

Topic	Working Group	Notetaker	Gallery Walk 2/3
<p>AFFILIATES & HUBS: PURPOSE</p>	<p>RESOURCE MANAGEMENT</p>	<p>YOP</p>	
Celebration		Deal-breakers	
<p>Decentralized pooling of resources.</p> <ul style="list-style-type: none"> - This enables the hub to effectively support the incubation & growth of smaller communities & this can happen through fiscal sponsorship 	Feedback	<p>If the charter is too prescriptive about "how" resource management should happen.</p> <ul style="list-style-type: none"> - Stick to principles & not form 	Feedback
Output		Output	
Improvements		Beyond the Charter	
<p>Clarity on the role of the hub in resource management vis a vis affiliate orgs.</p>	Feedback	<p>Improve & as we learn</p> <ul style="list-style-type: none"> - Especially regarding fundraising contributing to movement funds - Amendments should be contextual. 	Feedback
Output		Output	

BUDGET/RESOURCE MANAGEMENT

IF HUB HOSTS CANT BE FISCAL SPONSOR

LEGAL SUPPORT TO

INCUBATION & FISCAL SPONSORSHIP

WHO CAN RECEIVE & REDISTRIBUTE FUNDS?

* Pooled resources to ensure that legal support can be provided

Topic

Working Group

Notetaker

Gallery Walk 2/3

Affiliates & Hubs
PURPOSE

COMMUNITY
REPRESENTATION

JEFFREY

Celebration

Deal-breakers

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

This is a larger
~~organization~~ ^{bureaucracy} that
restricts participation
and can have
too much power

Output

Feedback

Output

Feedback

Improvements

Beyond the Charter

~~BOOP~~
At least 30%
gender representation
in administration
structures

Output

Feedback

COMMUNITY
REPRESENTATION

(HUBS & AFFILIATES PURPOSES)
(HU) (AF)

RESOURCES TO
ADDRESS
HARASSMENT
(AFFILIATES)

Comm
Reports

SEPARATION OF
MINIMUM
PAY IN FOR
CREATING A
HUB

STATEMENT IN
MOTION

AFFILIATES
(AS ORGANIZED
VOLUNTEERS)
WOULD HAVE
MORE RELEVANCE
IN THE HC

Directly,
being an
affiliate is
very lonely
!!
→

Topic

Working Group

Notetaker

Gallery Walk 2/3

AFFILIATES & HUBS: PURPOSE

CLARITY OF DEFINITIONS / ORG TYPES

KRISTEN

Deal-breakers

Chapters are clearly defined

Definitions of user groups & thematic ORGS

Output

Feedback

Output

Feedback

Movements

Beyond the Charter

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

Output

Feedback

Output

Feedback

Performance outside. members drive.

work on the affiliates of ... should find

(4) THE TYPES ... TO BE IN THE CHAPTER! ... SHOULD BE EASIER TO REVISE

HUBS SHOULD BE MORE CLEARLY DESCRIBED AS COLLABORATIVE FORUMS WHERE AFFILIATES CAN POOL THEIR RESOURCES.

MORE CLEAR OBJECTIVE AND PURPOSE OF EACH CATEGORY

with ... (activity)

THEMATIC AND HUB ARE SIMILAR IN PURPOSE

is a road ... chapters ... by a ...

ALIGNMENT OF THE GOALS ... (LOST ...)

... (city)

Define Differences between
1) Thematic orgs
2) Thematic hubs
3) Thematic user groups

not's the ... thematic orgs ... Hubs?

IN SAME AREA THEMATIC AND HUB CAN BE CONDUCTED (see how Community ...)

POSE CLAP IN MATIC, ... GROUPS, HUBS

CLASH BETWEEN HUB & GC COMMITTEES

As written, thematic orgs and user groups are redundant

Topic	Working Group	Notetaker	Gallery Walk 2/3
<p>AFFILIATES & HUBS: PURPOSE</p>	<p>MANDATE</p>	<p>MATEJ</p>	
<p>Celebration</p>		<p>Deal-breakers</p>	
<p>PLEASE DO THIS: DECENTRALIZATION</p> <ul style="list-style-type: none"> - RESOURCE DISTRIBUTION - CONFLICT RESOLUTION - POWER - DECISION MAKING <p>Output</p>	<p>Feedback</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 COLLABORATION <p>Output</p>	<p>Feedback</p>
<p>Improvements</p>		<p>Beyond the Charter</p>	
<p>LIMITING HUBS IN REGIONS (NUMBER OF HUBS IN A REGION)</p> <p>WE WANT YOU TO DO THIS ↑</p>	<p>Feedback</p>	<p>QUESTION: HOW DO YOU PREVENT IMBALANCE WHEN 1 AFFILIATE JOINS 2+ HUBS ?</p> <p>Output</p>	<p>Feedback</p>

Topic	Working Group	Notetaker	Gallery Walk 2/3
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OVERLAD

Deal-breakers

Hubs will be a ^{horiz. central} structure for encouraging collaboration and connecting people + groups.

