

Recommendation for the Board of Trustees election 2022

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Summary

This document contains a recommendation of the 2022 Board of Trustees selection process. This selection process was created based on the [Call for Feedback: Board of Trustees election](#) and further discussions by the Board Selection Task Force.

This document contains several key changes to the selection process compared to the Affiliate-Selected Board Seats process in 2019. We are operating with the following process intentions:

- Addition of the voting advice tool that was successfully tested in the MDCDC process.
- Process overseen by the Elections Committee (EC).
- Call for candidates driven by a Board statement on skills and diversity factors sought, including outreach among affiliates to surface additional candidates.
- Candidates submit a response to a provided prompt to position themselves in relation to the skills and diversity characteristics defined by the Board.
- A newly created Analysis Committee (AC) of Affiliates (all chapters, user groups, and thematic groups) reviews the candidates and their statements against skills and Diversity, Equity, and Inclusion (DEI) criteria to ensure that candidates meet minimum requirements (English language proficiency is required) and also provides a gold/silver/bronze type of rating against skills and DEI criteria.

- Affiliates are provided candidate statements and also the rating of the individuals against skills and DEI criteria. No candidates are eliminated by the AC unless they fail the minimum language proficiency. Affiliates are not bound to vote only for candidates rated in a specific way by the AC against the criteria.
- Through a Single Transferable Vote (STV), one vote per affiliate, affiliates shortlist 6 candidates based on these criteria. The shortlist is published without numerical ranking. Their gold/silver/bronze rating will be shared.
- The community votes on the 6 candidates through an STV election, just like in 2021. For the first time, affiliate members involved in affiliate activities will be eligible to vote in the community election.
- The top 2 candidates are recommended to be appointed by the Board, after their background and PR checks come back clean.

Although the Call for feedback didn't show strong support behind any specific measure, the organizers of the call believe that most of the proposals above are consistent with the feedback received by many affiliates and individual volunteers.

The topic of regional diversity of elected candidates was again the most popular in the Call. The last election had four seats and didn't result in any elected trustees from Asia, Africa, or Latin America, despite the number and qualifications of candidates from these regions. It's for this reason that this recommendation has an emphasis on the regional experience of candidates and recognizes the agency of affiliates interpreting geographic priorities. This recommendation is based on the hope that the affiliates will use this agency to prioritize best outcomes - for instance, it is possible that some candidates from deprioritized regions (i.e. related to un- or under-represented groups) bring a better lens on diversity than some other candidates from a prioritized region who are not familiar with equity considerations.

Recommendation

The Elections Committee oversees the process

The Elections Committee is tasked by the Board to oversee the election process. This is different from [ASBS 2019](#), when a group of facilitators was created ad hoc. The Elections Committee will have the support of the Movement Strategy & Governance and Trust & Safety teams for communication tasks as well as candidate verification and setting up of the voting infrastructure.

Call for Candidates with a skills and diversity focus defined by the Board

Host a Call for Candidates which includes outreach across the movement searching for potential candidates and list the skills and diversity characteristics the Board of Trustees seeks to improve their capacity and diversity.

Desired regional experience is introduced as a bonus factor, not a requirement. Many community members and affiliates noted the lack of representation of our movement's diversity on the Board of Trustees. To fill gaps in historic and current representation within the Board, the goal is to focus on communities in the following regions: Africa, South Asia, East and South East Asia & Pacific, and Latin America & Caribbean. However, a hardline regional blocker may introduce inequities of its own. For this reason, instead of being mandatory, these are important characteristics that we will ask the Analysis Committee, Affiliates, and voters to consider.

Candidate applications

Candidates submit a statement in response to a prompt speaking to their experiences. This will include content expertise, cultural and linguistic awareness, advocacy experience, and experiences as a member of or in relation to groups who have faced discrimination and underrepresentation in structures of power. This includes but is not limited to caste, race, ethnicity, color, national origin, nationality, gender identity, gender expression, sexual orientation, age, religion, language, culture, education, abilities, income, and environment.

Evaluation of candidates

First pass eliminations

After the Call for Candidates closes, the Elections Committee and Trust & Safety will verify the candidates' eligibility. This means candidates [meet the basic requirements defined](#) and are in good standing in the community.

Analysis against the skills and DEI criteria

An Analysis Committee (AC) is created, composed of 9 representatives of affiliates (including all chapters, user groups, and thematic groups) from regions across the movement (one each from CEE (Central & Eastern Europe); ESEAP (East and Southeast Asia, and the Pacific region); Indaba (Africa); Latin America & the Caribbean; MENA (Middle East and North Africa); North America; Northern and Western Europe; and South Asia¹ plus one for thematic affiliates. The selection process to form the AC will be defined by the affiliates, with support from the EC and the MSG team as needed. The AC evaluates the candidates against the skills and DEI criteria. They rate the candidates against these criteria using a gold/silver/bronze framework. This rating will be used to provide input to affiliate organizations when they place their votes. The only requirement that may cause the elimination of a candidate is functional English language skills.

