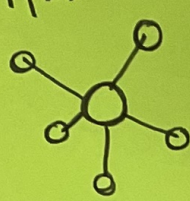



(II.1) Global Council: Purpose and Resources

Topic	Working Group	Notetaker	Gallery Walk 2/3
<p>Global Council: Purpose & Resource</p>			
Celebration		Deal-breakers	
<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>	Feedback	<p>CLEARLY DEFINE ① 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 defined and guaranteed.</p> <p>MUST STAFF REPORT EXCLUSIVELY TO THE G.C.</p>	<p>how it solves problems *or improve things</p> <p>essentially needed requirement!</p> <p style="text-align: center; vertical-align: middle;">Feedback</p> <p>need clarification how is this supposed to help</p>
Improvements		Beyond the Charter	
<p>Render budgets and implications (GC, movement budget...) transparent and comprehensible</p> <p>CLARIFY ROLES AND RESPONSIBILITIES OF STAFF INCLUDING SECRETARIAT DECISION IMPLEMENTATION COMMUNICATION</p> <p>EXECUTIVE BODY with clear roles and responsibilities clear powers mutual accountability </p>	Feedback	<p>BUDGET TO INCLUDE FREE AND OPEN SOURCE SOFTWARE AND TOOLS DEV FOR GOVERNANCE, TRANSLATIONS, TRAINING...</p> <p>TECHNOLOGY AND OPERATIONAL FOCUSED NMF + COMMUNITY FOCUSED GC</p> <p>PROTECTION MECHANISM FOR STAFF FROM INTERNAL/EXTERNAL LOBBYING</p>	<p style="text-align: center; vertical-align: middle;">Feedback</p> <p>great proposal! also for volunteers</p>

(II.2) Global Council: Global Council and WMF

Topic	Working Group	Notetaker	Gallery Walk 2/3
<p>GLOBAL COUNCIL & WMF</p>			<p>2</p>
Celebration		Deal-breakers	
<p>We are happy that the gc has been given its first responsibility</p> <p>Everyone here seems well-intentioned.</p>	Feedback	<p>The Global Council must have a dedicated multi-year operating budget that is managed separately from the Foundation's general funds</p> <p>The GC in current draft does not have enough decision making power in these topics:</p> <ul style="list-style-type: none"> • Strategy • Budget <p>Checks & Balances for the work of the GC will will be put in place.</p>	Feedback
Improvements		Beyond the Charter	
<p>The GC should directly manage their own staff</p> <p><small>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 THAT ARE: BRAND, LEGAL STRUCTURE OF WMF, AND BANNER FUNDRAISING PRINCIPLES.</small></p> <p>Global Council should drive strategy from the beginning. Rest can be worked out over time.</p>	Feedback	<p>the gc's 1st task is to create a plan to become the decision making body on all Resource distribution in the movement (in collaboration with WMF)</p> <p>More power will be transferred to the GC from the WMF beyond 2024.</p>	Feedback

(II.3) Global Council: Representation and Composition

Topic	Working Group	Notetaker	Gallery Walk 2/3
<p>Representation & Composition</p>	<p>Selection Process for Representation & Policy for Inclusion</p>		
Celebration		Deal-breakers	
<p>PROVISIONS for MEMBERSHIP CRITERIA (DE #1)</p> <p>GCA MAKES EQUITY IN REP. POSSIBLE</p>	Feedback	<p>A DEALBREAKER IS IF LESS THAN 60% OF GCA MEMBERS COME FROM GLOBAL SOUTH.</p> <p>NOT ENOUGH REPRESENTATION FROM UNORGANISED VOLUNTEERS.</p>	Feedback
Improvements		Beyond the Charter	
<p>ADOPT THE PRE-DEFINED REGIONS (8 REGIONS + 1 FOR THEMATIC FOR GCA MEMBERSHIP QUOTAS)</p> <p>MORE CLARITY ON (DE) SELECTION PROCESS</p>	<p>Include options to invite people as non-voting member to provide extra perspectives to the decision-making members (e.g. Advocacy / Legal / Public Policy / Unrepresented affiliates, etc.)</p> <p>this is must! we already have very bad experiences when WMF volunteers and stuff doesn't have enough capacity for their work</p>	Output	Feedback

need balance between representation and skills. e.g. are there enough highly strategically thinking activists in GS to meet the proposed quota?

if introducing quotas, should be transparently explained how they have been calculated and present process to recalculate them when circumstances change

