নমস্তে سلام Halo こんにちは Salut Welcome خوش آمدید নমস্কাৰ Hello সতি স্ৰী Hola ਅਕਾਲ வணக்கம் ഹലോ Sawubona ನಮಸ್ಕಾರ Mholo ନମସ୍କାର নমস্কাৰ Ciao નમસ્તે □□□□□ Merhaba 你好 হ্যালো ಹಲೋ హలో 여보세요

The Interim Global Council

Distributed leadership and global decision-making in the Wikimedia movement

20 February 2021

Friendly Space Policy

The organizing team is dedicated to providing a harassment-free space and experience for everyone, regardless of gender, sexual orientation, gender identity or expression, disability, physical appearance, age, race, ethnicity, political affiliation, national origin, or religion—and not limited to these aspects. We do not tolerate any form of harassment of participants. Any participants violating these rules may be sanctioned or expelled from the event at the discretion of the organizers.

If you have questions or need to report an issue, please contact the organizers or your breakout room facilitator immediately. You can send a private message on Zoom or "ask for help."

Agenda

- Welcome and introductions - *5 mins*

- Framing and background - *10 mins*

- Group discussion - *30 mins*

- Report back and reflection - *10 mins*

- Closing - *5 mins*

Kaarel Vaidla
The Wikimedia Foundation

4. Ensure equity in decision-making

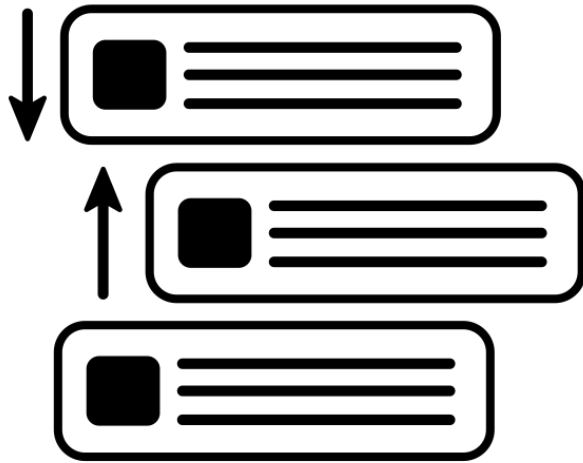Shared responsibility, better representation, and accountability

For decision-making and distribution of resources in the movement.

Initiatives:

- <u>Interim</u> Global Council > Movement Charter > Global Council

- Regional and Thematic Hubs

- Equitable distribution of resources

- Defined roles and responsibilities for all stakeholders
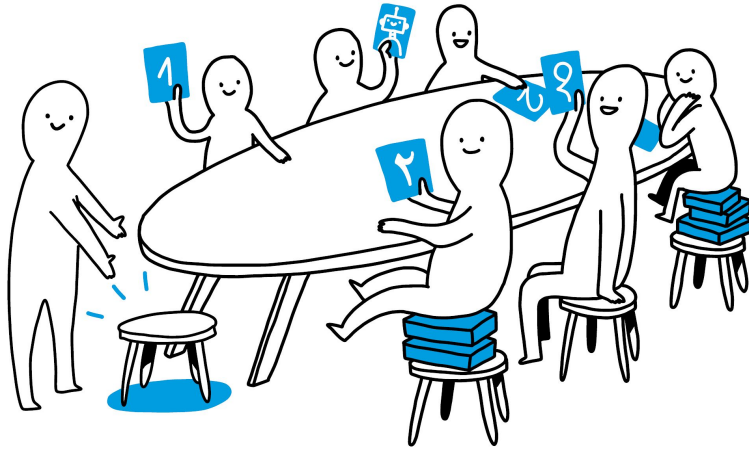
Tasks

The tasks for the Interim Global Council are clear:

- Develop the Movement Charter, and based on it, establish the Global Council

- Design for transfer and distribution of responsibilities in the movement - existing entities and new ones