The AC will share the gold/silver/bronze ratings with the affiliates at the beginning of their voting process. The AC will not share the details of the evaluation of each candidate. After the affiliate vote ends, the AC will publish the gold/silver/bronze ratings of the six candidates shortlisted, to inform the community vote. This recommendation attempts to find the best balance between

¹ Drawn from https://meta.wikimedia.org/wiki/Wikimedia_regions

sharing useful information about the candidates to voters and minimizing unnecessary exposure of candidates.

Optional share of affiliate vote intentions

Affiliate organizations have often in the past disclosed their endorsement of candidates, and we expect that they will continue to desire to do this, whether through a formal protocol or otherwise. This practice can lead to inequities between affiliates and candidates. We will attempt to minimize these inequities by providing a timeframe and a common location where affiliate organizations may (if they chose) disclose whom they intend to vote, without any assessment of candidates.

Affiliates shortlist candidates through a vote

Affiliates will vote for 6 candidates through a vote. Affiliates are expected to interpret the call for skills and diversity characteristics made by the Board and vote candidates accordingly. It is understood that they may and should consider other factors. The rating information from the Analysis Committee will be available for them to consult, but in the end we will trust the Affiliates to weigh these factors in this shortlisting election.

All affiliates active according to the Affiliations Committee will have one vote each. The Elections Committee will decide on any disputes about eligibility with support from AffCom. The voting system will be Single Transferable Vote, set up to elect 6 winners.

Limiting the number of candidates to six (three times the number of seats) will improve the community's ability to learn about candidates and make informed decisions. It is burdensome to the electorate to read many candidate statements and participate in long meetings during the campaign period. This pre-selection also gives affiliates a clear influence on the final outcome of the election.

Campaign Period

The shortlist of candidates will be publicized to the community, along with their gold/silver/bronze rating by the AC. The candidate statements will be public. The criteria used to rate all candidates will be public as well.

A voting advice tool will help community members select their preferred candidates. [A voting advice tool was successfully used during the MCDC election process.](#) The candidates respond to statements the community members submit. These responses are based on a Likert scale (Very supportive, Supportive, Neutral, Opposed, or Very opposed). The community members then respond to those same statements and see which candidates best represent their values. This helps voters compare candidates and make their choices.

The campaign period will be similar to the 2021 Board of Trustees election. The six candidates will participate in town hall style meetings and answer questions from the community on Meta-wiki.

Voting period

Affiliate members involved in affiliate activities also will be eligible to vote. One request discussed but not resolved in the 2021 Board election was a process for affiliate members who do not meet the editor voter eligibility criteria to vote in the election. The suggestion is to give members of affiliates time to request their affiliate to verify their involvement and appeal to the Elections Committee to be added to the electorate list.

Other than this, the election will consist of a community vote just like in 2021. Community members and affiliates said Single Transferable Vote should be used again. Community members simply need more information about Single Transferable Voting as a method.

Calculating results

The calculation of results will follow the same procedure as in 2021, with additional contingency planning in case one of the selected candidates needs to be replaced for any reason. In such a circumstance, the votes will be tallied again, excluding the candidate to be replaced.

Timeline

The goal is to have the trustees confirmed by October 1st. This is a suggested timeline to reach this goal. The Elections Committee can fine-tune this timeline as needed with support from the MSG team.

Late March - early April 2022	<ul style="list-style-type: none">• The Board announces the timeline for the election and the election process.• The EC and MSG begin working with affiliates to define the Analysis Committee.
April 18 - May 9, 2022	<ul style="list-style-type: none">• Call for Candidates• Elections Committee and T&S confirmation of candidates.
April 18 - May 1, 2022	<ul style="list-style-type: none">• Call for Analysis Committee members.
May 15 - June 1, 2022	<ul style="list-style-type: none">• Analysis Committee rates candidates.
July 1 - 15, 2022	<ul style="list-style-type: none">• Affiliate voting period to shortlist candidates.• Shortlist of candidates is published
July 18 - August 1, 2022	<ul style="list-style-type: none">• Community proposes questions for candidates and statements for the voting advice tool.
July 18 - August 14, 2022	<ul style="list-style-type: none">• Campaign period.

August 15 - 29, 2022	<ul style="list-style-type: none"> ● Community voting period ● Voting advice tool open
August 30, 2022	<ul style="list-style-type: none"> ● Results calculated and pre-announced before being scrutinized.
August 30 - September 6, 2022	<ul style="list-style-type: none"> ● Results scrutinized and confirmed by the Elections Committee.
October 1, 2022	<ul style="list-style-type: none"> ● Trustees confirmed