

**AFFILIATES & HUBS: PURPOSE**

**Celebration**

**Deal-breakers**

More ~~opportunities~~ opportunities to support us, ~~create~~ learn, and work together.

~~PLEASE DO THIS:~~  
**DECENTRALIZATION**

- RESOURCE DISTRIBUTION
- CONFLICT RESOLUTION
- POWER
- DECISION MAKING

Chapters are clearly defined

Feedback

**Keep processes simple** (within the org and between movement bodies)

WE WANT YOU TO:  
**RAISE THE BAR TO CREATE A HUB**

- 5 MEMBERS (AFFILIATES)
- 2 IS A COLLABORATION

Feedback

**Improvements**

REDEFINE USER GRPS TO BE INFORMAL ENTITIES. USER GRPS. FORMALIZED SHOULD BE THEMATIC ORGS OR CHAPTERS

Clarity on the role of the hub in resource ~~man~~ management, vis a vis affiliate orgs.

**30% GENDER REPRESENTATION IN HUB ADMIN**

Feedback

**Beyond the Charter**

improve \$ as we learn  
- Especially regarding ~~function~~ contributing to movement funds  
- amendments should be contextual!

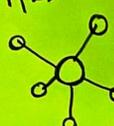
QUESTION:  
**HOW DO YOU PREVENT IMBALANCE WHEN 1 AFFILIATE JOINS 2+ HUBS ?**

Feedback

Topic <b>AFFILIATES+HUBS</b> COLLABORATION & CAPACITY BUILDING	Working Group	Notetaker	Gallery Walk 2/3
<p>Celebration</p> <p>COLLABORATION PROMOTES PEER SUPPORT AMONG AFFILIATES AND HUBS</p> <p>the charter recognises Equity, Inclusivity, Safety and Accountability as key points in the one-page draft</p> <p>Hubs have means for grants and raising funds</p>	<p>Feedback</p>	<p>Deal-breakers</p> <p>EVERY AFFILIATE AND HUB HAVE THE RIGHT, NOT RESPONSIBILITY, TO PARTICIPATE IN COLLABORATION AND PARTNERSHIPS, INCLUDING, CORE TECHNOLOGY</p> <p>We need tangible commitments and actions to ensure equity is centred (such as training, peer support, capacity building)</p> <p>Hubs should be expected to provide training + capacity building for their affiliates</p>	<p>Feedback</p>
<p>Improvements</p> <p>ADD ENABLING PEER SUPPORT AND PEER LEARNING TO THE RESPONSIBILITIES OF HUBS</p> <p>Add to glossary English-specific terms like 'capacity-building', to make more accessible in translation for non-Anglophone contexts</p> <p>Can the charter ensure equity + fairness in fiscal sponsorship for smaller hubs? + affiliates</p>	<p>Feedback</p>	<p>Beyond the Charter</p> <p>THE GROUPS OF HIGHER TIERS ARE ENCOURAGED TO HELP THE GROWTH OF LOWER TIERS THROUGH PEER SUPPORT</p> <p>further discussion is required on terms not widely used outside the Anglosphere, such as 'capacity building'...</p> <p>Support for platforms and shared tools for those platforms</p>	<p>Feedback</p>

Topic	Working Group	Notetaker	Gallery Walk 2/3
<p>RESOURCE DEVELOPMENT (FUNDRAISING)</p>			
<p>Celebration</p> <p>MOVEMENT ORGANIZATION CAN FUNDRAISE IS GOOD</p> <p>Recognising the importance of → CO-ordination → financial sustainability</p>	<p>Feedback</p>	<p>Deal-breakers</p> <p>Make it <u>CLEAR</u> that fundraising is optional</p> <p>INCLUDE ACKNOWLEDGEMENT OF FUTURE RECONSIDERATION OF AFFILIATE BANNER FUNDRAISING DECISION BY WMF BOARD</p> <p>Feedback</p>	<p>Feedback</p>
<p>Improvements</p>		<p>Beyond the Charter</p>	
<p>Define and Expand 'Capacity Building' for fundraising</p> <p>CLARIFY (ADD) BANNER FUNDRAISING TO REVENUE GENERATION GLOSSARY</p> <p>"MEMBERSHIP FEES FOR AFFILIATES" ↳ REWORD TO AVOID CONFUSION: "MEMBERSHIP FEES GIVEN TO AFFILIATES"</p>	<p>Prioritise as per local context</p> <p>Feedback</p>	<p>Co-ordination: Avoid competition for the same funds</p> <p>CREATE PATHWAYS FOR DONORS TO RECEIVE COMMUNICATION FROM OTHER MOVEMENT BODIES</p> <p>CREATE A CULTURE OF TRANSPARENCY IN <u>ALL</u> FUNDRAISING (WMF &amp; OTHERS)</p> <p>Feedback</p>	<p>Feedback</p>