Feedback

Hubs should not be structured in a power hierarchy over other entities or affiliates

Feedback

Improvements

~~Hubs~~ Movement orgs work together in care and solidarity with openness and transparency

Out

Feedback

Beyond the Charter

Movement wide support for conflict resolution, community accountability and restorative justice.

Outp

Feedback

Topic	Working Group	Notetaker	Gallery Walk 2/3
<p>DEFINITION OF <u>HUB</u></p>			
Celebration		Deal-breakers	
<p>We think the section is overall reasonable and agreeable</p> <p>Output</p>	<p>Feedback</p>	<p>MUST BE RELATED TO DO HUBS REQUIREMENTS BY FUNDRAISING AND GRANTMAKING, INCLUDING BANNER CAMPAIGNS</p> <p>Output</p>	<p>Feedback</p>
Improvements		Beyond the Charter	
<p>1) CLARIFYING DEFINITION BEFORE BETWEEN THERAPEUTIC PERSONALITY</p> <p>2) CLARIFY HOW MANY CAN SERIAL INVOLVEDS WHO ARE NOT MEMBERS</p> <p>Output</p>	<p>Feedback</p>	<p>1) GIVE SUPPLEMENTAL DOCUMENTS OFFICIAL STATUS MEMBERS BUT EASIER TO CHANGE THAN CHARTER</p> <p>Output</p>	<p>Feedback</p>

Topic

Working Group

Notetaker

Gallery Walk 2/

Rights & Responsibilities

Celebration

Deal-breakers

Flexing in debentures allows affiliates to do tax work and unique work based on hubs role in determination of values.

HUBS should be allowed to VOTE AT GC

Output

Feedback

Output

Feedback

Improvements

Beyond the Charter

Clarify trademark RIGHTS for Tier 1-3 in use of trademarks

Keep take party/dating this calendar Re to discuss with offshore groups.

MOE Mat Entities group are explicitly bound by COE duty of care and local legislation.

Feedback

Output

Feedback

Topic	Working THE D GROUP DIVERSITY GROUP	er Gallery Walk 2/3
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<p>Celebration</p> <p>MC VALUES SECTION COVERS DIVERSITY TOPIC (EQUITY & INCLUSIVITY) - CARE RESPONSIBILITY PRINCIPLE (NEW TERM)!</p> <p>Feedback</p>	<p>Deal-breakers</p> <p>Feedback</p>
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<p>Improvements</p> <p>'PRINCIPLES OF DECISION MAKING' SHOULD INCLUDE 'DIVERSITY' AS ONE OF THE PRINCIPLES</p> <p>Output</p> <p>Feedback</p>	<p>Beyond the Charter</p> <p>SUPPLEMENTARY DOCUMENTS SHOULD INCLUDE CONCRETE STEPS/PROCESSES THAT EXPLAIN HOW 'DIVERSITY' IS ENSURED (Eg. concrete % in various categories) - THOSE WHO RECEIVE FUNDS SHOULD SPEND/INVEST SOME OF THESE FUNDS TO IMPROVE/ENSURE DIVERSITY</p> <p>Output</p> <p>Feedback</p>
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Topic

Hubs + Affiliates
Collaboration
+ capacity building

Working Group

INBOUND
SUPPORT

Notetaker

Kevin
Payravi

Gallery Walk 2/3

Celebration

Deal-breakers

Hubs have
means for
grants and
raising funds

Output

HUBS NEED
MULTI-YEAR
FUNDING TO
BE
EFFECTIVE

Feedback

Hubs should be
expected to provide
training + capacity
building for their
affiliates

Output

HUBS NEED HELP
THE IMPROVABILITY OF THE
WORK OF AFFILIATES BY
PROVIDING GUIDELINES
OR BEST PRACTICES FOR
THEM TO ORGANIZE A
CAMPAIGN, BEHIND THEM
THROUGH LEGAL + FINANCIAL
CONTRACTS + SUPPORTING
THEM TO RAISE &
MAINTAIN RECOGNITION
FROM GC