- Play a leadership role in overseeing the implementation of Movement Strategy

Challenges

The tasks are clear, but the reality is complex. Challenges identified during December's Global Conversations:
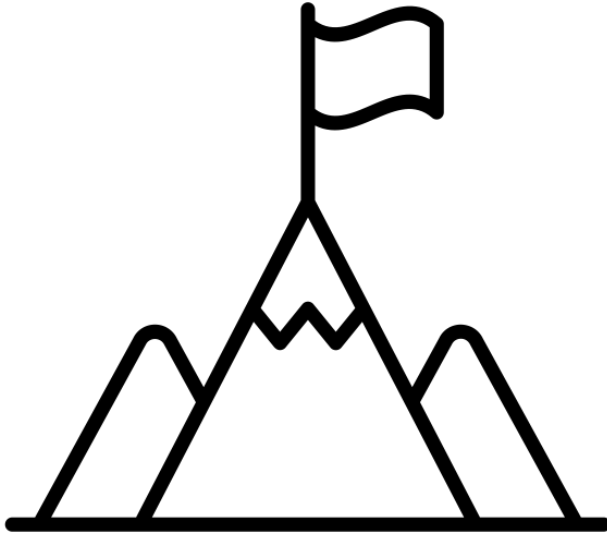
- Large workload
- Compensation for lost time
- Expertise vs. representation
- A clear timeline needed
- Power structures in the movement
- Balancing "missing voices" with "majority" decision-making

General assembly model

Two working groups with a large general assembly

- 40-60 members to ensure coordination and legitimacy by representation
- Two working groups

Benefits

- Good representation and diversity
- Legitimacy of work via representation

Challenges

- Can take a long time to set up
- Time-consuming work, risk of burnout
- Movement ratification may still be needed
- A few will probably shoulder the work

Drafting Committee for Movement Charter

General Assembly of movement representatives

Committee for implementation oversight

Working groups model

Drafting Committee for Movement Charter

Committee for implementation oversight
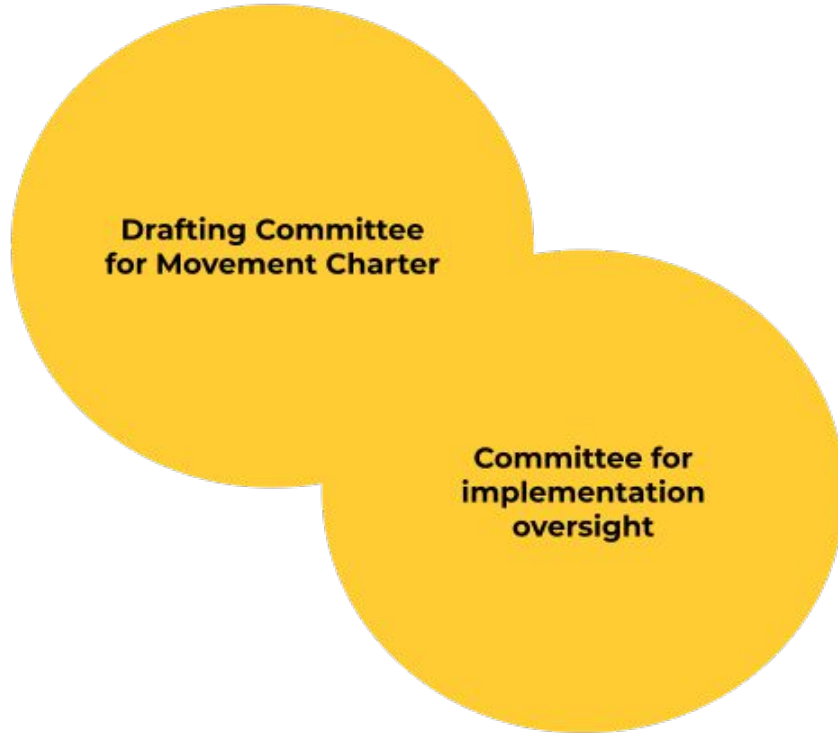
Same two working groups, no general assembly
- Two focused working groups of 10-15 members each
- Coordination via regular meetings
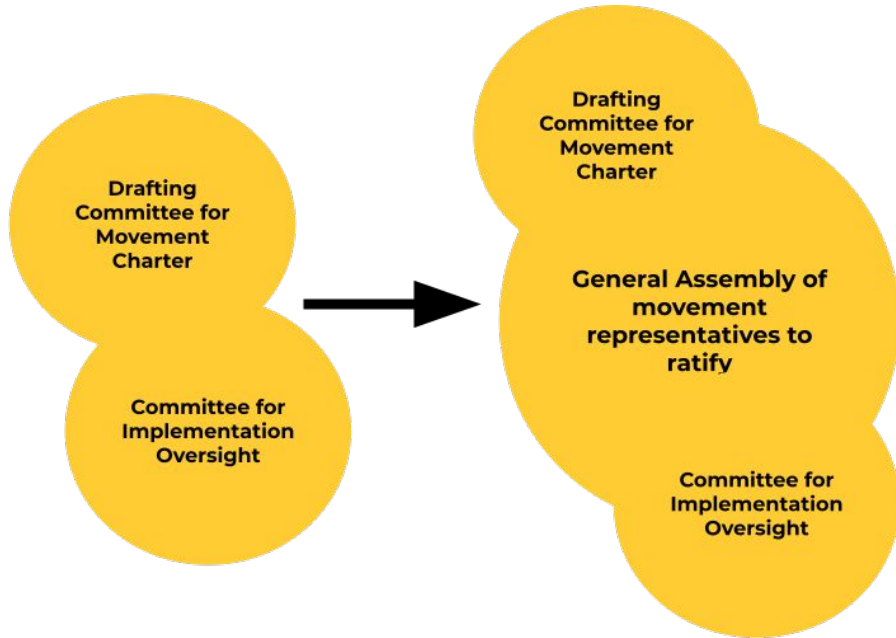- Legitimacy by movement ratification

