Movement Charter and its impact for the ESEAP communities

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Movement Charter: what and why

A charter is a document that sets out **rights, authority, and privileges**. The Wikimedia movement doesn't have one.

The Wikimedia Movement Charter aims to document the **values, rights, relationships, and mutual responsibilities of all participants** in the shared mission of this movement.

Why do we need a Charter?

As part of Movement Strategy, our movement adopted a strategic direction in 2017, that:

By 2030, Wikimedia will become the essential infrastructure of the ecosystem of free knowledge, and anyone who shares our vision will be able to join us.

The Charter will serve as a **guiding compass**, helping us move towards the strategic direction, and implement the Movement Strategy recommendations.

Chapters Dialogue

Start · Context · Project · Insights · Conclusion · Summary · Further Information

A Short History of the Wikimedia movemen

Wikicouncil

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A proposal for a **Wikicouncil** was made in May 2005 (see Wikimedia:Meetings/May 24, 2005) and Anthere, Jimbo, Akl, Elian, and notafish met in early May to discuss the roles of the council and whether chapters should be represented on it. Over time, the

Wikimedia Chapters Association

Wikimedia France

Wikimedia Venezuela

Wikimedia Australia

Wikimedia NYC

...

Chapters pay annual due according to their possibilities

Chapters choose one Council Member each in a way they like, and can replace him or her for the rest of the 2 years term

A Council Member may hold a position in a Chapter

elects a Chair and a Deputy Chair

Council

every Council Member has one vote and serves for 2 years

... unless a Council Member resigns, is replaced or expelled by 2/3 because of severe misconduct

A person cannot be at the same time in Council and Secretariat.

2/3 dismiss

Secretariat paid

Secretary-General

elects for 2 years

Deputy S-G

consent

other members

Secretariat has the executive power

staff

Association supports the Chapters

Chapter can leave Association or be expelled by 2/3

Association represents the Chapters

...edia Foundation ...fines what is a ...media Chapter

Wikimedia Foundation

Thematic Organizations

new affiliation models

User Groups

Our strategic direction: Service and Equity

By 2030, Wikimedia will become the essential infrastructure of the ecosystem of free knowledge, and anyone who shares our vision will be able to join us.
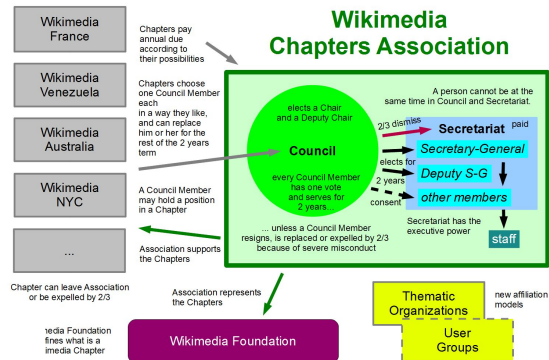
A Historic Effort

➼ 2005 - Purpose of the WikiCouncil proposal to act as a representative body for all Wikimedia projects and work alongside the WMF's Board of Trustees.

➼ 2010 - Movement Roles project aimed to define various roles within the Movement.

➼ 2012 - Wikimedia Chapters Association was discussed to coordinate better across the affiliates. It was never established.

➼ 2014 - Chapter's Dialogue was a major effort to listen to the needs, goals, and experiences of Wikimedia chapters.

➼ 2017 - A strategic direction was created to guide our movement into the future:

By 2030, Wikimedia will become the essential infrastructure of the ecosystem of free knowledge, and anyone who shares our vision will be able to join us.

Basile Morin, CC BY-SA 4.0, via Wikimedia Commons

CONTENT INTRODUCTION

Charter Outline

Preamble	**Opening Paragraphs**
Values and Principles	**Values**
Definitions	**Volunteers (incl Communities)**
Global Council	**Movement Bodies (incl Wikimedia Movement Organizations, Global Council, Wikimedia Foundation)**
Roles and Responsibilities	
Decision-Making	**Amendment**
Amendments & Implementation	**Ratification**
Annexes/Glossary	**Supplementary Documentation / Glossary***

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Overview: introduction

- **Defines Wikimedia** as "an international, socio-cultural movement whose mission is to bring free knowledge to the whole world"
- **Defines the Charter** as "a formal agreement document to state the values, rights, relationships, and mutual responsibilities of all participants towards the shared mission of this movement"
- **The scope of the Charter** "applies to all individual and institutional participants, movement entities, projects, and online and offline spaces officially associated with Wikimedia"
- **The goal of the Charter** is "to make it easier for movement stakeholders to collaborate with each other"

Overview: values

Free knowledge: use open licensing to share all content it produces, all its software, and access to all its platforms

Autonomy: operate independently, guided by its free knowledge mission, and not obstructed by bias or favoritism

Subsidiarity and self-organization: decisions should be made at the most immediate or lowest possible level of participation, starting with volunteers; and online and offline communities should make decisions for themselves

Equity: take active measures to promote and achieve equity in knowledge, and establish provisions to allocate resources through decentralized governance and community empowerment.