Feedback

Improvements

Beyond the Charter

Can the charter
ensure equity +
fairness in fiscal
sponsorship for
smaller hubs?
+ affiliates

Output

Legal cost +
pay the logical
FEE
Support for
volunteers and
small affiliates

STATE SUPPORT FOR
AFFILIATE IS
ESSENTIAL
+A

FISCAL
SPONSOR
SUPPORT BY
HUB

LEGAL
ADVOCACY
REGIONAL
CONTEXT

Feedback

Support for
platforms and
shared tools
for those platforms

Output

WIKI Platform
ONBOARDING, PL
LINKS, URLS,
UPDATE,
Etc.

fund
Grants Pools
for
SHARED TOOLS

Feedback

Topic COLLABORATION AND CAPACITY BUILDING	Working Group PEER SUPPORT	Notetaker JAN (BUT REALLY A COLLABORATION)	Gallery Walk 2/3
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Celebration	Deal-breakers
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<p>COLLABORATION PROMOTES PEER SUPPORT AMONG AFFILIATES AND HUBS</p> <p>Output</p>	<p>BEST WAY TO HAVE COMMUNITIES WITH SIMILAR CHALLENGES</p> <p>A GREAT WAY TO CONSOLIDATE SMALLER COMMUNITIES FOR BETTER COLLABORATION</p> <p>Feedback</p>	<p>EVERY AFFILIATE AND HUB HAVE THE RIGHT, NOT RESPONSIBILITY, TO PARTICIPATE IN COLLABORATION AND PARTNERSHIPS, INCLUDING, CORE TECHNOLOGY</p> <p>Output</p>	<p>PLEASE ALSO INCLUDE TECHNOLOGY/ SOFTWARE COLLABORATION</p> <p>Feedback</p>
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Improvements	Beyond the Charter
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<p>ADD ENABLING PEER SUPPORT AND PEER LEARNING TO THE RESPONSIBILITIES OF HUBS</p> <p>Output</p>	<p>More work on the all-hub group</p> <p>PEER LEARNING IS IMPORTANT</p> <p>Feedback</p>	<p>THE GROUPS OF HIGHER TIERS ARE ENCOURAGED TO HELP THE GROWTH OF LOWER TIERS THROUGH PEER SUPPORT</p> <p>Output</p>	<p>COLLABORATION TO GROW IS THE KEY</p> <p>Feedback</p>
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Topic	Working Group	Notetaker Kira Wisniewski (A+F)	Gallery Walk 2/3
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DEI
(DIVERSITY/EQUITY/INCLUSION)

Celebration	Deal-breakers
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the charter recognises
Equity, Inclusivity,
Safety and Accountability
as key points in the
one-page draft

Output

Feedback

WE need tangible
commitments and
actions to ensure
equity is centred
(such as training, peer
support, capacity building)

Output

Feedback

DEPARTMENT STAFF
SUPPORT FOR
SPECIALIZATION
IF INTEREST
CHANGES

OPERATION OF
DIVERSITY HALLS
THE POLICY
NEEDS

more trainings
on:
- how to meet
- by narrowing
- cooperation with
- a group working on
these topics

Exposure Bias
is seen different
qualities of
abilities

Improvements	Beyond the Charter
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Add to glossary
English-specific terms
like 'capacity-building',
to make more accessible
in translation for
non-Anglophone contexts

Output

MORE
INCLUSIVE
IN TERMS
OF
LANGUAGE

Feedback

Further discussion is
required on terms not
widely used outside the
Anglosphere, such as
'capacity building'...

Output

Feedback

INVEST IN
CAPACITY BUILDING

Working Group

Notetaker

Gallery Walk 2/3

Celebration

Deal-breakers

Recognising the importance of
- co-ordination
- financial sustainability

Make it CLEAR
that fundraising is optional

Output

Feedback

Output

Feedback

Improvements

Beyond the Charter

Define and Expand
'Capacity Building'
for fundraising

Prioritise as per
local context

Co-ordination:
Avoid competition
for the same funds

Output

Feedback

Output


Feedback

Container 52
Herbertstraße 51-52
10261 Berlin

Topic	Working Group	Notetaker	Gallery Walk 2/3
<p>RECONFIGURE BANNER FUNDRAISING</p>			

