

Topic

Working Group

Notetaker

Gallery Walk 2/3

Affiliates & Hubs  
Rights, Responsibilities  
Roles & Types

Celebration

Deal-breakers

Flexibility in definitions  
allows affiliates to do  
their work in unique ways  
Based on Hub's role in  
dissemination of values

+1

MUST BE PERMITTED TO DO  
HUBS ~~INDIVIDUALS~~ ~~INDIVIDUALS~~  
FUNDRAISING AND  
GRANTMAKING, INCLUDING  
BANNER CAMPAIGNS IN A  
WAY THAT DOES NOT CREATE  
A POWER HIERARCHY OVER  
AFFILIATES

FUNDRAISING,  
GRANTMAKING  
& DISTRIBUTING  
FUNDS ARE  
ALREADY LISTED  
IN SUPPLEMENTALS

How they  
fund raise  
without being  
formally  
recognized?

Keep regional  
and thematic  
Hubs!

Output

Feedback

Hubs should be allowed  
to vote at Global  
Council.

ARE YOU PRO-  
DUCING AUTOMATIC  
REPRESENTATIONS  
IN THE AGA?

AVOID OVER-  
REPRESENTATION DUE  
TO JOINING HUBS

HUBS  
should not  
have political  
purposes (groups  
belonging to  
multiple Hubs will  
have more power)

If HUB vote different  
person with less members  
Things will be too  
complicated.

HUBS should  
be FACILITATORS  
not part of GC

Proactively  
monitor health  
of affiliates  
and swiftly  
React to creating  
and other issues.

lets try  
Horizontal  
System,  
Hierarchy

Improvements

Beyond the Charter

Movement Entities  
Groups are explicitly  
bound by C.O.C., duty  
of care and local <sup>REGULATIONS</sup> ~~responsibilities~~  
Ensuring solidarity &  
transparency of decision  
making

1) GIVE SUPPLEMENTAL DOCUMENTS  
OFFICIAL STATUS ~~RECOGNITION~~,  
BUT BASED TO CHANGE THAN  
CHARTER  
THIS INCLUDES PRACTICAL  
ASPECTS OF INCREASING DIVERSITY  
AND SUPPORTING CONFLICT  
RESOLUTION / RESTORATIVE  
JUSTICE.

MC should clarify  
how HUBS can support  
INDIVIDUALS who are  
not members.

Too detailed  
for Charter

FOR  
SUPPLEMENTARY  
DOCUMENTS  
←



Explicitly from  
SUPPLEMENTAL  
says individuals  
cannot be  
Hub members

+1 for comment  
which  
individuals cant  
be member of  
HUBS

Output

Feedback

Resource Distribution

CHIND

Celebration

Deal breakers

equitable distribution

REGIONAL GRANT BUDGET is must

THEMATIC HUBS SHOULD BE ABLE TO GRANT WITHIN THE THEMES BUT JUST REGIONAL

There should be Regional grant funds

ACKNOWLEDGED THAT ACCESS TO KNOWLEDGE + TECHNOLOGY IS ALSO RESOURCE DISTRIBUTION

Feedback

FOR EQUITABLE RESOURCE DISTRIBUTION - FULL TRANSPARENCY - EVERY LEVEL - FOR ALL PARTIES ON CRITERIA FOR DECISIONS + DECISIONS MADE.

+1 support +

Support +

both WMF and Movement

WHY IS THERE NO EQUITY FOR STAFF FINANCED BY DONATIONS NO MATTER WHERE EMPLOYED (LIFE OR AFFIL.)

Feedback

+1 +1

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 CORE SPENDING

+1

DOMINATED by BG ASKS. PRIORITIZE MORE SMALLER, MULTI-YR SUPPORT

Improvements

Beyond the Charter

THEMATIC GRANT BUDGET is distributed by set priorities; separation of budgets prevents unwanted competition

Heart icon

Resources distribution is a process of justice and reparation, keeping in mind how inequalities are created and reinforced

Feedback

communities and affiliates could advise GC when distributing resources.

