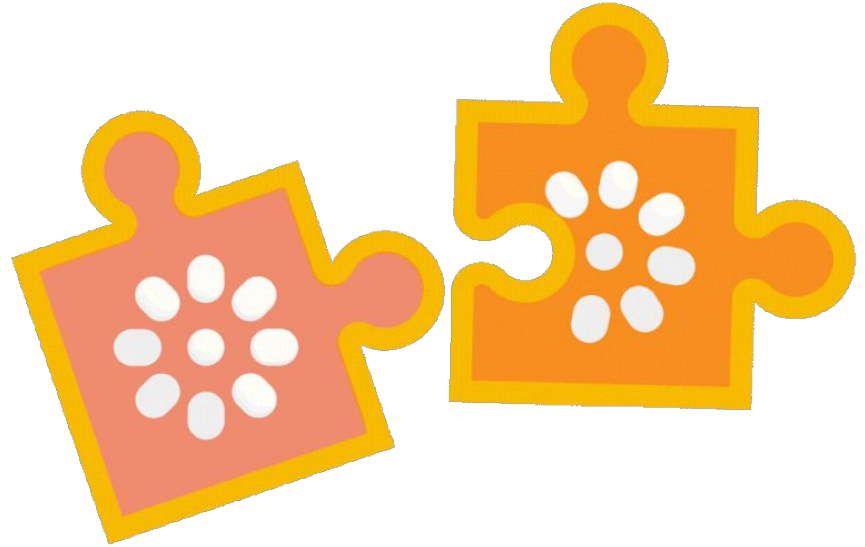


# Designing equitable decision-making in the Wikimedia Movement

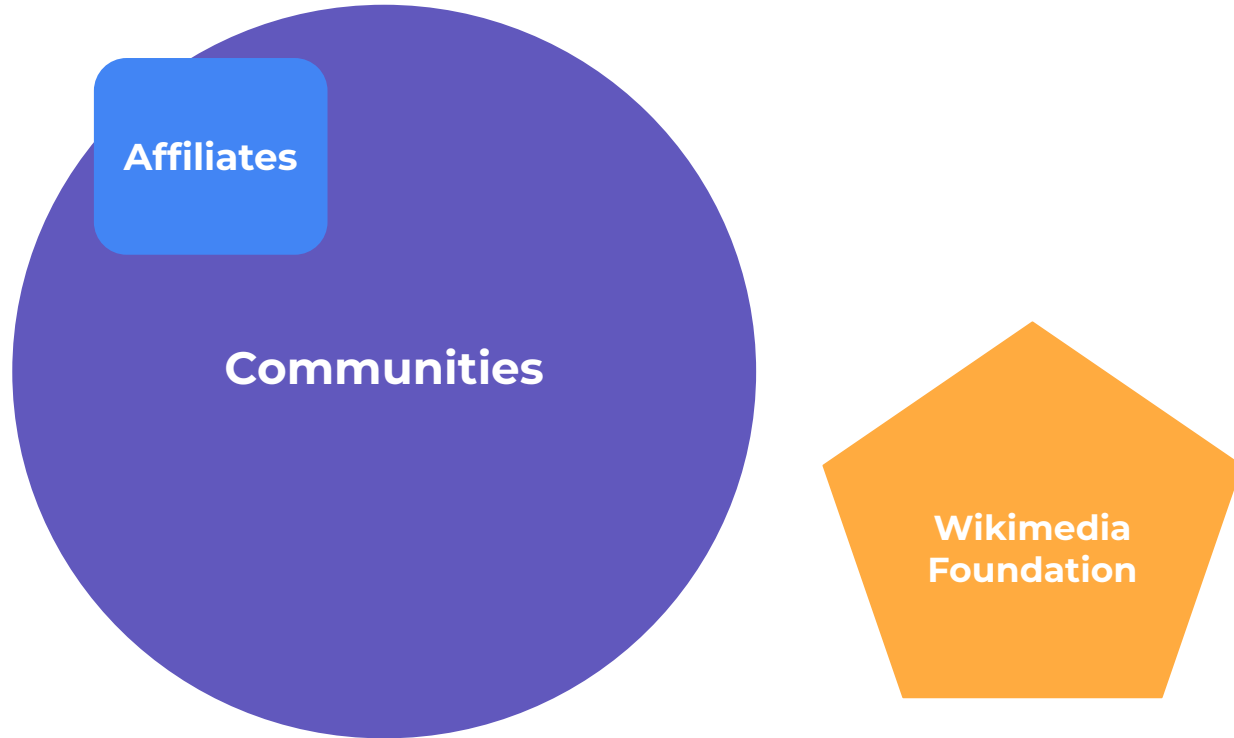
Alice Wiegand, Nora Circosta, Nicole Ebber

