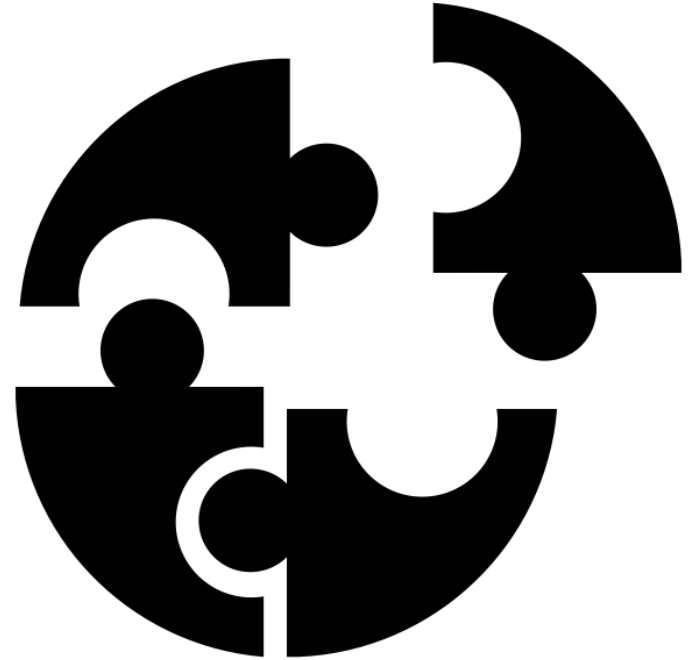# Content Framing:
Composition

June 27, 2021

Complexity of the conversations

- Too many conversations happening at the same time

- Addressing topics and issues that have been around and not resolved for a long time

- Strongly formed opinions / viewpoints, lack of willingness to truly listen to each other

- Accommodating both "dinosaurs" and "newcomers"

Created by SHAHAREA
from Noun Project

1. What composition should the committee have in terms of movement roles, gender, regions, affiliations and other diversity factors?

Agreements

- Group of 15-20

- Representation in the Committee needed for all movement groups

- Diversity and expertise matrices make sense and could be used as a basis for group composition

- Need to engage underrepresented communities in the global governance conversations

Created by Silviu Ojog
from Noun Project

Disagreements

- Purpose of diversity criteria - aim vs requirement

- Using or not using quotas / fixed number of seats to ensure
  - Representation
  - Diversity
  - Balance of voices

- Including "informal" groups and external voices
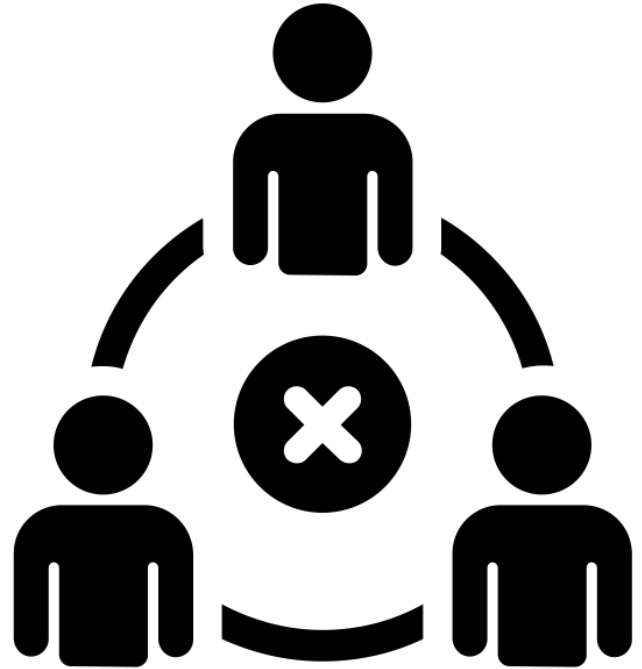
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Key topics

- Define fixed numbers of seats for projects, affiliates, and WMF

- Fulfill the requirements of diversity and expertise without fixed seats for projects, affiliates, and WMF