Affiliates should be primary in grant-making.

AI is even more biased and opaque

AI CAN DREAM EQUITY TOO

AI should be used to make decisions in justice and reparation issues only humans

IF THERE HAS TO BE FULL TRANSPARENCY THERE HAS TO BE INCLUSION OF - POLICY - CRITERIA - EVALUATION - SAFETY & VETTING

Don't remove the humanity in our discussions

Feedback

AI might be helpful.

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 are filled by GC representatives

Transparency is a must

USE OF AI FOR FACILITATING THE RESOURCE DISTRIBUTION

WMF can learn a lot from the efficient & successful WMF grants

with a Post Criteria!

RESEARCH REGARDING GC ELECTIONS SO IT DOES NOT BECOME A POPULARITY CONTEST

SPECIFIC TECHNOLOGY IS NOT SUSTAINABLE

PARTICIPATORY BUDGETING GOVERNANCE DOCUMENT

Topic  
**RESOURCE DEVELOPMENT (FUNDRAISING)**

Working Group

Notetaker

Gallery Walk 2/3

*Handwritten signature*

Celebration

Dear-breakers

MOVEMENT ORGANIZATION CAN FUNDRAISE IS GOOD

Fundraising is good, but there should be secondary mechanisms in place for equity in resources distribution

We need knowledge transfer to allow to do in some places

Recognising the importance of  
 → CO-ordination  
 → financial sustainability

ADD TECHNICAL RES. DEV.

Feedback

Make it CLEAR that fundraising is optional

Yes! THIS IS ESSENTIAL!

For affiliates not the WMF

+1  
 +1  
 +1

+1

INCLUDE ACKNOWLEDGEMENT OF FUTURE RECONSIDERATION OF AFFILIATE BANNER FUNDRAISING DECISION BY WMF BOARD

+1  
 +1  
 +1

Feedback  
 +1

Improvements

Beyond the Charter

Define and Expand 'Capacity Building' for fundraising

Prioritise as per local context

→ Affiliates may charge membership fee

CLARIFY (ADD) BANNER FUNDRAISING TO REVENUE GENERATION GLOSSARY

+1  
 +1  
 +1

LOCAL DONOR MONEY SHOULD STAY LOCAL

New change in times of ChatGPT & lowering direct traffic?

WHY NOT GETTING LOCAL ACCESS TO DONOR DATA? PIE CAN GET BIGGER!

"MEMBERSHIP FEES FOR AFFILIATES"  
 ↳ REWARDS TO AVOID CONFUSION:  
 "MEMBERSHIP FEES GIVEN TO AFFILIATES"

Need more clarification on this

+1

Decentralize Fundraising more

+1

Co-ordination: Avoid competition for the same funds

WMF can learn from the WMF fund. priorities

Co-ordination between?

CREATE PATHWAYS FOR DONORS TO RECEIVE COMMUNICATION FROM OTHER MOVEMENT BODIES

+1  
 +1

Feedback

SHARE DONOR DATA WITH CHAPTERS in the future (checkbox to allow email address)

CREATE A CULTURE OF TRANSPARENCY IN ALL FUNDRAISING (WMF & OTHERS)

+1

+1

# AFFILIATES & HUBS: PURPOSE

## Celebration

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

## DECENTRALIZATION

- RESOURCE DISTRIBUTION
- CONFLICT RESOLUTION
- POWER
- DECISION MAKING

Chapters are clearly defined

## Deal-breakers

Keep processes simple (within the org and between movement bodies)