# General Framing

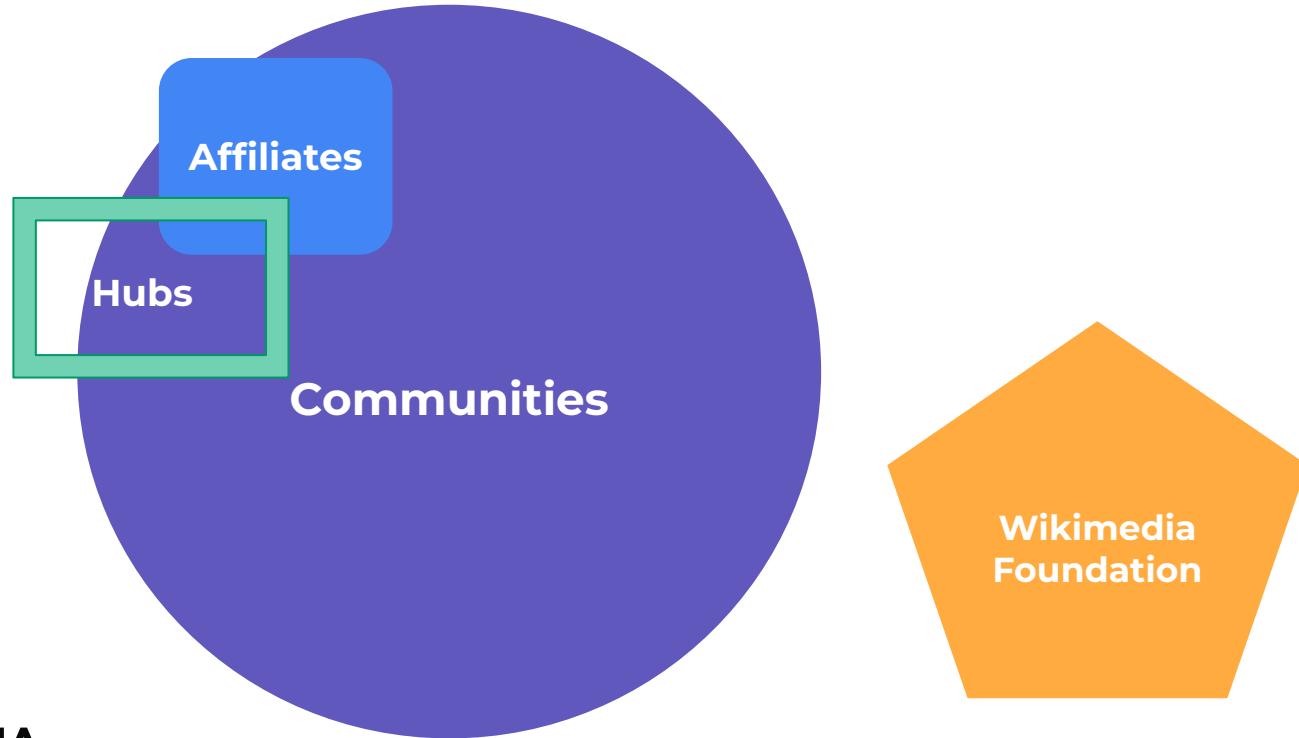
- **Governance** is how decisions are made that affect the environment in which you do your work.
- So far, a defined governance structure for our Movement is missing – i.e. who takes which decisions has not yet been defined.
- People feel that some decisions are not fair and not legitimate.
- A group of people (MCDC) is drafting a Charter to improve the current situation.