Inclusivity: provide a common space where everyone who shares in the mission and values can participation and co-create with others

Safety: prioritizes the well-being, security, and privacy of its participants to ensure a safe environment (online and offline) to participate and contribute

Accountability: implement transparent decision-making, dialogue, public notice, reporting of activities, and upholding the care responsibility (supplemental); and through community leadership on projects and movement bodies

Resilience: pursue effective strategies and practices, and use meaningful metrics-based evidence to support and drive changes

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Overview: volunteers

- Acknowledges that **"volunteers are the human core of the Wikimedia movement, and have autonomy as individuals to contribute to the Wikimedia vision"**
- Defines volunteers as **"a person who donates time and energy to Wikimedia activities, either online or offline, and does project editing, administrative duties, committee engagement, event organization, and other activities"**
- Responsibilities of volunteers
  - Follow Wikimedia and project policies while contributing
  - Accountable for their contributions to the projects and responsible for their individual actions

Overview: volunteers → Wikimedia communities

- Defines Wikimedia communities as "groups of people who contribute online and offline to build and advance the Wikimedia mission" (mainly made up of volunteers, but includes other)
- Project communities have autonomy over the policies within their projects, in alignment with global policies
- Rights of communities
    - Full editorial control of the content in their individual projects
    - In charter of their own dispute resolution and moderation processes, as long as they're not in violation of global policies
- Responsibilities of communities
    - Be open to participation by the community, and in its governance; anyone who adheres to the policies and has sufficient time and skills should be allowed, and encouraged, to participate
    - Ensure fairness and equity in governance and policy enforcement
    - Responsible for providing truthful and honest information about the project's state of governance

Overview: Wikimedia Movement Bodies

- Defines Wikimedia Movement Bodies as "organizations that support and coordinate" the activities of the Wikimedia volunteers and communities
- These bodies are: affiliates and hubs (known collectively as "Wikimedia movement organizations"), the Global Council, and the Wikimedia Foundation
- All bodies have a care responsibility (supplemental)
- And in case of conflicts that cannot be resolved by existing mechanisms, there is an independent dispute resolution function (supplemental)

Overview: WMB → Wikimedia Movement Organizations

- Defines Wikimedia Movement Organizations (WMO) as:
    - Chapters
    - Thematic Organizations
    - User Groups
    - Hubs
- Composition and governance for the WMO is left to the body itself to decide, depending on their context and needs; decision-maker of WMO is the org's board or a similar body
- Responsibilities of WMO
    - Promote the sustainability of communities that they support
    - Facilitate DEI within their communities
    - Uphold the Universal Code of Conduct
    - Develop partnerships and collaborations within their areas of interest
- "WMOs may choose to develop their financial sustainability through additional revenue generation, coordinating such efforts with other WMOs when necessary"
- The Global Council needs to consult an WMO when there are new proposals for WMOs in the same area of operation (theme or region)

Overview: WMB → Global Council

- The four functions of the GC are:
  - Strategic planning
  - Administration of the Wikimedia Movement Organizations and Communities
  - Technology Advancement
  - Resource Distribution
- The Global Council is composed of the Global Council Assembly and the Global Council Board, each with their unique responsibilities
- There are also Committees of the Global Council that operate at the discretion of the GC (similar to how the committees of the WMF Board of Trustees work)
- There will be advisor and liaison roles, as deemed appropriate for the operations of the GC, supported by the WMF
- At least one Global Council meeting shall be held annually…and at the Global Council meeting, the GCB shall present its annual report on the affairs of the Global Council and the carried out activities. It submits the activities with an explanation to the meeting for approval.