Celebration	Deal-breakers
<p>MOVEMENT ORGANIZATION CAN FUNDRAISE BE GOOD</p> <p>Output</p>	<p>INCLUDE ACKNOWLEDGEMENT OF FUTURE RECONSIDERATION OF AFFILIATE BANNER FUNDRAISING DECISION BY WMF BOARD</p> <p>Output</p>
Feedback	Feedback

Improvements	Beyond the Charter
<p>CLARIFY (ADD) BANNER FUNDRAISING TO REVENUE GENERATION GLOSSARY</p> <p>MEMBERSHIP FEES FOR AFFILIATES" ↳ REWORKS TO AVOID CONFUSION "MEMBERSHIP FEES GIVEN TO AFFILIATES"</p> <p>Feedback</p>	<p>Output</p> <p>Feedback</p>

Topic	Working Group	Notetaker	Gallery Walk 2/3
<p>Resource Distribution</p>	<p>Transparency & processes</p>		
Celebration		Deal-breakers	
<p>Acknowledged that access to knowledge + technology is also resource distribution</p> <p>Output</p>	<p>Feedback</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>Output</p>	<p>Feedback</p>
Improvements		Beyond the Charter	
<p>IF THERE HAS TO BE FULL TRANSPARENCY THERE HAS TO BE INCLUSION OF</p> <ul style="list-style-type: none"> - POLICY - CRITERIA - EVALUATION - SAFETY & VETTING <p>Output</p>	<p>Feedback</p>	<p>USE OF AI FOR FACILITATING THE RESOURCE DISTRIBUTION</p>  <p>Output</p>	<p>Feedback</p>

... KEY

... TIME

... RIFIED ... EQUALLY ...

... TED ...

... AND ... QUALITY ...

... IED ... FORCE ...

... ALGORITHM ...

... COMMUNITY ...

... PERSONAL ...

... PRICE ...

... 3

EXPECT WELL FINISHED STRATEGIC MOVEMENT

Topic	Working Group	Notetaker	Gallery Wall
<p>Resource Distribution</p>	<p>Fair Distribution of Funds</p>		

Celebration Deal-breakers

<p>equitable distribution</p>		<p>REGIONAL GRANT BUDGET is must</p>	
<p>Output</p>	<p>Feedback</p>	<p>Output</p>	<p>Feedback</p>

Improvements Beyond the Charter

<p>THEMATIC GRANT BUDGET is distributed by set priorities; separation of budgets prevents unwanted competition</p>		<p>communities and affiliates could advice GC when distributing resources.</p>	
<p>Output</p>	<p>Feedback</p>	<p>Output</p>	<p>Feedback</p>

Topic

Working Group

Notetaker

Gallery Walk 2/3

Resource Distribution

Who decides?

Celebration

Deal-breakers

FUNDS
DISTRIBUTION
PROCESS
OPENED
A BIT

THERE NEED TO BE
GOVERNANCE STRUCTURES
IN PLACE, IN CASE WMF
DOES NOT FOLLOW GC ADVICE
THE GC DECIDES ON ALL NON-CORE
SPENDING AND NEEDS TO
HAVE A SAY IN THE STRATEGY
REGARDING ~~THE~~ CORE SPENDING

Output

Feedback

Output

Feedback

Improvements

Beyond the Charter

Introduce an Ombuds -
Committee to the charter
66% of the GC can veto
important decisions by the Board
(e.g. branding, Superprotect etc)
and call for resignation of the CEO
WMF Board Community Seats
etc filled by GC representatives

RESEARCH REGARDING
GC ELECTIONS SO IT DOES
NOT BECOME A POPULARITY CONTEST
PARTICIPATORY BUDGETING
GOVERNANCE DOCUMENT



Output


Feedback

Output

Feedback

<p>Topic</p> <p>Global Council: Purpose & Resource</p>	<p>Working Group</p> <p>... .. Powers Accountability</p>	<p>Notetaker</p>	<p>Gallery Walk 2/3</p>
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<p>Celebration</p>		<p>Deal-breakers</p>	
<p>COMMUNITY CENTERED DECISION MAKING</p>  <p>Output</p>	<p>Feedback</p>	<p>FIX EXISTING STRUCTURES instead</p>  <p>Output</p>	<p>Feedback</p>

