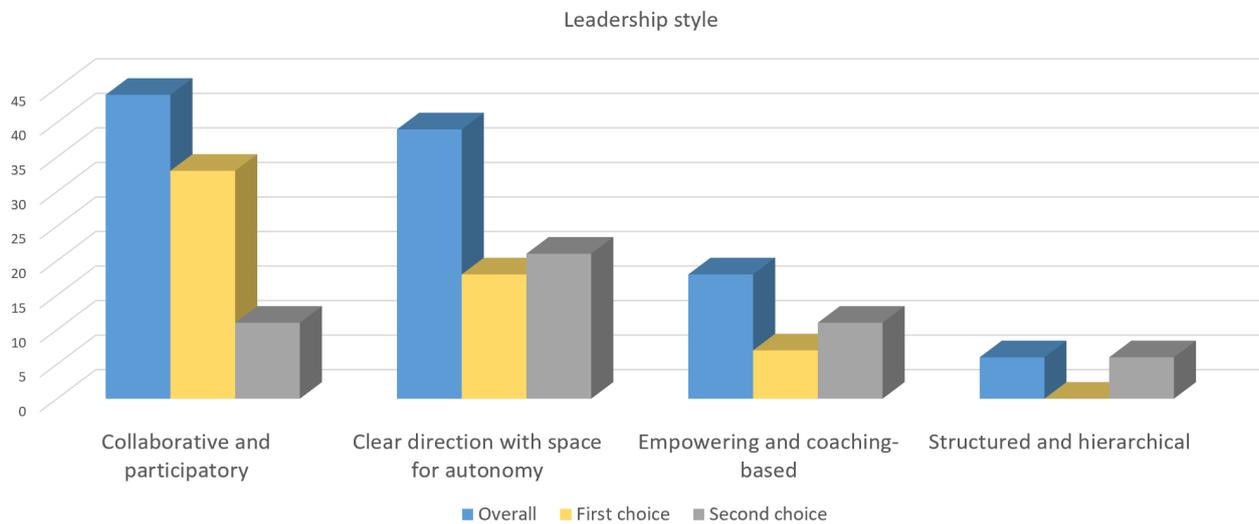
Based on these insights, GETCO₂ will ensure that recognition within the Centre reflects these priorities. We will create opportunities for members to take on responsibility and leadership roles, support access to professional development activities, and acknowledge contributions in both public and private ways that suit the context.

Charter Review

This charter will be reviewed every year.

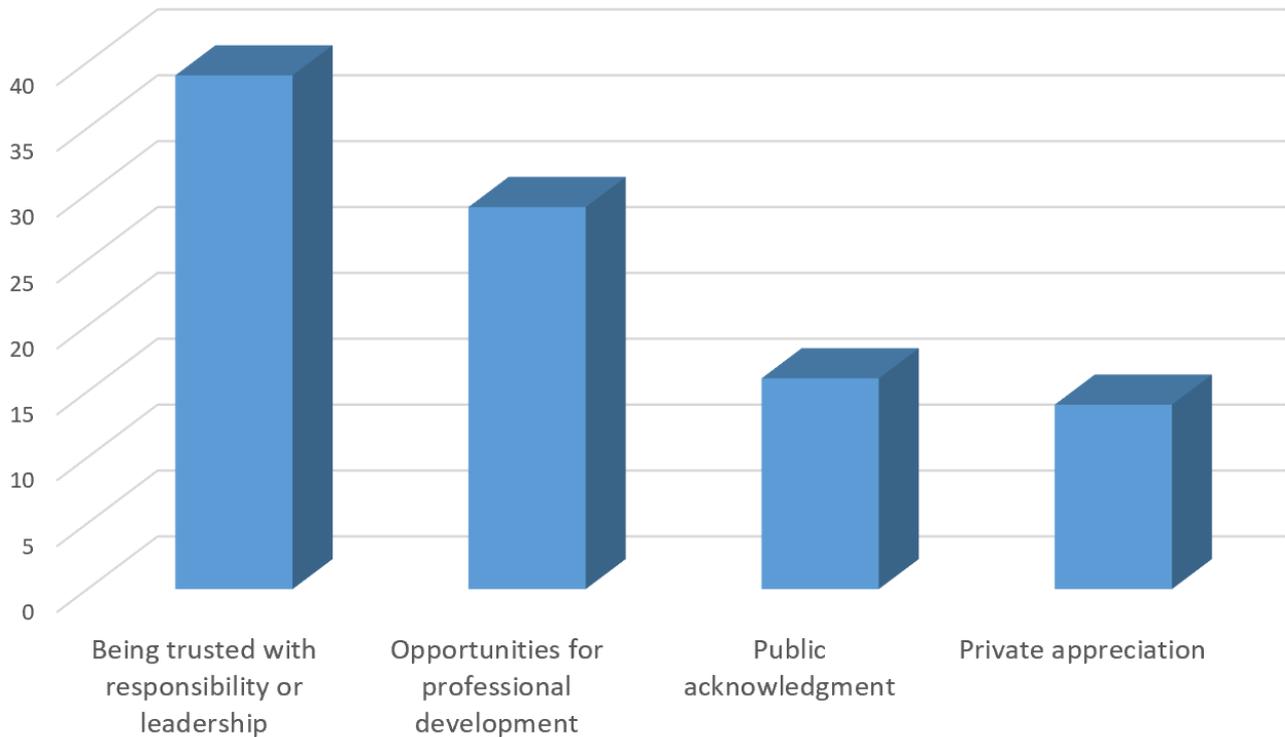
3. What kind of leadership style do you think best supports our Centre's goals & values?