Topic	Working Group	Notetaker	Gallery Walk 2/3
<p>Affiliates &amp; Hubs Rights, Responsibilities Roles &amp; Types</p>			
<p>Celebration</p> <p>Flexibility in decisions allows affiliates to do their work in a unique way. Based on Hubs role in dissemination of values.</p> <p>Output</p> <p>Feedback</p>		<p>Deal-breakers</p> <p>HUBS MUST BE PERMITTED TO DO FUNDRAISING AND GRANTMAKING, INCLUDING BANNER CAMPAIGNS IN A WAY THAT DOES NOT CREATE A POWER HIERARCHY OVER AFFILIATES.</p> <p>HUBS SHOULD BE ALLOWED TO VOTE AT GC.</p> <p>Output</p> <p>Feedback</p>	
<p>Improvements</p> <p>Maximal Entities groups are explicitly bound by COE duty of care and local regulation, ensuring solidarity and transparency of decision-making.</p> <p>MC should clarify how HUBS can support INDIVIDUALS who are NOT members.</p> <p>Feedback</p>		<p>Beyond the Charter</p> <p>1) GIVE SUPPLEMENTAL DOCUMENTS OFFICIAL STATUS <del>AS AMBULANCES</del> BUT EASIER TO CHANGE THAN CHARTER.</p> <p>THIS INCLUDES PRACTICAL ASPECTS OF INCREASING DIVERSITY AND SUPPORTING CONFLICT RESOLUTION / RESTORATIVE JUSTICE.</p> <p>Output</p> <p>Feedback</p>	

Topic	Working Group	Notetaker	Gallery Walk 2/3
<p>Global Council: Purpose &amp; Resource</p>			
<p>Celebration</p> <p>COMMUNITY CENTERED DECISION MAKING </p> <p>The need for resources in the GC has been recognised</p> <p>Staff support is <u>Necessary</u></p>	<p>Feedback</p>	<p>Deal-breakers</p> <p>CLEARLY DEFINE <sup>(i)</sup> THE GLOBAL COUNCIL PURPOSE AND EXPLAIN HOW IT SOLVES MOVEMENT'S PROBLEMS</p> <p>Aligned with the overall purpose the financial independency and autonomy needs to be <u>defined</u> and <u>guaranteed</u>.</p> <p>MUST STAFF REPORT EXCLUSIVELY TO THE G.C.</p>	<p>Feedback</p>
<p>Improvements</p> <p>Render budgets and implications (GC, processes, movement budget...) transparent and comprehensible</p> <p>CLARIFY <sup>(GC)</sup> ROLES AND RESPONSABILITIES OF STAFF</p> <p>INCLUDING </p> <p>EXECUTIVE BODY with clear roles and responsibilities, clear powers, mutual accountability. </p>	<p>Feedback</p>	<p>Beyond the Charter</p> <p>BUDGET TO INCLUDE FREE AND OPEN SOURCE SOFTWARE AND TOOLS DEV FOR GOVERNANCE, TRANSLATIONS, TRAINING...</p> <p>TECHNOLOGY AND OPERATIONAL FOCUSED WMF + COMMUNITY FOCUSED GC</p> <p>PROTECTION MECHANISM FOR STAFF FROM INTERNAL/EXTERNAL LOBBYING</p>	<p>Feedback</p>

Topic	Working Group	Notetaker	Gallery Walk 2/3
GLOBAL COUNCIL & WMF			2

**Celebration**

We are happy that the gc has been given its first Responsibility

Everyone here seems well-intentioned.

Feedback

**Deal-breakers**

The Global Council must have a dedicated multi-year operating budget that is managed separately from the Foundation's general Funds

The GC in current draft does not have enough decision making power in these topics:

- Strategy
- Budget

Checks & Balances for the work of the GC ~~that~~ will be put in place.