Overview: WMB → GC → GC Assembly

- 100-150 members
  - Members will be elected, elected, or appointed to bring forward a diverse range of perspectives and experiences from the movement
  - Global Council Membership Policy (supplemental)
  - Terms are 3 years, with a max of 2 consecutive terms
- The three responsibilities of the GCA are:
  - Making high-level decisions within the scope of the GC's purpose and functions
  - Holding the GCB accountable for their work
  - Taking seat in the GC's subcommittees

Overview: WMB → GC → GC Board

- "The GC Board shall be in charge of coordinating and representing the Global Council, and for this, derives its mandates from the GCA decisions."
- 5-15 members (coming from the GCA)
  - Global Council Membership Policy (supplemental)
  - Terms are 3 years, with a max of 2 consecutive terms
- The five responsibilities of the GCB are:
  - Drafting the initial Wikimedia Movement strategic plan, subject to approval by the GCA, as part of its strategic planning function,
  - Supervising and overseeing the processes of electing, selecting or appointing members to the GCA,
  - Serving as the representative of the GC in stakeholder engagement activities,
  - Coordinating the annual GC meeting,
  - Maintaining accountability for the execution of the functions of the Global Council, encompassing both the GCA and the GCB.

Overview: WMB → Wikimedia Foundation

- "Wikimedia Foundation is the nonprofit organization that serves as the main steward of the Wikimedia Movement's free knowledge platforms and technology."
- WMF governance is established in its bylaws
- Responsibilities of WMF
  - Operating the Wikimedia projects
  - Supporting programmatic activities
  - Legal obligations

Overview: amendment

Category	Process	Approval Body	Notes
1 – minor corrections to spelling and grammar that do not change the meaning/intent of the charter	⅔ support for proposed change	GC Board	
2 – affecting only the GC working processes	⅔ support for proposed change, community consultation recommended	GC Assembly	
3 – affecting the GC responsibilities and membership	⅔ support for proposed change, mandatory community consultation	GC Assembly	
4 – affecting the movement values; responsibilities of movement stakeholders and bodies	Majority support using a movement-wide vote	Wikimedia Movement	Vote methodology similar to ratification vote
5 – changes proposed by the movement	Majority support using a movement-wide vote, but proposals need to meet criteria (supplemental)	Wikimedia Movement	Vote methodology similar to ratification vote

Overview: ratification

- 3 groups must be in support of ratification for the Charter to be ratified
    - Wikimedia affiliates: more than 50% in support
    - Individuals: more than 50% in support
    - WMF Board of Trustees: via their normal process per their by-laws
- The English language version of the charter is the official (over other translations)

Supplementary Materials

These docs are not up for ratification – they are meant as suggestions to the Global Council, and are in flux – but they are important to read to see the full picture of what the MCDC thought through as they drafted.

Supplemental Document	Description
Glossary	Terms and definitions of specific words in the charter
Movement Body Membership Policy	Accreditation criteria for the existing affiliate landscape
Future Affiliate Landscape	Proposal for a future landscape of affiliates and hubs
Care Responsibility	Responsibility for all movement bodies to the communities they support
Principles of Decision-Making	At wherever level decisions are being made, they should adhere to these principles
Independent Dispute Resolution function	Process to escalate disputes that are not able to be resolved in existing processes that are local; also, acknowledging that conflicts are context-dependent

Supplementary Materials continued

These docs are not up for ratification – they are meant as suggestions to the Global Council, and are in flux – but they are important to read to see the full picture of what the MCDC thought through as they drafted.

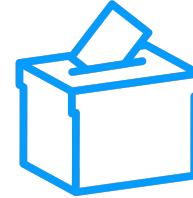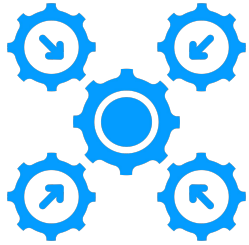| Supplemental Document	Description
Hubs: definition and scope of work	Scope, set-up, governance structure, and responsibilities of hubs
Hubs: revised piloting guideline	Proposed updates to the existing piloting guidelines, based on the Charter text
Hubs: revenue generation & funds distribution guidelines	How hubs can generate revenue and distribute funds, in accordance with policies that the GC will create
Global Council (x3 supplementary docs)	Procedure and processes for the GC workings; the Global Council Membership Policy; and recommendations for selection of GC
Amendment Process	Process for how amendments can be made, and criteria for amendment proposals coming from the movement
Ratification Methodology	Process for the ratification vote
Implementation of the Movement Charter	What happens after the successful ratification of the Movement Charter, during the implementation phase

Timeline for Next Steps

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Integrating the feedback	Publication preparation	Movement Charter text live for review	Voting period	Future steps
April 30 - May 19	May 20-June 16	June 18-25	June 25-July 9	July onwards

What impact will the Movement Charter have to the ESEAP affiliates and communities?

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Questions?

Thank you!