



THE WORLD OF WOM:EN FOUNDATION ROME ETS

CODE OF ETHICS

How We Work, Why We Exist

**PALAZZO
NARDINI**

GOVERNO VECCHIO 39



PREMISE

This Code of Ethics defines the principles and behaviors expected of those who work with, collaborate with, visit, or support *The World of Women:en Foundation Rome ETS (WoW)*.

It is not a set of abstract rules, but a living tool that guides our daily practices, internal and external relationships, and our cultural, artistic, and educational choices.

In a time of profound social transformations, WoW chooses to act as a responsible political and cultural space, where care, respect, diversity, and justice are not exceptions but foundations. This code arises from our collective vision and accompanies every project, collaboration, or relationship that takes shape within the Foundation and its exhibition spaces. It is a mutual commitment toward a more just, accessible, and transformative culture, where every person can feel welcomed, heard, and free to express themselves.

INTRODUCTION

The WoW Foundation Rome ETS is born from the belief that culture is a transformative tool and that art can be a form of social justice. Based in the historic Palazzo Nardini in Rome—epicenter of Italy's most significant feminist political experience—the Foundation positions itself as a generative institution: a museum, a research center, a community space, and a laboratory of imagination.

WoW does not simply fill a gap in dominant narratives: it works to radically transform them, rewriting the very structures of cultural production through the principles of *care, justice, equity, and collective intelligence*.

Every cultural act is also a political act: shaping new narratives means building a more just, complex, and shared reality.

With accessible and free programming for the public, WoW promotes exhibitions, cultural practices, and reflections that unite artistic research, critical thinking, and active participation.

**PALAZZO
NARDINI**

GOVERNO VECCHIO 39



VISION & MISSION

WoW envisions a future where culture is not a privilege but a shared responsibility. We want a world where art becomes a space for relationship, regeneration, and repair.

Our mission is to reactivate memory, imagine the future, and build cultural justice. Through our exhibition space, research, education, and community practices, WoW works to make marginalized persons visible, redefine dominant canons, and promote an open, accessible, sustainable, and deeply human cultural institution.

We believe in the transformative power of art and its role in making visible the plurality of lives, identities, and struggles. WoW acts as a public engine for justice, expression, and healing. Every action, exhibition, or project is part of a vision based on creative freedom, equity, and collective responsibility.

OUR CODE OF ETHICS

The *Code of Ethics of The WoW Foundation Rome ETS* defines the principles of responsible behavior and the values that guide our every action. It applies to everyone working on behalf of the Foundation—artists, employees, collaborators, consultants, suppliers, volunteers—in any role and context.

This Code is not merely a set of rules, but a practical guide to approach every situation linked to our cultural, relational, and institutional work with awareness, rigor, and coherence.

Art I - Foundational Principles

Every action we take—from curatorial projects to internal management—is based on non-negotiable principles:

- **Care over exploitation:** we promote regenerative and sustainable practices, allocating resources to directly support vulnerable wom:en and restore value to communities
- **Collaboration beyond domination:** we foster horizontal relationships and authentic dialogue with artists, professionals, activists, and researchers as equal partners
- **Visibility beyond erasure:** we act to transform our predominant cultural systems, making marginalized subjectivities visible and changing not only what is seen but how it is seen
- **Complexity beyond simplification:** we embrace ambiguity, layering, and contradictions as essential parts of reality and critical thinking
- **Environmental justice:** we adopt sustainable practices and assume ecological responsibility
- **Transparency and shared responsibility:** we promote shared governance and open access to information.

**PALAZZO
NARDINI**

GOVERNO VECCHIO 39



Art 2 - Areas of Action and Ethical Guidelines

WoW's practice unfolds across four interconnected activities: *visual arts* as a primary language and space for liberation; culture as a living ecosystem; pedagogy as a collective process that recognizes each person as a bearer of valuable knowledge; and *openness to new territories of knowledge* where wom:en's contributions have been systematically ignored.

These areas guide every ethical, curatorial, and organizational decision. Our commitment is to progressively broaden the horizon of research, embracing languages and knowledge often marginalized or excluded.

Palazzo Nardini is envisioned as a space capable of hosting sciences, technology, philosophy, social innovation, architecture, and all forms of expression where wom:en's contributions have been overlooked or made invisible.

Art 3 - Expected Behaviors

WoW is committed to ensuring safe, diverse, and environmentally respectful environments.