- Have equal representation from all movement regions, i.e. 12.5% of seats per region (CEE, ESEAP, Iberocoop, Indaba, MENA, North America, SAARC, Western Europe)
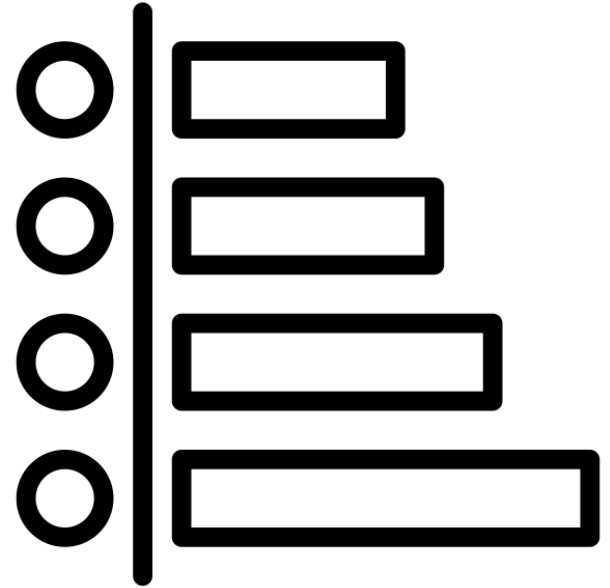
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Content Framing:
(S)election process

June 27, 2021

Complexity of the conversations

- Too many conversations happening at the same time

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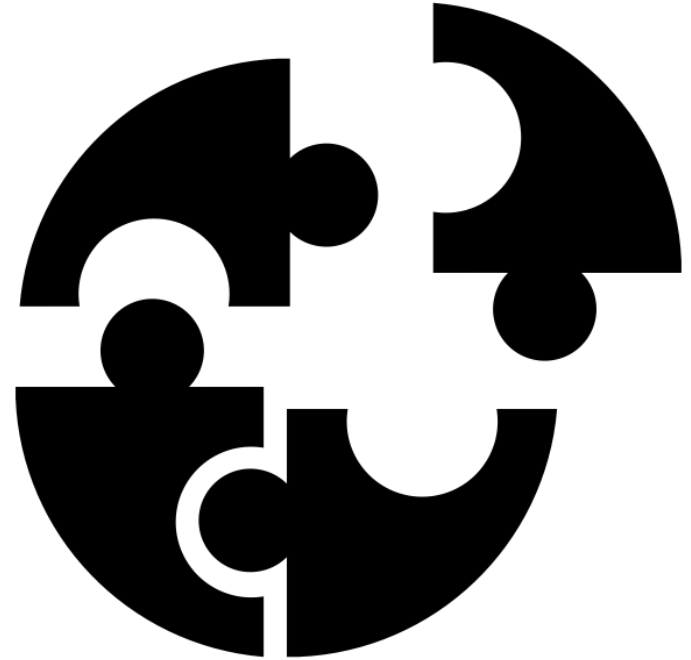
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2. What is the best process to select the committee members to form a competent and diverse team?

Agreements

- Form a diverse and competent team - cast a deep and wide net for candidates

- Process that reaches wide range of communities
  - Language support to ensure accessibility of the process

- Use the existing regional models to facilitate the discussions

Created by Silviu Ojog
from Noun Project

Disagreements

- Definitions of how decisions are made

- Level of participation needed in the (s)election for agency and legitimacy
  - Direct or indirect selection
  - Sortition / random selection
  - Open process w/o committee

- Local vs global candidate pool

- Speed of progress of the process - moving ahead vs ensuring everyone is on board
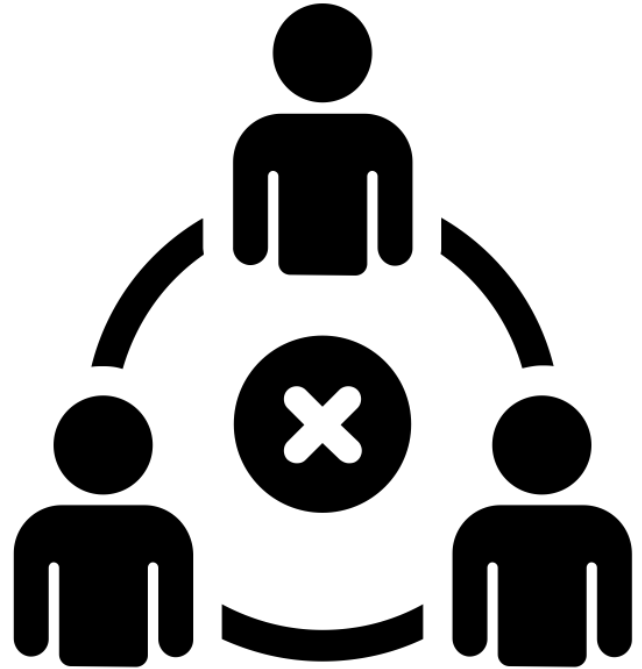
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Key topics

