

# WMF Grants Strategy Relaunch



**WIKIMEDIA**  
FOUNDATION

# Objectives

- To transform grantmaking at WMF to be in line with movement strategic direction and better serve equity and the objectives of building a thriving movement.
- To pilot and learn new models that follow the sentiment of the recommendations that ultimately can provide input for the movement strategy implementation and Global Council.
- To align our processes to the vision and use tools for data driven decision making and prioritization.

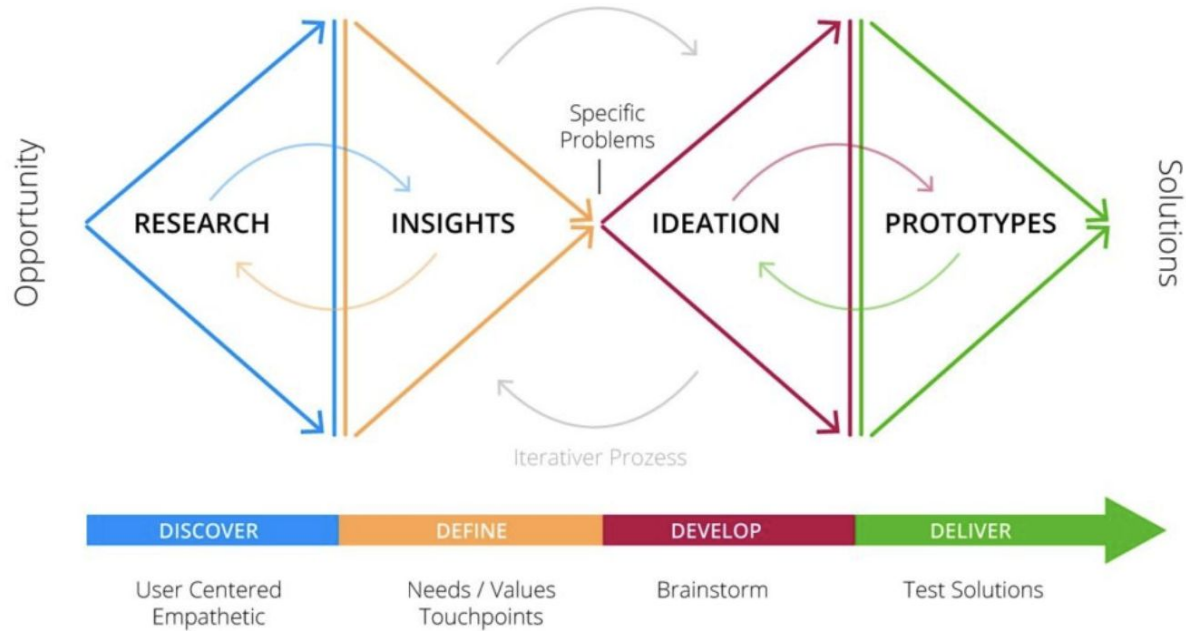
# Core Values to the Process

- Centered on the movement strategy and recommendations
- Grounded in the needs of the movement
- Iterative process, with learning and evaluation built in at each step and communicated throughout
- Equity built into the DNA of the process
- Transparency throughout the process highlighting benefits/costs of different choices
- Participatory approach done well
  - Clear expectation setting, process and feedback loops
  - Clear roles and responsibilities especially for decision making;a priority for participatory decision making structures when feasible
  - Engages actors/stakeholders across WMF and community

# Our Role Hypothesis

CURRENT STATE	FUTURE STATE
Trusted POs. Broader relationship with WMF described as “transactional”. Donor/grantee - Permission/Collaboration.	Create a relationship of <b>partnership</b> and recognition of the value that the foundation and grantees provide.
Information is difficult to aggregate and based largely in meta pages.	<b>Information</b> is aggregated and easily accessible to the community, grantees and WMF so that it can drive <b>decision making and prioritization</b> .
Applicants learn about grants through standard movement communication channel, at events, and some campaigns. Process perceived as complicated, time consuming.	<b>Proactive outreach</b> to identify/diversify the grantee pool and focus on knowledge Equity including global alliances. (non english speaking)
Participatory approach based on transparency and feedback through meta in all programs and peer review selection committees for half of the programs. Successful engagement with committees is varied.	Experiment with new <b>participatory approaches</b> that continue to explore local decision making and subsidiarity.
Connecting grantees done through individual introductions, meta pages, limited learning events, and networking at gatherings.	Create a system to facilitate <b>grantee to grantee learning</b> , support and mentorship.
Current programs support/promote a ladder approach to access to funds and promote a specific organizational structure.	Support grantees with the resources they need to succeed independent of structure <b>making space for new organizational models</b> around the world.
Reactive and limited capacity to support WMF departments with grants that are outside of the current programs.	Intentional collaboration with WMF teams to create <b>aligned flexible</b> grants program that furthers strategic initiatives.

# Design Approach



*Image Source*

# Process Overview

<b>Grant Programs</b>	<b>DISCOVER</b> Info Review  -Foundational pieces -Needs review -Exploratory conversations  <i>CR Team</i>	<b>DEFINE</b> Needs/Gaps  -Synthesis of needs -Summary of constraints -Relative Prioritization  <i>CR Team, WMF Dept</i>	<b>DEVELOP</b> Brainstorm Ideas  -Validation of needs -Brainstorm of solutions -Synthesize Feedback  <i>Reps from Stakeholder Groups</i>	<b>DELIVER</b> Solutions  -Proposed solutions -Community Feedback -Executive sign off -Implementation plan <i>Community Engagement</i>
<b>Grant Process</b>	Ongoing pilot new approaches for applications, reporting. Tools, Data, Metrics review. Emphasis on partnership, diversity, ease. Language.			
<b>Estimated Timeline</b>	August-September 2020	October 2020- January 2021	February- March 2021	

# Timeline Expectations

- The Movement Strategy Implementation will dive deeper into the long term strategy of movement resource allocation and governance structure
  - Establishment of the Global Council
  - Thematic and Regional Hub Development
  - Resource allocation
- Grants strategy relaunch is specifically looking at how WMF grants can support the iterative learning that will feed into the longer term changes proposed by Movement Strategy Implementation
  - Pilot grant programs that are flexible and take into account local context
  - Pilot new regional or thematic participatory approaches for grant decision making
  - Create equitable process that allow access and mutual understanding of impact

