

Movement Charter status update



WIKIMEDIA
FOUNDATION

Movement Charter

The **Movement Charter** will be a document defining roles and responsibilities for all the members and entities of the Wikimedia Movement, including laying out a new [Global Council](#) for movement governance.

The Movement Charter is a [Movement Strategy priority](#).

A broad ratification process is expected for its adoption.



Created by Guilherme Simoes
from Noun Project

Discussions so far and today

December & January events

Agreeing upon high level approach for getting us to Movement Charter and Global Council

February to June discussions

Community-led detailed conversations regarding different aspects of the process:

- Process for setting up the Drafting Group
- Skills and expertise needed to write the Charter
- Drafting and ratification processes

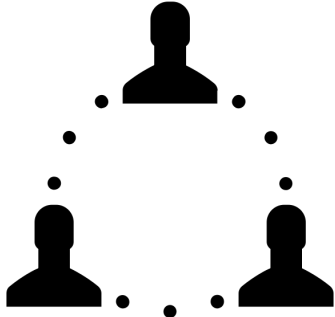
Today

Facilitate clarity, **convergence**, and progress in the process

- Understand the expectations for the scale of the Movement Charter
- Define the next steps for setting up the Drafting Group

Process steps

Drafting Committee



Created by Gregor Cresnar
from Noun Project

Define the people to work
on the Charter

Charter content



Created by Adrien Coquet
from Noun Project

Define and develop the
content of the Charter

Ratification

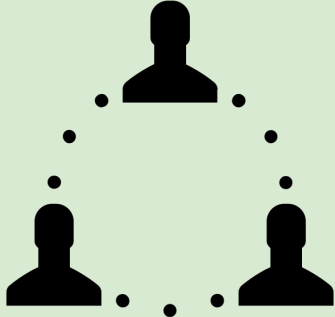


Created by priyanka
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Define the ways for
consensus-building and
ratification

Focus for today

Drafting Committee



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from Noun Project

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Define and develop the
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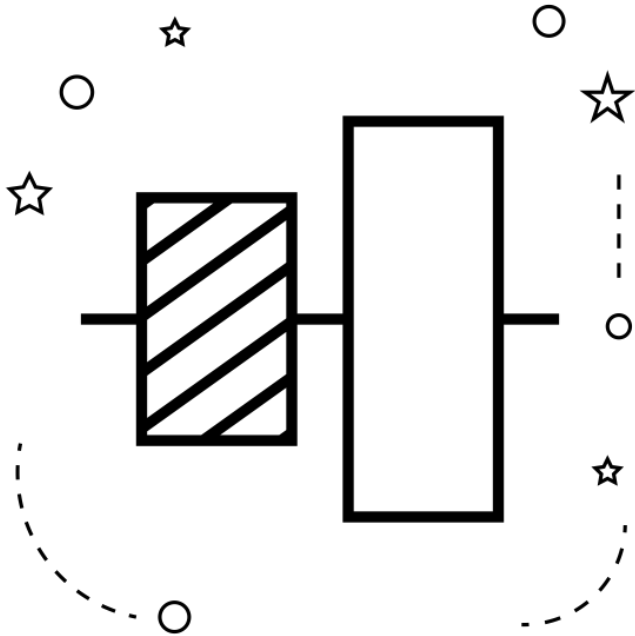
Ratification



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Define the ways for
consensus-building and
ratification

Content alignment



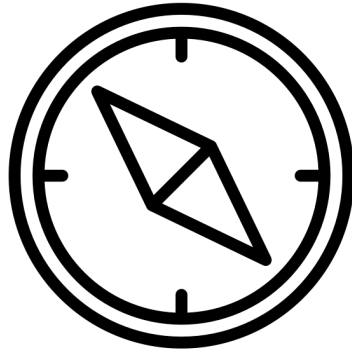
- The root of the differences in our understanding of the Movement Charter's purpose *seems to be* how precisely we expect it to guide the Movement's actions.
 - What does the Movement Charter cover, and what does it not?
 - How detailed should each of the content area of the charter be?