- Projects and affiliates elect the majority of the members through community elections

- Projects, affiliates, and WMF choose the majority of the committee through indirect selection groups

- Have one global pool of candidates

- Have regional / local pools of candidates
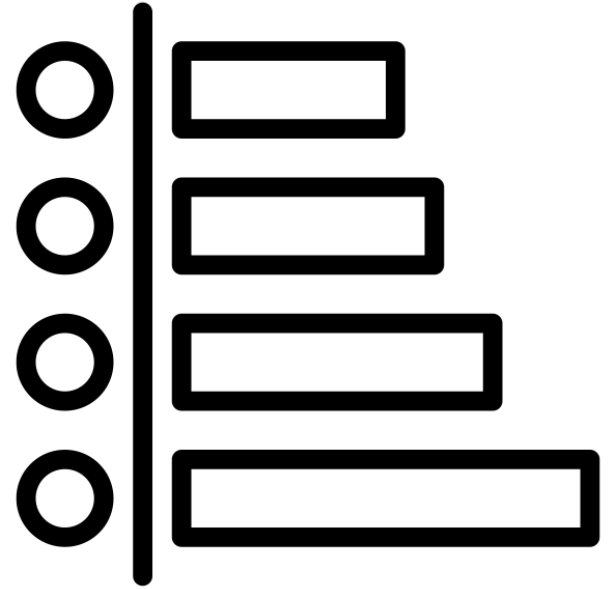
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Key topics

- For implementing the selection process we need consensus among the proponents of the various proposals presented so far

- For implementing the selection process we need proof of approval from the projects and affiliates

- If there is no consent by July 21, Foundation staff can form a selection group inviting projects' and affiliates' volunteers to start the process
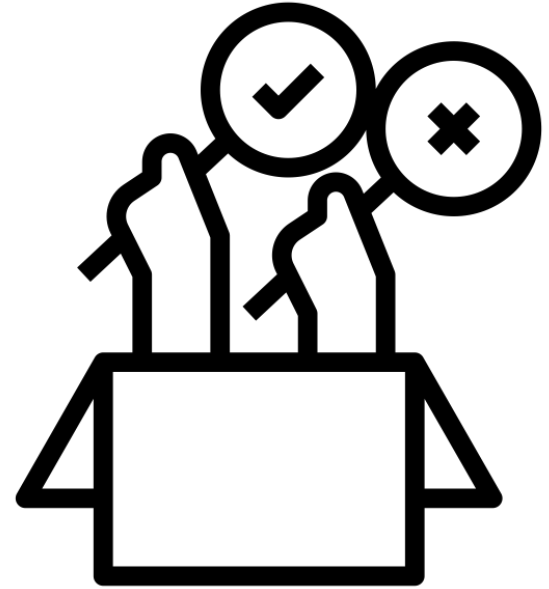
Created by ArmOkay
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Content Framing:
Volunteer roles

