



GET COMMUNITY OF PRACTICE *CHARTER*

THE GOOD ENOUGH
TRANSFORMATION



NORDISK
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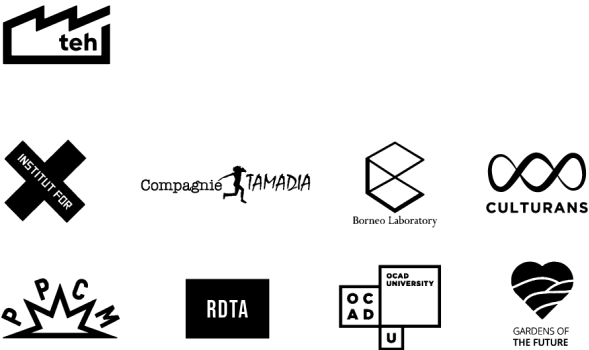


WHO MADE THIS GUIDE

A charter for a Community of Practice is for those communities who dream of a better world, for anyone who wants to collaborate and transform injustice into care within their communities, pollution into sustainability, connect culture with our planet.

If you've felt the urge to act, and want to start, let this Charter be your invitation.

Developed by:



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Chapter 1

General Chapter



1 Purpose of this Community of Practice (CoP)

- This Charter is understood as a statement of the direction of our community work, and clarifies its points of departure and fundamental questions, as a hypothesis of work.
- It guides community building for future projects to facilitate knowledge sharing and collaboration to drive sustainable and inclusive transformations in key sectors through adaptive practices and innovation.

2 Objectives

- Green transformation: Research, document and develop the affordable, sustainable and immediately accessible green transformation of art communities worldwide through community engagement, public programming, grassroots initiatives, urban planning, landscape and architectural design, as well as other socially and ecologically conscious practices.

Trust & Structural change in society: Start from the values we share and reflect and experiment with new approaches to restore trust in societies. Rebuilding trust is central in our project: trust in each other, in institutions, in society, in the future. We understand the rebuilding of trust as a cultural matter of sense-giving. We hope the CoP uses this charter as guidance in their quest for a structural change in society.

Co-creation & Knowledge transfer: Initiate peer-learning among members of this CoP to collectively develop the ecological and societal transformation. In Peer2Peer learning - not all learning is content. Much of it is culture.

Access knowledge and share yours: Create roles like “practice stewards” or “learning pollinators” who carry practices outward. Build in time to share back how people are applying what they’ve learned.

3 Guiding principles

- Planet-first approach: Case for all beings, slow down to protect*
- Collective responsibility*
- Creativity*
- Connection*
- Diversity*
- Equity*
- Inclusion*
- Trust
- Honesty

4 Membership of the CoP

- In connection to the newly designed platform to create a more democratic process to project participation instead of “hand-picking”
- Invite members with the chance to expand participants based on objectives of their organisation aligning with CoP objectives (example GET)
- Members should subscribe to the Objectives (above)
- Members should subscribe to the Guiding Principles (above).
- Members should follow a Code of Conduct (see further).

5 Code of Conduct

Values for collaboration

Transparency
Respect
Honesty
Accountability
Collegiality
Openness
Solidarity
Care

Follow TEH anti-harassment policy.

All employees/CoP partners are expected to recognise that each individual has a right to a work environment that encourages respectful, considerate, dignified and non-sexualised work relations. Every employee/partner has a duty to treat their colleagues with dignity and respect, and the organisation is opposed

to harassment and bullying in any form. In this regard, every employee is responsible for their own behaviour, and any threatening, aggressive, bullying behaviour, harassment or unwanted sexual attention, language or behaviour is to be dealt with swiftly and with the utmost severity, a process which may result in disciplinary action.

Disputes: A collaborative and transparent resolution process:

- Address disagreements through a collaborative and transparent resolution process
- Include a neutral facilitator (external or agreed upon by the parties involved) to mediate the discussion and guide the parties toward a consensus-based resolution
- Document key decisions and conflict outcomes to ensure accountability and learning for future interactions



Chapter 2

Define Measurable Outcomes

Chapter 1 outlines the overarching value system. Based on this, Chapter 2 specifies the outcomes and requirements expected from the particular project to allow the applicability of this Charter to a diversity of projects.

To apply this charter, choose one outcome* of the cultural, social and environmental category, that the project aims to fulfil. Choose additional outcomes from those categories and optional outcomes from the economic and governance category. These outcomes here are for inspiration: if you have other ideas, you can create and add your own outcomes to the charter. Your chosen outcomes will guide the project specific requirements in Chapter 3.

Cultural	Social	Environmental	Economic	Governance
Stimulating creativity	Improving physical/mental well-being	Enhancing positive sense of place	Practicing professional capabilities	Increasing access to network
Aesthetic experience	Increasing safety and security	Increasing understanding of ecological issue	Increasing individual economic well-being	Enabling agency and voice
Gaining knowledge, ideas, and insights	Enhancing social connectedness	Increasing value of natural world	Local economic support	Enhancing sense of civic pride
Diversity of cultural expressions	Bridging social differences	Increasing motivation for environmental stewardship	More	Inspiring civic trust
Deepening shared cultural heritage	Feeling valued	More		More
More	More			

* <https://culturaldevelopment.net.au/outcomes/>

Chapter 3

Project-specific Chapter

Based on the choice in Chapter 2, the following points need to be defined depending on the project design:

1

Governance

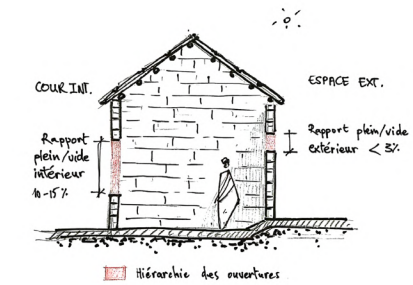
- Leadership and/or hierarchies
- Decision making
- Communication
- Memorandum of Understanding
- Consortium Agreement
- (...)



2

Collaboration

- Tools and platforms
- Ownership
- Creative commons
- (...)



3

Initiative & Activities

- Initial research
- Components and contents
- Deliverables, e.g., projects, ...
- (...)

4

Funding

- Financial contribution
- Financial administration
- (...)



5

Monitoring & Evaluation

- Deliverables
- Feedback process
- Timeline
- (...)



6

Exit approaches

- Legal and project formalities
- Values
- Conversation
- (...)

Acknowledgements

The creation of the Charter Community of Practice has been a collective journey—rooted in collaboration, shared learning, and mutual care across borders.

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Photo credits

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Tamadia: p6

Borneo Lab: p6 / 11

Gardens of the Future: p6 / 11

Trans Europe Halles: p9

Amine Slimani: p11

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