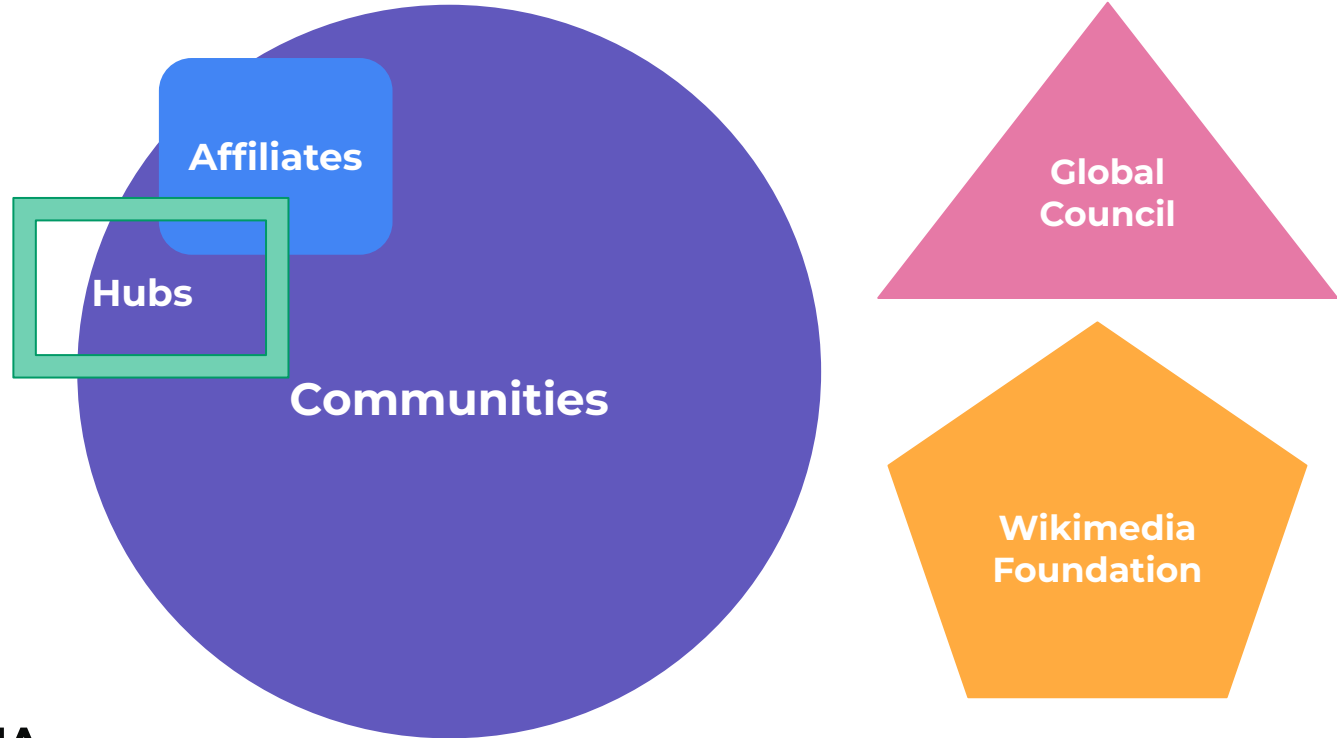
# The current situation



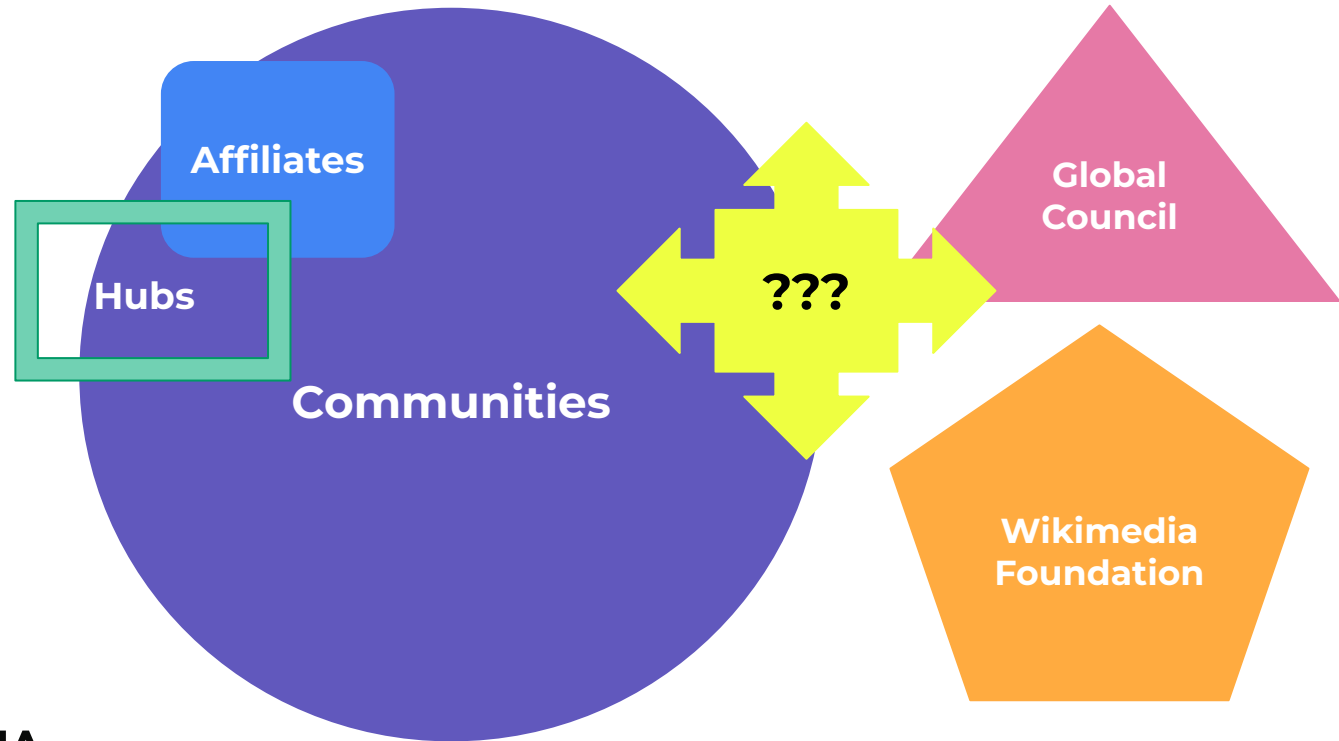
# New entity introduced by MS: Hubs



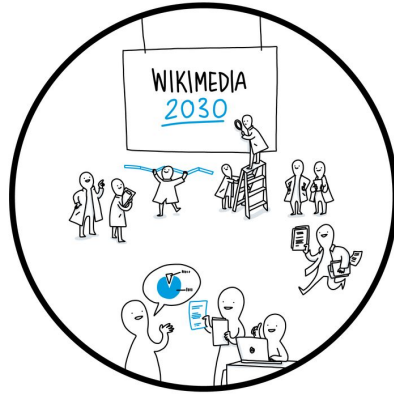
# New entity introduced by MS: Global Council



# What should be the role of these entities in the future and how should decisions be made?

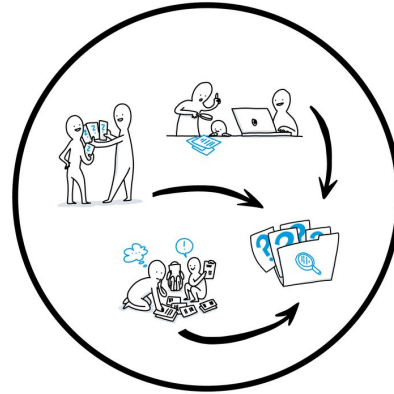


# Choose one of the following decision areas



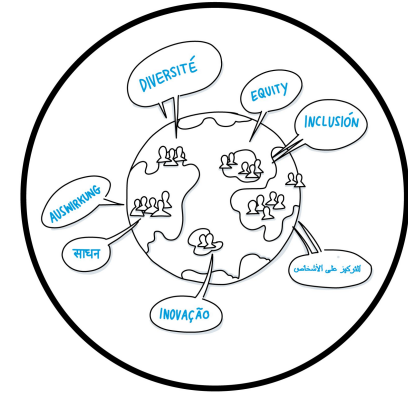
1

**Money**  
**(Fundraising & Distribution)**



2

**Technology**  
**& Projects**



3

**Affiliation**  
**& Hubs**

# What do we do in the small groups?

- Choose the area of decision making that you want to discuss .
- Each group will discuss three concrete examples of decisions made in that area that affect the whole movement.
- During the conversation, keep in mind that different entities can be involved in making decisions:
  - Global Council, Hubs, Affiliates, Wikimedia Foundation, Communities
- Share your thoughts and don't be afraid to disagree :)

