

***DivergenX* - Charter**

Non-negotiable

- Everyone is welcome.
- No form of discrimination is tolerated.
- Everything must be accessible.
- All participants must be paid.
- Each person is unique.
- Information must be understandable.
- An administrative structure is necessary.
- Each experience is original.
- There is a programme.
- Every specificity is valid.
- There is a schedule.
- Sales are not the primary goal.
- Sound levels are adapted.
- The structure has the right to public funding.
- Everyone has the right to respect.
- Light intensity is adjustable.
- Making the margins visible is essential.
- Having needs and limits is not selfish.
- No one is alone.
- Being awkward is okay.
- Freedom of expression prevails.
- Everyone has the right to their own space.
- We do what we can.
- There is no shame.
- We do our best.
- The system is inadequate, not us.
- Care is the only norm.
- Everything is enough.
- Nothing is too much.
- Nothing is ever normal.

Negotiable

- The space and the structure are in motion.
- If someone does not feel welcome, adjustments are necessary.
- Accessibility may be modified for justified reasons and on a temporary basis.
- Someone may receive additional payment for a specific task.
- Changes to the programme are possible.
- If one person's use of space infringes on another's, compromise is preferable.
- Schedule adjustments are possible.
- Information may be minimal, but translation is necessary.
- The composition of the team may vary.
- There may be periods where more or less emphasis is placed on sales.
- A limited liability structure is conceivable.
- A specific need may require more attention.
- Artistic direction may change.
- 50/50 is ideal, 40/60 is also acceptable.
- Objectives may evolve.
- Levels of funding may increase or decrease.
- Identity may evolve.
- There may or may not be a fixed location.
- Care is both a foundation and a goal.
- The margin exists alongside the norm and is therefore inherently fluid.
- If everyone is unique, is *DivergenX* as well?
- Fuck it, be weird.