Respondents selected from four differing leadership styles.



4. What types of recognition or appreciation matter most to you at work?

Respondents selected from four differing leadership styles.

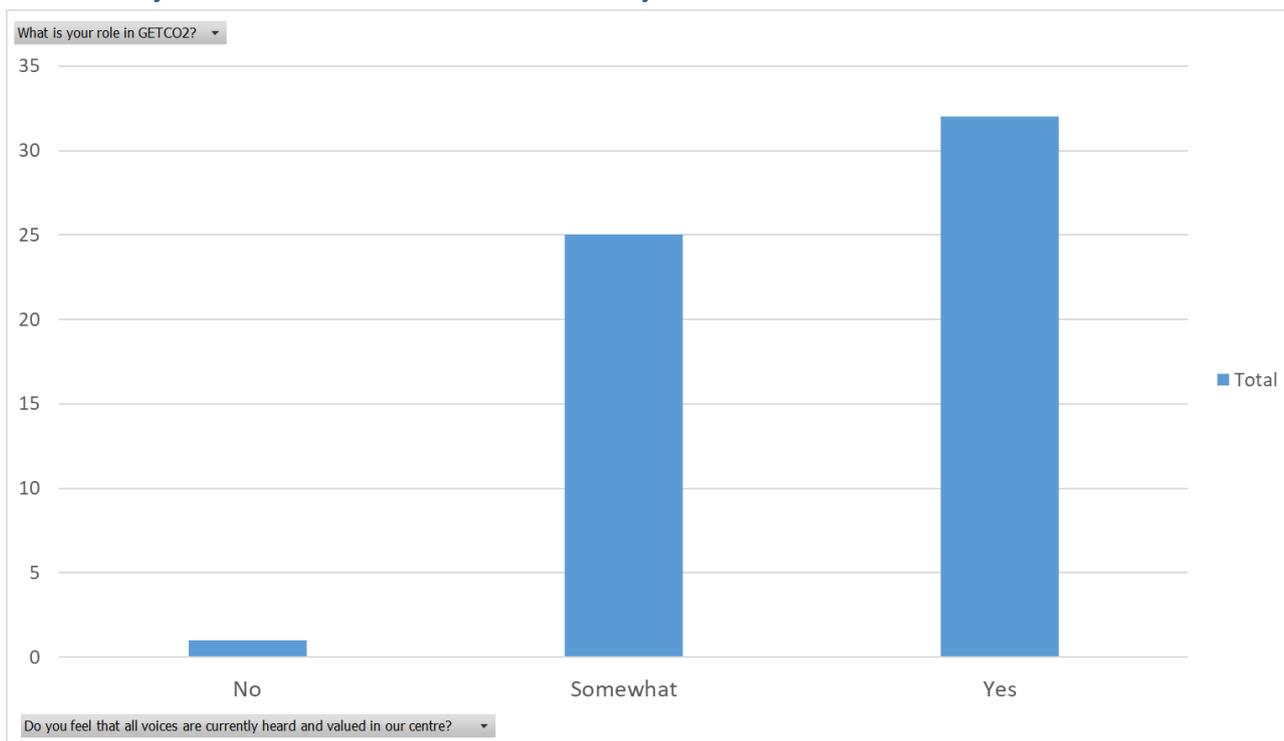


5. What helps you work well with others on projects?

Open-text question.



6. Do you feel that all voices are currently heard and valued in our centre?



7. What barriers - if any - do you experience in contributing fully to your role or the centre's culture?

Open text question.



8. List of suggestions for improvement.

- Need to hear more from EMCRs
- People are not communicated well in terms of each other's project. we want to get collaboration but at the same time, no one is taking the initiative.
- I am a new student and trying to find my own way instead of team reaching out to me and guiding me.
- I would like our EMCRs to feel safe to speak up and engage in centre activities
- I feel there are some CIs who need to contribute their voices more often rather than letting a small group take the load in responding to most matters
- This is because some people do not share their voices
- I'm not sure that we currently provide a truly safe space for everyone to speak up. Some people may hesitate to share their thoughts if they don't feel safe or confident that their voices will be heard and valued.
- I do not think we are collaborating well across the themes/nodes. It feels like mini islands at the moment.