

## Regulations and Values Disorderly Women Alliance

This paper is written based on feedback from all Disorderly Women and was endorsed in Barcelona February 2019. It was agreed to annually review the *regulations and values*.

**Name** *DISORDERLY WOMEN*

*Alliance of Women Leaders in Culture*

### Aims

To promote and support women working in leadership roles in the cultural sector in Europe.

To stand up for a sustainable cultural sector.

The Disorderly Women Alliance recognises the following **Core Values**:

#### 1. EQUALITY

- *access to opportunities*
- *participation*
- *public recognition of women*
- *diversity*

#### 2. SOLIDARITY

- *empowerment*
- *support / knowledge-networking*
- *collaboration*

#### 3. VISIBILITY

- *awareness raising*
- *responsibility*
- *representation*

### Structure

- The Disorderly Women Alliance is owned by its members;
- The Disorderly Women Alliance is flexible, light and horizontal in its organisational structure and has no formal structure;
- Members of the Alliance will initiate and implement its activities;
- Working groups and action plans are endorsed by members present in HERstory events;
- The Disorderly Women Alliance is politically, religiously and ideologically independent;
- The Disorderly Women Alliance is currently managed by a steering committee established by its initiators (Mercedes, Chrissie, Carla).

**Members** of the Disorderly Women Alliance will support the Values of the Alliance and make a contribution by proposing and/or joining activities.

Members of the Disorderly Women Alliance are invited by the steering committee (currently Mercedes, Chrissie, Carla). New members are proposed to the steering committee by members of the Disorderly Women Alliance. The network grows by invitation, but also requests of interest will be taken in consideration.

Every female leader that participated in an event will stay on the list and will always be invited to participate in activities. Participants will only be removed from the list on request.

### **Events/activities**

Events/activities are always based on the Aims and Values of the Alliance

- HERstory

Each event (every 9-10 month) will be named after the city where it takes place:  
*HERstory Basel 2018, HERstory Barcelona 2019, etc.*

If a member offers to host a future HERstory event, she creates an organizing team by inviting two or three other members of the Disorderly Women Alliance to help develop the programme. The programme shall be based on the outcomes of the previous HERstory event, but also urgent topics and current developments will be addressed.

The host works with the existing Excel lists of participants, and uses their own system for the registration procedure.

- Other activities

Members will propose activities and projects, during HERstory events members will discuss and endorse possible actions.

### **Finances**

It is proposed to not establish a 'members' fee'. Rather, expenses will be covered based upon participants contributing a (modest) conference fee.

Participants at HERstory events pay for their own travel, hotel and the conference fee.

The Disorderly Women Alliance shall be as inclusive as possible, and will therefore explore support systems by its members as well as outside funding possibilities to ensure participation of members requiring financial support. For each event and activity, the initiators of the respective event may apply for funding and seek appropriate partnerships (such as for securing a venue and other services).

For research activities, applications for EU funding and/or national and regional funding may be submitted. One, or several, of the members' institutions will need to be the applicant since the Alliance has no formal structure.

## Communication

Communication shall be focused and will reflect actual needs and resources, cognizant of the members' full workload.

- The Disorderly Women Alliance maintains a straight-forward Excel database of Disorderly Women members, that is currently maintained by the steering committee;
- A new list will be created for each event, comprising both old and new potential delegates;
- The list is confidential and will not be shared with outside organizations, third parties or people, only with members of the Alliance for their personal use;
- A simple website was developed: [www.disorderlywomen.net](http://www.disorderlywomen.net). It provides public access to basic information, activity reports, and news on upcoming events. The website is currently hosted by Art Futures (Carla) and is available for Disorderly Women members to publish information about conferences or projects they lead. The corresponding Internet domain has been bought.

The Alliance's email correspondence uses the following addresses: [info@disorderlywomen.net](mailto:info@disorderlywomen.net).

A more active presence on social media may be considered in order to profile the Disorderly Women Alliance, following ad hoc initiatives and actions.