Scale of the Movement Charter

- Is the Movement Charter more like a compass or a map?

Compass

- Direction
- Principles
- High-level structure



Created by RAHMAT DWI CAHYO
from Noun Project

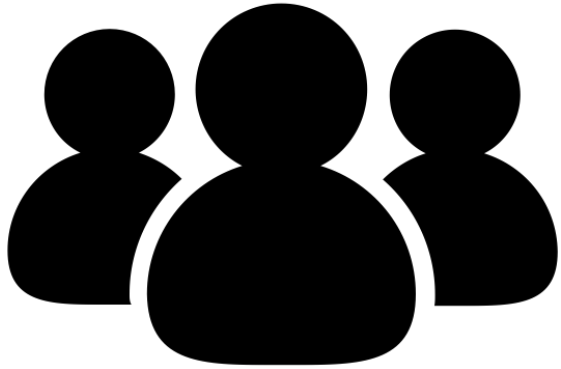


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Map

- Landscape
- Details
- Operating procedures

Drafting Committee



- The **Movement Charter Drafting Committee** will be a group of individuals responsible for drafting the Movement Charter.
- They will develop the content of the Charter as defined in the Movement Strategy recommendation.
- Their work will not be limited to writing the Charter. It will include consultations with communities and organizations, research and consultation with experts.

Drafting Committee proposal



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Diversity Matrix

General background	Engagement		
	Projects	Organizations	Roles
Region / country	Different projects (Wikipedia, Commons, Wikisource, Wikidata, etc.)	Affiliate size, age, focus	Contributor
Language	Emerging / Established	Committees	Functionary
Gender	Languages	Wikimedia Foundation	Community organizer
	Size (small / mid-size / big)		Board or Committee member
			Affiliate or WMF staff member

Expertise Matrix

General background	Drafting skills	Content expertise	Experience
Cultural and linguistic awareness	Policy writing skills	Safe and collaborative spaces	Participatory and consensus processes
Inclusion and diversity awareness	Writing and editing skills	Revenue generation	Previous phases of Movement Strategy
Governance of organizations	Communication skills	Resource allocation	Global or local policy work
Knowledge of Wikimedia	Strategic and structural thinking skills		Team collaboration

Proposal: expertise focus



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from Noun Project

- Self-nomination with a form to surface expertise
- Appointment from the pool of candidates
- Possible further appointments to fill expertise gaps

Rationale

- The group needs to have focus on expertise not on popularity
- Equity does not happen by itself, it needs to be supported by the process
- Need to build the Charter for the future of our Movement

Proposal: pros and cons

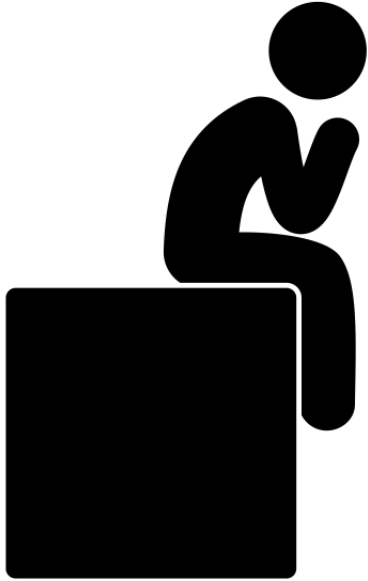
Pros

- People appointed based on competency which increases efficiency of the group
- Better support for traditionally underrepresented groups with facilitated process
- Fast process that gets us to work as soon as possible

Cons

- Potential concerns regarding legitimacy of the group
- Potential concerns regarding transparency of the appointment process
- Potential concerns regarding representation in the group

Proposal: key considerations



- How will we ensure inclusion in the appointment process?
- How will the transparency and legitimacy of the process be ensured?

Next Steps

- Report out from the event to include everyone and gather further insights
- Ensure better inclusion of wider circle of people via translations, regional and project discussions
- Refine the proposal to set up the Drafting Committee and initiate the process
- Provide a platform for discussions regarding drafting process and ratification



Created by shaurya
from Noun Project