Benefits
- Focused on the needed skills, can consult for diversity when needed
- Easier set up, faster progress

Challenges
- Less representative of the movement
- The two streams can lose coordination

Hybrid model

Same two working groups, general assembly set up later
- Two focused working groups of 10-15 members each start as soon as possible
- Coordination via regular meetings
- Legitimacy through general assembly to review the work and ratify

Benefits
- Fast progress from the beginning.
- Clear distribution of workload, execution, and decision-making.
- Legitimacy achieved with a representative body for key decisions.

Challenges
- Complex model that might create confusion and process fatigue
- Ratification process is probably still needed

Remaining questions

Structure
- Two focused working groups
- With or without a general assembly?

Representation
- Quotas for representation and mapping of skillset?
- Diversity needed in the structure or can it be achieved in consultations?

Selection
- Combination selection + appointment
- What are the criteria for transparency in community elections?
- How to set up a selection committee?

Image: CC BY-SA 4.0 Riesenspatz / Svenja Kirsch, Anna Lena Schiller

Focus of today's discussion
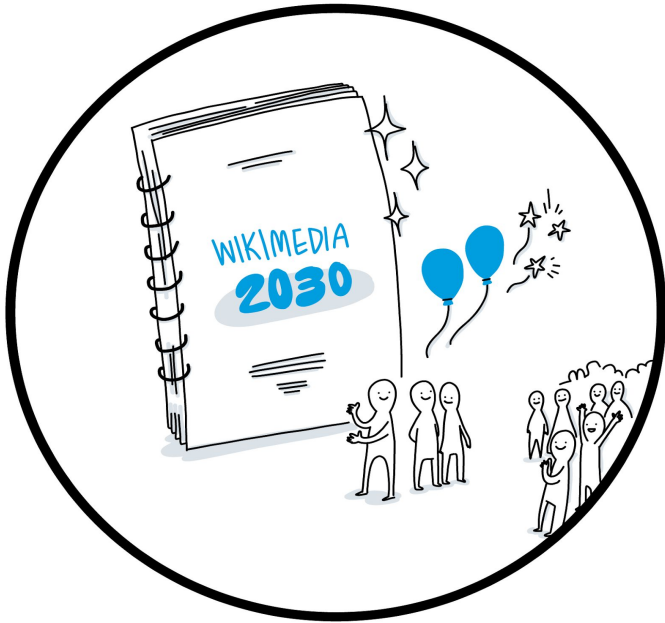
In your opinion, what should be the model for the Interim Global Council?

Breakout Discussions

Take 5-10 minutes to share your thought in the etherpad, then discuss with the group:

What should be the model for setting up the Interim Global Council in 2021?
- Structure
- Representation
- Selection

Wrap up the discussions, report back to the group

Any questions?

What is the work ahead?

- Continue local and global conversations

- Decide on the structure, representation, and selection soon
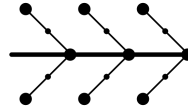
- Start setting up the Interim Global Council

Timeline

Follow-up discussions

Draft plan for implementation
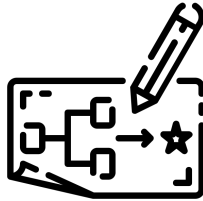
Set up of the support systems

Set up of the initiative teams
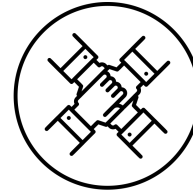
Action
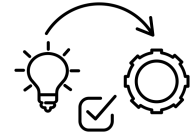
January - February 2021

February

February - June

February - June

April 2021 and onwards

On-wiki discussions
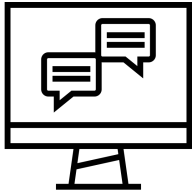
Thank you for being part of today's discussion.

Reach out to us for all your strategy needs:
strategy2030@wikimedia.org