



Cynghrair Diwylliant Cymru Wales Culture Alliance

A Cultural Contract Framework

This framework will be a 'living' document that maps out what we believe would be best practice, as a way of helping all organisations and funded artists to develop their own Cultural Contract, which will need to be equally beneficial and binding to their funders, their community and the freelancers they work with – a virtuous circle (as shown in the diagram below). As part of the development of this framework, we will be categorising some points as compulsory and others as being something that everyone should be working towards, but is still a work in progress. This is just the beginning of a process that must continue to involve everyone and this document is simply the starting point – it is a 'living', in-process, document that will inform our approach to developing a Cultural Contract framework.

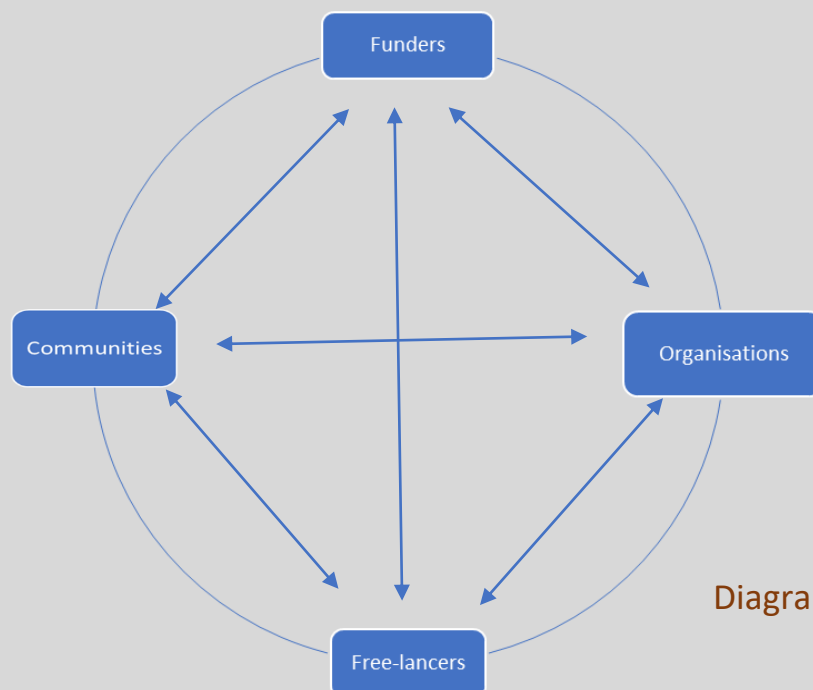


Diagram – 'Virtuous Circle'

The framework will be developed around these main sections:

- Co-creation
- Fair work
- Environmental Justice
- Language
- Diversity, equality and Inclusion
- Social Justice
- Health and Well-being

Co-creation

Co-creation has the potential to create projects and ideas that could never happen without a collaborative approach. We will be exploring how barriers to co-creation can be removed with the understanding that support for co-creation now will give long term benefits to numerous sectors in Wales. What practical solutions and support is needed to enable more co-creation to happen? How can we create a culture shift that values the contributions from a fully diverse cross-section of people and is truly reflective and representative of the citizens of Wales?

Fair work

This is a large and complex section that will likely be thoroughly explored in the framework as it gets developed further. We will be looking at how work needs to be fair and accessible across the whole of Wales, in rural and urban communities. What structural changes to support may be necessary and how can these be developed and implemented? How can greater collaboration be encouraged? What

changes may be needed to ensure that work is paid fairly or that people are remunerated 'in-kind'?

Environmental Justice

The dual threats of the Climate Crisis and Biodiversity Crisis are becoming increasingly urgent issues and are now very present dangers, and although not experienced equally, are visible to a greater or lesser extent everywhere across the world. We will be examining how sustainable policies can be implemented, exploring whose responsibility environmental justice is and looking into the potential in constructive collaboration. How can Wales become a leader in environmental sustainability and justice, whilst being supportive to everyone involved?

Language

Language, for most people, is key to communication and culture, and both communication and culture underpin everything. Language, in the broadest sense, can provide the bridges Wales needs to reach its full potential. There are many more conversations to be had about how language, including non-verbal languages and other methods of communication, can be used and shared to create a more interconnected, collaborative, supportive and understanding Wales. There are great opportunities for how the cultural sector can contribute to these evolving conversations and there is the potential for very rich and beneficial work to happen in this area. In this developing framework we will be going into more depth, exploring questions around how language can be used to build bridges.

Social Justice

Social justice is going to be key in determining the effectiveness of all the ideas for improvements and changes currently being discussed and proposed. We will be exploring questions around transparency and accountability, as well as working towards including in the framework ways that social justice can be ensured across the whole of Wales.

Health and Well-being

This would always have been an important area to examine; since the pandemic however, the degree to which health and well-being considerations are crucial is becoming better acknowledged. It is generally felt though, as discussed in the research report “What Matters to Us”, that there is now an even greater need for health and well-being to be a primary consideration in the workplace as we recover from the pandemic. Going forward as we develop this framework, we will be asking questions such as “how does the cultural sector need to respond to new forms of working?” and “are new accommodations needed within the sector, now that there are new, different and possibly greater health requirements within Wales, in addition to the existing ones?”

Diversity, Equality and Inclusion

A better Wales is only going to be created through robust consideration of how the cultural sector approaches diversity, equality and inclusion. We will be looking at how greater diversity can be encouraged, both in participating in culture and in the workplace. Questions that we will be asking will include, for example, “how can organisations be held to account for their lack of diversity?”, and “how can we create ‘spaces of belonging’?”.

Ways Forward - *Key Points*

- There needs to be change
- Change needs to be meaningful
- There needs to be clarity
- Accountability and transparency are paramount
- The process of change needs to be co-designed and relational
- Networking should support progressive change
- Training and Resources are needed to upskill and develop the sector
- There should be safe spaces to talk about difficult issues
- Cultural venues need to be spaces of welcome and belonging