WE WANT YOU TO RAISE THE BAR TO CREATE A HUB

- 5 MEMBERS (AFFILIATES)
- 2 IS A COLLABORATION

EXISTING EN. REPRESENTS AS THEMATIC ORGS. FORM HUBS TO BECOME PART OF W/M MOVEMENT

WHO SIMPLIFIES US? OUTSIDE EXPERTS? WE ARE DOING IT THROUGH OUR GOVERNANCE STRUCTURES & DISCUSSIONS

Feedback

Feedback

TOP DOWN APPROACH

LOSES FLEXIBILITY TO HUBS

BIASED AGAINST UNDERREPRESENTED AFFILIATES TRYING TO CREATE HUBS

+1 +1 +1

IT'S TOO EASY TO FORMALIZE HUBS

HUBS ARE THEMATIC ORGS W/ "THEME COORDINATION"

## Improvements

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

Clarity on the role of the hubs in resource ~~and~~ management, vis a vis affiliate orgs.

30% GENDER REPRESENTATION IN HUB ADMIN

REDEFINE USER GRPS TO BE INFORMAL ENTITIES

User groups of minor languages might be hybrid. They will need to be defined.

BRINGS RIGIDITY TO USER GROUP

Adjust reporting requirements based on funding level

THIS IS A GREAT MATURITY PATH

For UG in some contexts incorporation is a challenge, let's allow flexibility

Feedback

KEEP US SIMPLE & INFORMAL. NOT FOR GOVERNANCE

AT LEAST 30% IN HUB ADMIN

40% GENDER REPRESENTATION REQUIRED IN ALL BOARDS AND SEEKING COMMITTEES.

## Beyond the Charter

Improve \$ as we learn - Especially regarding ~~fundraising~~ contributing to movement funds

QUESTION: HOW DO YOU PREVENT IMBALANCE WHEN 1 AFFILIATE JOINS 2+ HUBS?

Question - must an affiliate user group be part of any hub?

HUBS DO NOT NEED TO HAVE A VOTING RIGHT IN GCA

TO PREVENT OVER REPRESENTATION, HUBS' PARTICIPATION MUST HAVE A LIMIT (MAX 2-3)

Feedback

Topic  
**AFFILIATES + HUBS**  
 COLLABORATION  
 &  
 CAPACITY  
 BUILDING

Working Group

Notetaker

Gallery Walk 2/3

Celebration

Deal-breakers

COLLABORATION  
 PROMOTES  
 PEER SUPPORT  
 AMONG AFFILIATES  
 AND HUBS

How will GC be involved in communication between Hubs?



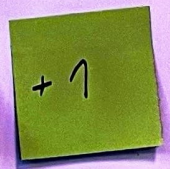
Feedback

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

Hubs have  
 means for  
 grants and  
 raising funds

EVERY AFFILIATE AND  
 HUB HAVE THE RIGHT,  
NOT RESPONSIBILITY, TO  
 PARTICIPATE IN COLLABORATION  
 AND PARTNERSHIPS,  
 INCLUDING, CORE  
 TECHNOLOGY

What about the responsibility of Hubs to translate all major work done? Hubs do a lot of admin work who support



Feedback

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

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

THIS IS INCLUDED IN THE SUPPLEMENTARY BUT WHAT ABOUT RESOURCES TO SUPPORT?

HUBS HAVE NO MONEY/RESOURCES SO HOW CAN THEY MEET EXPECTATIONS?

Improvements

Beyond the Charter

ADD ENABLING PEER  
 SUPPORT AND PEER  
 LEARNING TO THE  
 RESPONSIBILITIES OF  
 HUBS

HOW HUBS CONTRIBUTE TO GROWTH OF VOLUNTARISM SPIRIT/SOUL

HELP/SUPPORT GROUPS TO BECOME CHAPTERS

Hubs: What about SAC Region, we have government limitations

glossary terms & translations



ack

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



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

THE GROUPS OF  
 HIGHER TIERS  
 ARE ENCOURAGED  
 TO HELP THE GROWTH  
 OF LOWER TIERS  
 THROUGH PEER SUPPORT

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

Support for  
 platforms and  
 shared tools  
 for those platforms

Platforms = wikidata, wikispecies, etc.  
 Shared tools = technical tools to support platforms and editors