The following are not tolerated:

- discrimination or exclusion based on gender, ethnicity, sexual orientation, disability, age, religion, or socio-economic status
- hostile language, harassment, abuse of power, or intimidating behavior, whether in person or online
- emotional, symbolic, cultural, or labor exploitation, especially of vulnerable or underrepresented individuals.

Everyone collaborating with WoW—curators, artists, suppliers, visitors, staff, partners, sponsors—is expected to:

- act with mutual respect, empathy, and active listening
- reject all forms of discrimination based on gender, ethnicity, sexual orientation, disability, age, social background, or belief
- value informal knowledge, lived experiences, and non-academic practices
- maintain professional behavior based on horizontal collaboration, transparency, and shared responsibility
- promptly report abuse, violence, or unethical behavior.



Art 4 - Accessibility and Inclusion

Access to culture is a human right.

We believe everyone should be able to access cultural experiences freely, meaningfully, and with dignity, regardless of physical, cognitive, economic, linguistic, or social barriers.

The Foundation is committed to full accessibility, considering different bodies, contexts, and capacities.

In particular, it:

- guarantees free admission 4 days a week to remove economic barriers to access
- ensures that all main content (exhibitions, publications, captions, digital communication) is available in at least two languages
- adopts sensory accessibility practices, including tactile devices, audio descriptions, simplified guides, and dedicated pathways
- collaborates with experts, networks, and collectives to design events suitable for neurodivergent, deaf, blind, or other individuals with special needs.
- provides moments, spaces, and tools to support the autonomous participation of those unfamiliar with cultural languages.

Art 5 - Partnership and Sponsorship Criteria

Our core values are not just statements of principle but operational guidelines that inform every curatorial, organizational, and economic decision. Thus, the selection of partners, sponsors, and collaborators follows transparent ethical and value-based criteria, aimed at building lasting, and respectful relationships.

We prioritize:

- *respect for diversity as a source of richness and creative drive*
- *active involvement of communities, audiences, and territories*
- *recognition of human capital and cultural labor in all its forms*

We are interested in working with partners who recognize the importance of the human factor as essential to every project, from governance to production, communication to social return.

We collaborate exclusively with entities that:

- share our principles and operate in respect of human rights, climate justice, and social diversity
- promote gender equality within their organization and in the projects they support
- adopt sustainable and transparent models, both environmentally and financially
- are not involved in activities contrary to our values, including arms manufacturing, fossil fuels, pornography, labor exploitation, systemic discrimination, or the promotion of reactionary, anti-feminist, racist, or ableist ideologies
- demonstrate concrete commitment to cultural, educational, or social innovation.



Art 6 - Governance and Transparency

The Foundation is committed to ensuring that every collaboration is based on principles of transparency, traceability, and shared responsibility. Our governance is inspired by models of cultural democracy, where every party involved—public or private—actively participates in defining goals, evaluating impact, and sharing results.

Our concrete commitments:

- **Updates and impact measurement:** every partner receives reports on activities, audience engagement, reputational returns, and social/cultural impact generated
- **Structured co-creation:** every project is born from a shared process of ideation and planning. Partners are active participants, not mere financial supporters
- Access to qualitative and quantitative metrics: the Foundation uses participatory evaluation tools (surveys, interviews, community feedback) alongside objective indicators (visitors, engagement, media reach) to provide a comprehensive view of the value produced

Art 7 - Reporting and Accountability

Anyone who becomes aware of behavior contrary to the principles of this Code has the right—and responsibility—to report it. Reports can be submitted anonymously and will be collected and evaluated by the Foundation's Ethics Committee.

The Foundation guarantees:

- attentive and impartial listening, without judgment or prejudice
- protection of the whistleblower, who will not be subject to any form of retaliation
- timely and proportionate action, which may include mediation, warnings, suspension, or termination of the relationship, depending on the severity of the facts
- all reports will be handled confidentially and managed according to transparency, justice, and shared responsibility

Art 8 - Adoption and Updates

This Code of Ethics is approved by the Foundation's Administrative Body and is an integral part of its governance. It is binding for all collaborators: artists, employees, suppliers, sponsors, and institutional partners. Violations of this Code of Ethics may lead to disciplinary measures, including suspension and expulsion from the Foundation for members of the Administrative Body, collaborators, or volunteers. The Code of Ethics is subject to periodic review and updates to ensure coherence with current regulations and the Foundation's evolving needs.



FOUNDATION

CODE OF ETHICS

How We Work, Why We Exist

PALAZZO
NARDINI

GOVERNO VECCHIO 39