

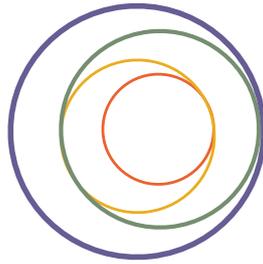
# not a toolkit!

## Fair Collaboration in Cultural Relations A ReflAction

Elaborated by Cristina **Farinha**, Avril **Joffe**,  
Matina **Magkou**, Anna **Steinkamp**, Katelijn **Verstraete**,  
Sudebi **Thakurata** and **D.epicentre** (design partner)

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# NOT A TOOLKIT! FAIR COLLABORATION IN CULTURAL RELATIONS: A REFLACTION

## Mapping the Fairness Journey: My/Our ReflAction Journal

Not a toolkit! Fair Collaboration in Cultural Relations: a reflAction has multiple components, which are embedded on this site, bound together as a series of PDFs in the form of a non-linear multi-part visual reflective journal. These PDFs, which are of A4 size, are versatile in their usage. They have a journal-like feeling, encouraging the users to not just read but to interact with them. Many of the components have spaces to make notes after printing. We encourage you to download the PDFs on your PC, phones or other devices and use a PDF editor to make comments or notes, annotate or highlight. Additionally, there are many resources which are hyperlinked to the PDFs.

Some of the components have downloadable and printable resources, which can be used both in a printed or digital form. The 'Fair ReflAction Game' has cards on Values and Dilemmas, the 'Organisational Wheel of Fairness' has the Wheels, the 'Fairness Checker for Managing Collaboration Projects' has cards for different phases in a project management cycle and a diagram, the 'Critical Glossary' has a digital version of the words in the form of individual image files. The PDFs can be downloaded on different devices and used as they are. They can also be printed on A4 papers through personal and professional printers. The cards need to be printed as A5 size (2 can be printed on an A4 paper). If you want to use the cards in participatory ways, through remote modes, the image files can be downloaded and then uploaded on online collaborative platforms like Miro/ Mural/Google Jamboards. Some examples of this can be found [here](#).

There is not a fixed nor a suggested flow on using the components. Each part is connected to all other parts. You can start anywhere and choose any direction to follow. There is also no fixed timeline within which you need to finish using the Not a toolkit!

For example, you can start by reflActing on a word a day within your organisation, by using the 'Critical Glossary'. As you embark upon the word 'Decolonisation', you can choose to explore that further, by reading the 'Ways of Thinking: Decolonisation and Racism', and either choose to come back to the 'Critical Glossary' or you may then plan to use the 'Organisational Wheel of Fairness' to see practically how some of the unpacked concepts look like within the organisational functions. You can then continue on your reflAction journey by further reading 'Ways of Sensing: Intersectionality' or you may choose to engage with the 'Fair ReflAction Game' to explore the values and dilemmas. While playing the game you can choose to read some of the other 'Ways of' and reflAct upon how those are shaped by your own values and how your values shape action. You can instead go to the 'Fairness Checker' and in the light of exploring it, you may want to read more about concepts associated with fair collaborations by reading the other 'Ways of'.

Alternatively, you can start with the 'Organisational Wheel of Fairness' which can lead to the exploration of values through the 'Fair ReflAction Game' or to the 'Fairness Checker' while initiating an unpacking of various related concepts through the usage of the 'Critical Glossary'. You can also immerse in 'Ways of Sensing: Intersectionality' and reflAct upon the 'Organisational Wheel of Fairness' in the light of intersectionality.

The choice is yours, but we encourage you starting the reflAction journey perhaps through the exploration of the 'Fair ReflAction Game' or the 'Critical Glossary' and let that shape your ways of exploring the rest. You can decide to map your fairness journey through a process of reflAction between 2 to 12 months, by deciding on how frequently and in which order you would like to use the reflAction journal.

There are also four illustrations that show concepts like dialogue, inter-dependence, equality-equity and mutuality-reciprocity. Transcending linguistic barriers we encourage you to explore having a conversation within

your teams or organisations about the elements in the drawings and what these concepts mean for you. You can choose to print them and put them up in your organisations to initiate *provocative reflActions*.

We imagine you to have a dialogic relationship with the reflAction journal. Hence, the tone of this reflAction journal is done primarily in 'first person: singular and plural' ( I/we) as it is supposed to talk to you, as an individual and/or as a group, as you navigate through your journey of fairness.

ReflAction can also happen on the individual or the organisational level. The dialogues could be internal or could be done externally with a group, using the various tools and frameworks offered in the journal, with an external facilitator.

The reflAction process intends to help you track your own trajectory on fairness, in different processes and practices. It helps people reflect, evaluate and act upon how fairness gets manifested. As explained in the *'Introduction'* section of the Not a toolkit! you can reflAct individually or as a group, using the various components of the reflAction journal.

Are you ready to embark on your fair collaboration journey?