<p>Improvements</p>		<p>Beyond the Charter</p>	
<p>Explicitly executive body with clear accountability</p>  <p>Output</p>	<p>HOW DO YOU ENFORCE THE POWERS?</p> <p>Feedback</p>	<p>TECHNOLOGY AND OPERATIONAL FOCUSED WMF + COMMUNITY FOCUSED GC</p> <p>Output</p>	<p>Feedback</p>

<p>Topic</p> <p>Global Council: Purpose & Resource</p>	<p>Working Group</p> <p>xxx ΔΔⓅ Budgeting</p>	<p>Notetaker</p>	<p>Gallery Walk 2/3</p>
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Celebration

<p>Output</p> <p>Feedback</p>	<p>Deal-breakers</p> <p>Well defined guaranteed financial independency and autonomy</p> <p>Output</p> <p>Feedback</p>
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Improvements

<p>Render budgets and implications (6C, processes, maximum budget...) transparent and comprehensible</p> <p>Output</p> <p>Feedback</p>	<p>Beyond the Charter</p> <p>Budget shld include software dump. for open source alternatives and tools.</p> <p>Output</p> <p>Feedback</p>
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Topic	Working Group	Notetaker	Gallery Walk 2/3
<p>Global Council: Purpose & Resource</p>	<p>Global Council STAFF</p>		

Celebration

Deal-breakers

Staff support is
Necessary

STAFF
INDEPENDENCE

Output

Feedback

Output

Feedback

Improvements

Beyond the Charter

CLARIFY
PURPOSE
OF
STAFF

INCLUDE SECRETARIAT TO IMPLEMENT
DECISIONS + COMMUNICATION

PROTECTION
MECHANISM
FOR STAFF
AGAINST LOBBYING
AND PRESSURE

Output

Feedback

Output

Feedback

<p>Topic</p> <p>GLOBAL COUNCIL & WMF</p>	<p>Working Group</p> <p>GLOBAL COUNCIL AUTONOMY</p>	<p>Notetaker</p> <p>JAN-BART</p>	<p>Gallery Walk 2/3</p> <p>2</p>
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<p>Celebration</p>	<p>Deal-breakers</p>
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We are happy that the gc has been given its first Responsibility

Output

Feedback

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

Output

Feedback

<p>Improvements</p>	<p>Beyond the Charter</p>
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The GC should directly manage their own staff

Output

Feedback

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)

Output

Feedback

Topic

GLOBAL COUNCIL & WMF

Working Group

DECISION MAKING & POWER

Notetaker

SONJA

Gallery Walk 2/3

2

Celebration

Everyone here seems well-intentioned.

Output

Feedback

Deal-breakers

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

Output

Feedback

Improvements

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

THE GLOBAL COUNCIL WILL BE THE HIGHEST DECISION MAKING BODY. THE TECHNICAL PLATFORM CAN NOT BE TRANSFERRED

YET INCLUDING SUB ASPECTS TO IT THAT ARE: BRAND, LEGAL STRUCTURE, WMF, AND BANNER PRINCIPLES.

CHECKS & BALANCES FOR THE WORK OF THE GLOBAL COUNCIL SHOULD BE PUT IN PLACE.

Output

Feedback

Beyond the Charter

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

Topic	Working Group	Notetaker	Gallery Walk 2/3
Representation & Composition	Policy Inclusion of Underrepresented Groups	NAME: DN	
Celebration		Deal-breakers	
<ul style="list-style-type: none"> 1. Sunshine 2. Boris 3. Christian 4. DN 5. Shabab <ul style="list-style-type: none"> 1. Gender, Language, Region, Race & take account of 2. Don't have send representative Don't because there are too many languages. 3. 	PROVISIONS FOR MEMBERSHIP CRITERIA (DE #1)	Feedback	A DEALBREAKER IS IF LESS THAN 60% OF ECA MEMBERS COME FROM GLOBAL SOUTH.
	Feedback		Feedback
Improvements		Beyond the Charter	
ADOPT THE PRE-DEFINED REGION (8 REGIONS + 1 FOR THE MATH) FOR ECA MEMBERSHIP QUOTAS	Feedback	EXPAND THE GLOSSARY/INTERPRETATION	Feedback

Topic	Working Group	Notetaker	Gallery Walk 2/3
Representation & Composition (Global Council)		NAME: MAYUR	
Celebration 	Feedback	Deal-breakers 	Feedback   
Improvements 	Feedback	Beyond the Charter 	Feedback   

MAYUR

Small blue sticky notes on the left side of the board.

HRESAD SIZE

Small pink sticky note at the bottom left.

Hand holding a document in the bottom right corner.