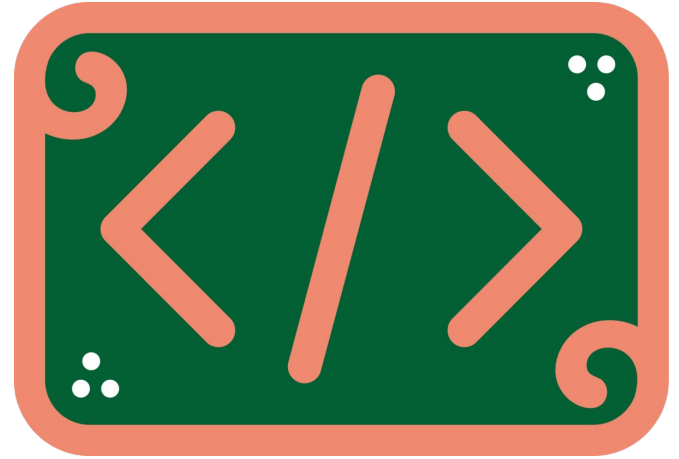


# Money

- Who should decide if a grant proposal gets funded?
- Who should be able to do banner fundraising and why?
- Who decides the criterias to raise funds with the Wikimedia trademark?

# Technology and projects

- Who should define the technical development areas or priorities for the Movement?
- Who should set standards for and approve sister projects?
- Who should set standards for and approve language projects?



# Affiliation & Hubs

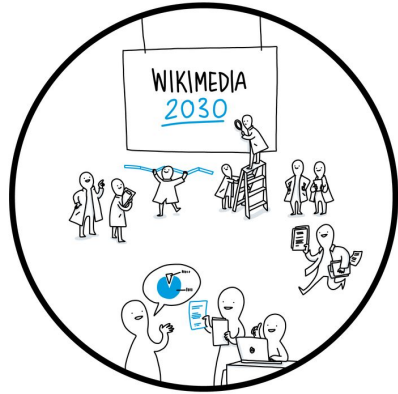
- Who should recognize and de-recognize affiliates?
- Who decides on the conditions for Hubs to be recognized?
- Who decides what a Hub should be working on?



A group of people are seated at a long wooden table in a meeting room, working on laptops. The room is dimly lit, and the background features a wall with text in red. The text on the wall includes: "Norreport, Rajiv Chowk, Trankebar, Statue Of Unity, ØI, Pyin, Stuvet Spinat, Chappals, us, Kar, København, Thar Desert, an, Ganapati Bhawan, Marcipam, arfi, Ø, Bolly, rdic No, D". The people are focused on their work, and the atmosphere appears to be one of collaborative productivity.

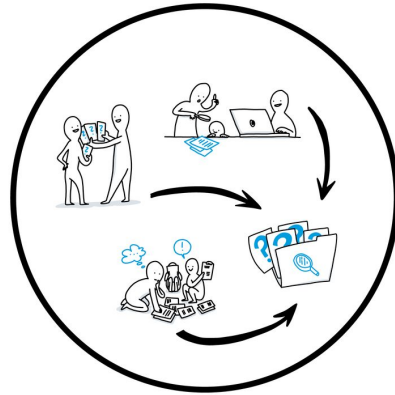
**See you in 30  
minutes!**

# Share one highlight from the conversation



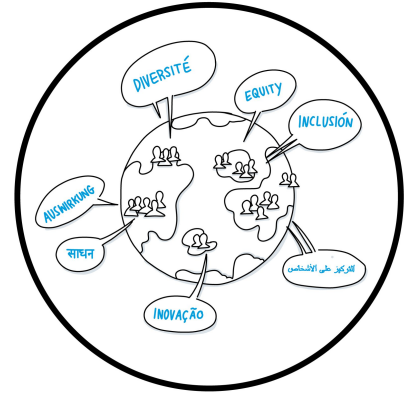
1

**Money  
(Fundraising &  
Distribution)**



2

**Technology  
& Projects**



3

**Affiliation  
& Hubs**

# Next steps

- Review and comment on the Movement Charter Drafts
- Go to the Governance sessions at Wikimania
- For eligible affiliates: Join the online engagement session for the Wikimedia Summit 2024





A group of people, primarily women, are seated at a long wooden table in a meeting room, working on laptops. The room is dimly lit, with the primary light source being a projector screen in the background. The screen displays a list of names and locations in red text. The people are focused on their work, with some looking at their laptops and others at their phones. The overall atmosphere is professional and collaborative.

**Thank you!**