

#DoWith

A Charter

#DoWith; Unlocking what we can only do together

Version 1.0, June 2026



#DoWith is a grassroots movement. It grows from the ground up, from people, communities and organisations who believe that how we work and learn together matters as much as what we achieve.

This charter is a living document. It is offered as a foundation, something to build on, refine, and challenge as the movement grows and as more voices are added to it. We expect it to evolve.

Where This Comes From

This charter was co-created by the #DoWith organisational meeting, a core group who came together to develop the movement. Through a values clarification process carried out between October 2025 and January 2026 contributors shared their thinking via collaborative sessions, shared documents and a community padlet open to anyone who wanted to take part. What follows is their collective voice, synthesised and structured here so it is not lost and can be built upon by anyone who cares about what #DoWith can become.

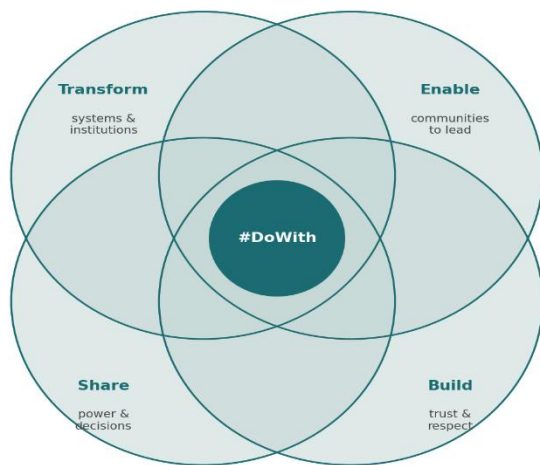
#DoWith's Purpose

Why #DoWith exists

People, communities, and staff working within systems all carry tacit, often hidden, unused knowledge and strengths, shaped, and sometimes constrained, by being 'done to' in different ways.

What #DoWith is here to do

#DoWith exists to unlock this collective capability: transforming society, systems, and institutions from ones that Do To or Do For people into ones that genuinely Do With them.



These four commitments define how #DoWith works:

Transform: shift systems and institutions from Doing To or Doing For people, communities, and staff to working with them as equal partners.

Enable: give communities and those working within systems real ways to shape public services, decisions, and everyday practice, on their own terms.

Share: create ways of working where power, insight, and decision-making flow both ways, recognising the tacit and often hidden knowledge held by communities and staff alike, and centring inclusive practice.

Build: establish trust, equity, and mutual respect so every voice has influence, and so the conditions of #DoWith are lived internally with staff as well as externally with communities.

The Values That Shape #DoWith

#DoWith centres those most impacted

We prioritise the voices of people, communities, and staff at the micro level whose lived experiences surface tacit, often unseen knowledge, assets, and capabilities that remain underused, yet hold the potential to shape change in ways that meet people's real needs.

#DoWith dissolves the 'us and them' divide

We break down the binary between professionals and communities. We build a shared sense of 'we', not as an ideal but as a practice. Staff at the micro level are themselves a community shaped by the conditions they work within; their insight, agency, and relational freedom are essential to Do With, and those same conditions shape the conditions they can offer others.

#DoWith speaks honestly about power

We name the need to move beyond top-down reform. We challenge traditional assumptions about who leads change and we actively work to shift power structures.

#DoWith keeps it simple, human, and unifying

A clear human message brings together individuals and organisations across difference. We value clarity that includes, not complexity that excludes.

#DoWith embraces collective power

None of us is as smart as all of us. We hold multiple missions within one broad aspiration and embrace the belief that together, people, communities, and staff can step into their own power.

#DoWith works relationally

We build trust, equity, and mutual respect. Trust is not only an interpersonal quality; it is a structural condition that systems either enable or undermine. We shape the conditions that allow connection, understanding, and shared humanity to take root and grow.

#DoWith builds with care and intention

We do this work thoughtfully, so that what is created outlasts any individual, programme, or moment. We hold our purpose as an ongoing conversation, not a fixed statement.

How #DoWith Works

#DoWith grows through:

- Showing and celebrating what #DoWith looks and feels like in practice, at every level
- Modelling #DoingWith together, publicly and openly
- Shifting how power works and how decisions are made
- Centring people who are seldom heard and multiply marginalised
- Learning, sharing, and growing together
- Developing simple, accessible #DoWith practices that all can adopt
- Capturing and showing the value of #DoWith through lived stories and clear evidence of what changes
- Nurturing momentum over time; the energy of early work needs sustained commitment and care, not just initial enthusiasm

#DoWith is strengthened by:

- Personal awareness of positionality, power, and rank
- Power-shifting tools and approaches, from participatory democracy to collective leadership to community-led ownership
- Relationships, collaboration, and networks
- Creating space and time for #DoingWith
- Lived experience as a core source of wisdom and motivation
- The insight, assets, and capabilities of staff at the micro level, whose lived experiences of people, places, and everyday realities are essential to #DoingWith
- An ethos of collective power, the belief that together we can achieve what none of us can alone

#DoWith is honest and names the barriers we face.

These are not ideological critiques; they are conditions that many communities and practitioners will recognise:

- Deeply rooted 'doing to' and 'doing for' cultures
- Systems and structures that prioritise targets, compliance, and competition
- Hierarchies where some roles and voices are valued more than others
- Cultures that value speed and productivity over care, relationships, and humanity
- The emotional and practical load carried by people and staff who are already under pressure in their everyday lives

#DoWith Creates

#DoWith creates people, communities, and organisations that:

- Feel more confident and able to navigate systems
- Feel more connected, motivated, and supported
- Create spaces where everyone feels valued and able to contribute
- Share power
- Grow community-led ideas and solutions
- Improve experiences, relationships, and outcomes for everyone

These practice-level changes, in people, relationships, and culture, are the foundation for a deeper, structural shift:

- Fairer health and wellbeing, especially for those with the poorest outcomes
- Communities recognised, valued, and fairly compensated for their contribution
- Professional expertise that supports community-led solutions
- Cultures where health creation is the norm
- Trust between organisations, staff, and communities, as a systemic condition, not just an interpersonal feeling
- Systems and structures that serve people and communities

A Living Document

This is version 1.0. It does not claim to be the definitive voice of the #DoWith movement; it is a contribution to it, grounded in community work that took place between December 2025 and February 2026.

We expect it to be challenged, refined, and added to. The movement will develop it. If you contributed to the values clarification process and would like to be named here, or if you want to build on this work, please get in touch.

Everything should evolve.

Contributors

This charter was shaped by people who contributed in many different ways: through collaborative sessions, shared documents, and open discussion. Every contribution, whatever form it took, helped bring this to life.

Contributors are being added to this section. If you took part in the values clarification process and would like to be named, please get in touch.

About the Author

Ruth Germaine is a nurse whose career has taken her from hospitals and community settings through primary care and into workforce development, not by accident, but because she kept seeing the same pattern: systems doing to and for people rather than with them, and staff who knew what was needed but had no space to act on it.

That recognition shaped everything that followed. Ruth helped develop primary care training hubs and led the creation of core values for place-based learning in health care, work rooted in the belief that how we learn together and who we learn with matters as much as what we learn.

She has been part of the #DoWith movement from its inception, and through her consultancy, Reflective Ruth, she now brings #DoWith approaches to learning and development. Her newest venture, Reflective Health Creations, is developing ways for staff to reflect in real time, and for organisations and systems to genuinely hear and respond to them.

This charter carries her thinking, alongside the voices of many others who share this commitment.