Feedback

Topic

Working Group

Notetaker

Gallery Walk 2/3

Global Council:  
Purpose  
&  
Resource

Celebration

Deal-breakers

COMMUNITY  
CENTERED  
DECISION  
MAKING

+1  
With more  
Representation  
and  
Composition

should be  
the highest  
strategy  
decision-making  
body (incl. WAF)

FUND GC  
IT  
IS NOT  
ANOTHER  
UNFUNDED  
AFFCOM

Feedback

The need for  
resources in the  
GC has been  
recognised

Staff support is  
Necessary

besides WAF  
staff, additional  
staff only  
support it

CLEARLY DEFINE  
THE GLOBAL COUNCIL  
PURPOSE AND EXPLAIN  
HOW IT SOLVES  
MOVEMENT'S PROBLEMS

It's not only about  
Problems,  
Beyond  
Problems

PRESENT  
MECHANISMS  
ARE NOT COPING  
UP WITH SOCIETAL  
CHALLENGES;  
SENCE GC WITH  
mechanisms

Even though  
this is in IM's  
Recommendation,  
we need a cen-  
tral / rationale  
(might be in  
an appendix)

CLARIFY WHAT  
FUNCTIONS ARE  
BINDING VS.  
CONSULTATORY

Aligned with the  
Overall purpose the  
financial independence  
and autonomy needs  
be defined and  
guaranteed.

+1

independence  
Resonance

which staff?  
why reports?  
GCA or GCB?

MUST  
STAFF REPORT  
EXCLUSIVELY TO  
THE G.C.

Exclusively is  
a bad wording,  
too strong

+1 - to  
GCB

SUPPORT  
CLEAR  
GC  
EMPOWERMENT

should  
report to  
the GCB

Improvements

Beyond the Charter

Render budgets and  
implications (GC,  
processes  
movement budget...)  
transparent and  
comprehensible

COMMUNITY  
AND AFFILIATES  
ADVISE IS  
NECESSARY

+1  
How  
control GC / ?  
if no respect  
of transparency

CLARIFY  
ROLES AND RESPONSIBILITIES  
OF STAFF  
INCLUDING SECRETARIAT  
DECISION  
IMPLEMENTATION  
COMMUNICATION

Agree

Feedback

EXPLICITLY  
EXECUTIVE BODY  
with clear roles and responsibilities  
clear powers  
mutual accountability.

BUDGET TO INCLUDE  
FREE AND OPEN SOURCE  
SOFTWARE AND TOOLS DEV  
FOR GOVERNANCE,  
TRANSLATIONS,  
TRAINING...

YES!  
EVEN STRONGER  
GC SHOULD NOT  
BUY PROPRIETARY  
SOFTWARE

+1  
we lost a  
lot good ideas  
because language  
barriers.

TECHNOLOGY AND  
OPERATIONAL FOCUSED  
WMF  
+  
COMMUNITY FOCUSED  
GC

GC AND  
INDEPENDENT  
ADVISOR  
DRAW LINE  
BETWEEN  
COMMUNITY  
OPERATIONS

Feedback

PROTECTION  
MECHANISM FOR  
STAFF FROM  
INTERNAL/EXTERNAL  
LOBBYING

+1

+1

<p>Topic</p> <p><b>GLOBAL COUNCIL &amp; WMF</b></p>	<p>Working Group</p>	<p>Notetaker</p>	<p>Gallery Walk 2/3</p> <p>2</p>
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**Celebration**

We are happy that the gc has been given its first Responsibility

Everyone here seems well-intentioned.

Feedback

Heart icon

**Deal-breakers**

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

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

- Strategy
- Budget

Checks & Balances for the work of the GC ~~will~~ will be put in place.

