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1. Do the governance bodies (board, steering council, committees, collectives) constitute genuine spaces for deliberation, able to influence the direction and decision-making of your organisation?
2. Who is actually able to enter these bodies (time, codes, language, perceived legitimacy, financial means), and who is in practice kept at a distance from them?
3. How are disagreements, tensions or failures discussed collectively, documented and passed on? Are they a resource for the organisation, or are they avoided?
4. Do people have specific means of voicing what they see as the limits or ambivalences of the way your organisation is run?
5. Do the evaluation criteria currently in use make it possible to describe the quality of relationships (time, trust, reciprocity), or do they mainly favour indicators of activity and attendance?

6. To what extent can people outside the team take on real responsibilities, including in defining the frameworks, rules and priorities?

Does your organisation have ways of reaffirming the human-rights framework in its relationships with these people?

7. Is there a declared space in which to discuss the values and commitments underlying the organisation's choices, including when they are contested or not shared by everyone?

**8. Are the conditions of work, pay and recognition (employees, artists, practitioners, volunteers) consistent with the values the organisation publicly upholds?
Is there a comfortable space in which to discuss this?**

9. What formal times for self-evaluation and reflexivity genuinely exist, and how are they protected against the pressures of production, reporting and funding?

10. How does the organisation narrate its work to its supervising authorities and partners: which stories are put forward, and with what room for translation or resistance, and which remain invisible — and why?