(II.4) Affiliates and Hubs: Purpose

Topic	Working Group	Notetaker	Gallery Walk 2/3
<p>AFFILIATES & HUBS: PURPOSE</p>			
Celebration		Deal-breakers	
<p>More opportunities opportunities to support us, needed learn, and work together.</p> <p>DECENTRALIZATION</p> <ul style="list-style-type: none"> - RESOURCE DISTRIBUTION - CONFLICT RESOLUTION - POWER - DECISION MAKING <p>Chapters are clearly defined</p>	Feedback	<p>Keep processes simple (within the org and between movement bodies)</p> <p>WE WANT YOU TO RAISE THE BAR TO CREATE A HUB</p> <ul style="list-style-type: none"> - 5 MEMBERS (AFFILIATES) - 2 IS A COLLABORATOR 	Feedback
Improvements		Beyond the Charter	
<p>REDEFINE USER GRPS TO BE INFORMAL ENTITIES. USER GRPS FORMALIZED SHOULD BE THEMATIC ORGS OR CHAPTERS.</p> <p>Clarity on the role of the hub in resource line management, vis a vis affiliate orgs.</p> <p>30% GENDER REPRESENTATION IN HUB ADMIN</p>	Feedback	<p>need clarification on purpose of that incorporation should be one but not the only one criteria to distinguish aff types</p> <p>Improve \$ as we learn - Especially regarding fundraising. Contributing to movement funds</p> <ul style="list-style-type: none"> - amendments should be contextual. <p>QUESTION: HOW DO YOU PREVENT IMBALANCE WHEN AFFILIATE JOINS 2+ HUBS?</p> <p>if introducing quotas, should be transparently explained how they have been calculated and present process to recalculate them when circumstances change</p>	Feedback

(II.5) Affiliates and Hubs: Rights, Responsibilities, Roles and Type

Topic	Working Group	Notetaker	Gallery Walk 2/3
<p>Affiliates & Hubs Rights, Responsibilities Roles & Types</p>			
Celebration	Deal-breakers		
<p>Flexibility in decisions allows affiliates to do their work in a unique way. Based on Hubs role in dissemination of values.</p>	Feedback	<p>MUST BE RELATED TO NO HUBS RESPONSIBILITIES AND CRAFTING 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>	Feedback
Improvements	Beyond the Charter		
<p>Nonmat 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>	Feedback	<p>1) GIVE SUPPLEMENTAL DOCUMENTS OFFICIAL STATUS AND BUT EASIER TO CHANGE THAN CHARTER.</p> <p>THIS INCLUDES PRACTICAL ASPECTS OF INCREASING DIVERSITY AND SUPPORTING CONFLICT RESOLUTION / RESTORATIVE JUSTICE.</p>	Feedback

(II.6) Affiliates and Hubs: Collaborations and Capacity Building

Topic AFFILIATES + HUBS COLLABORATION & CAPACITY BUILDING	Working Group	Notetaker	Gallery Walk 2/3
Celebration		Deal-breakers	
<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>	Feedback	<p>EVERY AFFILIATE AND HUB HAVE THE RIGHT, NOT RESPONSIBILITY, TO PARTICIPATE IN COLLABORATION AND PARTNERSHIPS, INCLUDING, COPE 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>	Feedback
Improvements		Beyond the Charter	
<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>	Feedback	<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>	Feedback

well targeted capacity building based on explored needs of affiliates (both the needs affiliates are aware of and unaware of)

use of holistic approach for development of individuals (e.g. Integral Life Practise), and systems approach for development of groups

(II.7) Financial Resources: Resource Development (Fundraising)

Topic	Working Group	Notetaker	Gallery Walk 2/3
<p>RESOURCE DEVELOPMENT (FUNDRAISING)</p>		<p><i>Info</i></p>	
Celebration		Deal-breakers	
<p>MOVEMENT ORGANIZATION CAN FUNDRAISE IS GOOD</p> <p>Recognising the importance of → CO-ordination → financial sustainability</p>	Feedback	<p>Make it CLEAR that fundraising is optional</p> <p>INCLUDE ACKNOWLEDGEMENT OF FUTURE RECONSIDERATION OF AFFILIATE BANNER FUNDRAISING DECISION BY WMF BOARD</p>	Feedback
Improvements		Beyond the Charter	
<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>	Feedback	<p>Prioritise as per local context include moral considerations, e.g. is it acceptable to provide banner fundraising for affiliation that long-term violated its affiliation agreement?</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 ALL FUNDRAISING (WMF & OTHERS)</p>	Feedback

(II.8) Financial Resources: Resource Distribution

Topic	Working Group	Notetaker	Gallery Walk 2/3
<p>Resource Distribution</p> <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"> - FULL TRANSPARENCY - EVERY LEVEL - FOR ALL PARTIES <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 CORE SPENDING</p>	<p>Feedback</p> <p>totally!</p>
<p>Improvements</p> <p>THEMATIC GRANT BUDGET is distributed by set priorities; separation of budgets prevents unbounded competition</p> <p>IF THERE HAS TO BE FULL TRANSPARENCY THERE HAS TO BE INCLUSIVENESS</p> <ul style="list-style-type: none"> - POLICY - CRITERIA - EVALUATION - SAFETY & VETTING <p>Introduce an ombuds - Committee to the charter</p> <p>66% of the GC can veto important decisions by the Chair (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 advise 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> <p>use of AI (and any other tool) should be a right but not a requirement</p> <p>balance between likeliness and collaborativeness and other skills</p>