Feedback

**Improvements**

The GC should directly manage their own staff

THE GLOBAL COUNCIL WILL BE THE HIGHEST DECISION MAKING BODY. THE TECHNICAL PLATFORM CANNOT BE TRANSFERRED YET (NOT IN 2024). THIS INCLUDES SUB ASPECTS TO IT: HATARE: BRAND, LEGAL STRUCTURE OF WMF, AND BANNER FUNDRAISING PRINCIPLES.

Global Council should drive strategy - from the beginning. Rest can be worked out over time.

Feedback

**Beyond the Charter**

The gc's 1<sup>st</sup> goal is to create a plan\* to become the decision making body on all Resource distribution in the movement (in Collaboration with WMF)

More power will be transferred to the GC from the WMF beyond 2024.

Feedback

## Celebration

PROVISIONS FOR  
MEMBERSHIP  
CRITERIA  
(DE § 1)

GCA MAKES  
EQUITY IN REP.  
POSSIBLE

Feedback

## Deal-breakers

A DEALBREAKER IS  
IF LESS THAN  
60% OF GCA MEMBERS  
COME FROM GLOBAL  
SOUTH.

NOT ENOUGH  
REPRESENTATION  
FROM UNORGANISED  
VOLUNTEERS.

Feedback

## Improvements

ADOPT THE PRE-  
DEFINED REGIONS  
(8 REGIONS +  
1 FOR THEMATIC  
FOR GCA MEMBERSHIP  
QUOTAS

Output

MORE  
CLARITY ON  
(DE) SELECTION  
PROCESS

Feedback

## Beyond the Charter

1. EXPAND THE  
GLOSSARY/INTERPRETATION

Output

Feedback

<p>Topic</p> <p><b>Resource Distribution</b></p>	<p>Working Group</p>	<p>Notetaker</p>	<p>Gallery Walk 2/3</p>
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<p>Celebration</p> <p>equitable distribution</p> <p>ACKNOWLEDGED THAT ACCESS TO KNOWLEDGE + TECHNOLOGY IS ALSO RESOURCE DISTRIBUTION</p> <p>FUNDS DISTRIBUTION PROCESS OPENED A BIT</p>	<p>Feedback</p>	<p>Deal-breakers</p> <p>REGIONAL GRANT BUDGET IS MUST</p> <p>FOR EQUITABLE RESOURCE DISTRIBUTION:</p> <ul style="list-style-type: none"> <li>- FULL TRANSPARENCY</li> <li>- EVERY LEVEL</li> <li>- FOR ALL PARTIES</li> </ul> <p>ON CRITERIA FOR DECISIONS + DECISIONS MADE.</p> <p>THERE NEED TO BE GOVERNANCE STRUCTURES IN PLACE, IN CASE WMF DOES NOT FOLLOW GC ADVICE</p> <p>THE GC DECIDES ON ALL NON-CORE SPENDING AND NEEDS TO HAVE A SAY IN THE STRATEGY REGARDING <del>THE</del> CORE SPENDING</p>	<p>Feedback</p>
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<p>Improvements</p> <p>THEMATIC GRANT BUDGET is distributed by set priorities; separation of budgets prevents unwanted competition</p> <p>IF THERE HAS TO BE FULL TRANSPARENCY THERE HAS TO BE INCLUSION OF</p> <ul style="list-style-type: none"> <li>- POLICY</li> <li>- CRITERIA</li> <li>- EVALUATION</li> <li>- SAFETY &amp; VETTING</li> </ul> <p>Introduce an Ombuds-Committee to the charter</p> <p>66% of the GC can veto important decisions by the Council (e.g. branding, Superprotect etc.) and call for resignation of the CEO</p> <p>WMF Board Community Seats are filled by GC representatives</p>	<p>Feedback</p>	<p>Beyond the Charter</p> <p>communities and affiliates could advice GC when distributing resources.</p> <p>USE OF AI FOR FACILITATING THE RESOURCE DISTRIBUTION</p> <p>RESEARCH REGARDING GC ELECTIONS SO IT DOES NOT BECOME A POPULARITY CONTEST</p> <p>PARTICIPATORY BUDGETING GOVERNANCE DOCUMENT</p>	<p>Feedback</p>
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