ROLE FOR ENDOVEMENT FUNDS TO COVER? (LESS WMF POWER)

MUST HAVE OWN MULTI-YEAR BUDGET

who decides/approves the request for budget/resources by the GC?

Heart icon

+1 support

+1 MULTI-YEAR AND SEPARATE!

+1 MULTI-YEAR BUDGET

PARALLEL COMMITTS-IN WMF & ADDRESSING GC SAME ISSUES IS NOT ADVISABLE CONFLICT OVER FINAL SAY

MUST START SIMPLY OR WILL FAIL

Might be in an appendix. Not Charter itself

Who audits the auditors?

SUPPORT THIRD-PARTY/ OUTSIDE/AUDITORS

**Improvements**

The GC should directly manage their own staff

Link with topic 1 on staff

GC MUST HAVE OWN STAFF!

even if GC is not a legal entity, GC can still manage staff

+1 WMF CAN BE FISCAL SPONSOR, BUT NOT SUPERVISOR

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.

+1 Possibility!

model of power must be:

GC  
↓  
WMF

DELIBERATIVE ASSEMBLIES CAN BECOME DYSFUNCTIONAL - WE SHOULD ENSURE THAT GC WORKS BEFORE WE GIVE IT POWER

STRATEGY AND PRIORITIES MUST BE CONSULTED WITH THE COMMUNITIES

-1 equilibre IS more effective

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

**Beyond the Charter**

The gc's 1<sup>st</sup> goal is to create a plan\* to become the decision making body on all Resource distribution in the movement) (in Collaboration with WMF)

WE NEED AN APPEALING SYSTEM both GC and WMF decisions

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

What power?

Feedback

Topic

Working Group

Notetaker

Gallery Walk 2/3

Representation & Composition

Selection Process for Representation & Policy for Inclusion

Celebration

Deal-breakers

PROVISIONS FOR MEMBERSHIP CRITERIA (DE #1)

GCA MAKES EQUITY IN REP. POSSIBLE

How?

Feedback

Quotas should be size and affiliate type based!

+1 you global south 60% representation

A DEALBREAKER IS IF LESS THAN 60% OF GCA MEMBERS COME FROM GLOBAL SOUTH.

ALLOW FOR THIRD STAFF FROM GS TO BE ELIGIBLE

+1 (define GS/GN)

+1 +1 +1

GC shouldnt be only x volunteers (the movement is wider than that) +1

why 60%? +1

DEFINE GLOBAL SOUTH

NOT ENOUGH REPRESENTATION FROM UNORGANIZED VOLUNTEERS.

Separate quotas x for volunteers which are not a part of any affiliates

+1, at least 66% community representation

UNORGANIZED VOLUNTEERS MISSING FROM GC, MC, AND THIS SUMMIT

Are online volunteers interested in this topics?

NOT ENOUGH OTHERWISE UNORGANIZED PEOPLE (WITH NO OTHER ROLE)

Improvements

Beyond the Charter

ADOPT THE PRE-DEFINED REGIONS (8 REGIONS + 1 FOR THE MATH) FOR GCA MEMBERSHIP QUOTAS

PROPORTION of Regions & Themes should be discussed 8:1 or 8:3 or smaller etc.

Can WMF Experts/Staff be members of the GCA?

don't forget about multi-language projects + groups

ACTUAL REGIONS NEEDS IMPROVEMENTS (Latin + Caribbean case)

CREATE NEW REGIONS (LATAM COULD BE DIVIDED IN 3: SOUTH, NORTH AND CARIBE)

When we speak about global strategy WMF should be represented

MORE CLARITY ON (DE) SELECTION PROCESS

Input

Input

1. EXPAND THE GLOSSARY/INTERPRETATION

AND BE MANDATED TO HAVE GOOD TRANSLATIONS

NEED FOR GLOSSARY (LANGUAGE INTERPRETATION)

THE USE OF TECHNOLOGY + knowledge advancement

Output

Feedback