June 27, 2021

Complexity of the conversations

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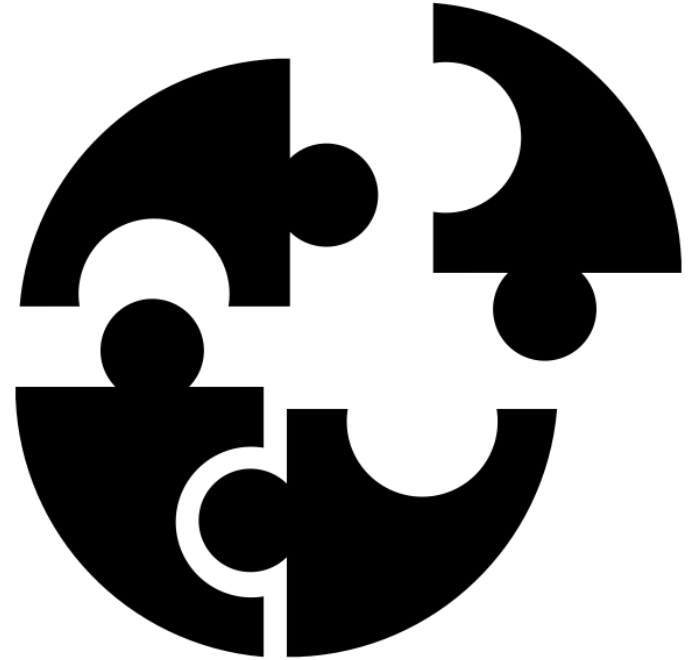
3. How much dedication is it reasonable to expect from committee members, in terms of hours per week and months of work?

Agreements

- Drafting the Charter is important work and requires commitment
- Ensure people are well supported in making the commitment and participating
  - Should not ask underrepresented groups for more time than they can offer
  - Provide financial compensation for time contribution
- Need for replacement mechanisms

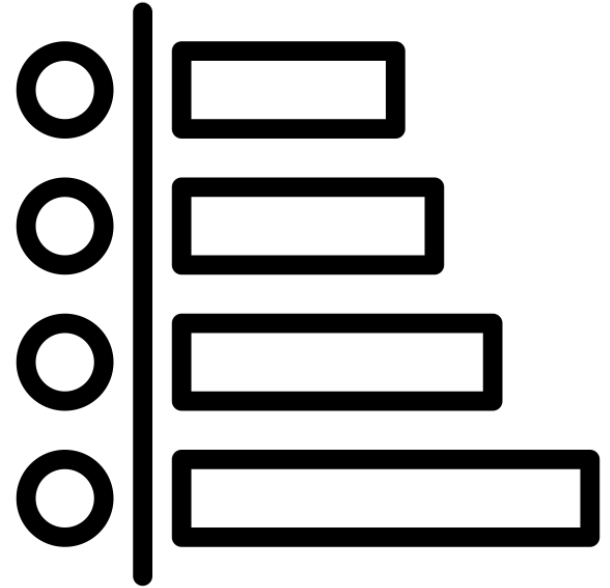Created by Silviu Ojog
from Noun Project

Disagreements

- Concrete expectation for commitment

- Distribution of workload with wider movement and experts

- Language proficiency, languages used in the committee
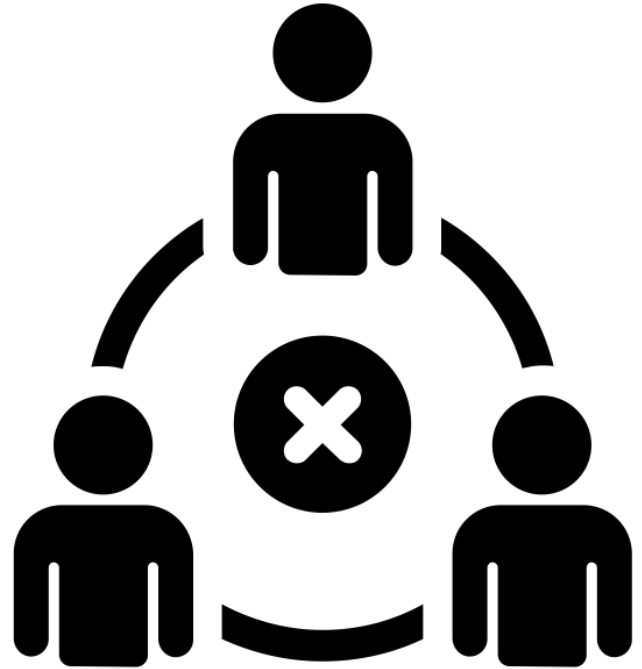
Created by Alice Design
from Noun Project

Key topics

- Committee members should not have to commit more than 5 hours per week.

- Committee members must work with working groups open to volunteers and specialists to distribute their work

- Members should have proficient English skills

- Members should not be required to be fluent English speakers

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from Noun Project