

# Work Session 1: Understand the Charter

1. Instructions (20 mins)
2. Role Play (25 mins)
3. Debrief (15 mins)

(90 mins)

***For the sake of this role-playing exercise, please accept the text and prompts as they are stated here. The assumptions are that the Movement Charter has been ratified and that the Universal Code of Conduct is fully implemented.***

## Role Play: Scenario 1

### Scenario 1: Turmoil in Antarctica

Wikimedia Antarctica Chapter is a legal organisation placed on the coldest continent. With a small group of volunteers and 3 staffers, it provides volunteer support, cool educational activities, and a global Wiki Loves Penguins competition, and has celebrated its 10th anniversary recently. Funded by the WMF and local grants for Antarctica activities, it is also a founding member of the WM Cool Places Hub.

Its activities are well-known from reports; unfortunately seldom one has the opportunity for a site visit to this beautiful continent. Very recently, during the latest grant evaluation by the funding committee composed of volunteers and supported by staff, several questions were raised and disturbing rumours from WM Antarctica popped up: conflict among both volunteers and staffers and split among members, violating own bylaws, wrongdoing during their latest General Assembly, misuse of funds and trademark, mistreatment of volunteers and penguins.

Funding committee entered into a further dialogue with Wikimedia Antarctica, also shortly AffCom, WM CP Hub and the Global Council were informed about various accusations from many sources. After a short preliminary research, the AffCom noticed the situation seems to be very serious, and numerous violations of Universal Code of Conduct, agreements and local law are highly probable and could lead to various sanctions, including derecognition.



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## Role Play Scenario 2

### **Scenario 2: Tough decisions for future resource distribution**

The year is 2030. The Wikimedia Global Council is set up with a mandate of making decisions on allocation of financial resources across the movement. The focus of the funding discussions has continued to revolve around how existing revenue is distributed across the movement, rather than how the movement can develop new revenue streams (i.e., how to “divide the pie” vs. how to “grow the pie.”). With the decrease of direct traffic to Wikimedia websites, donations are in decline, and the overall “financial pie” is getting smaller. As a result, organizations grow “financially hungrier” and tough prioritization decisions need to be made to survive.

The Martian language Wikipedia community is becoming more and more furious regarding the lack of product and technology development work and demands more funds to be allocated there to counter technology debt. The features are already being cut and it has been argued that further budget cuts in the area would lead to discontinuing either media or data repository projects. The Venus thematic hub comes forward with a proposal to lead some of the technology research and a new way of technology development work themselves. This, however, escalates into a fiery debate and the Martian Language Wikipedia community initiates a discussion and vote to oppose the proposal of the hub as they think the proposed approach is not in line with the movement values.

At the same time, unrest is growing among a number of emerging affiliates from the Kuiper belt as they feel continued inequity in the funding decisions. Their annual budgets have been staying basically flat compared to significant increases for Jupiter and Saturn affiliates and a regional hub for Gas Giants even receiving additional funding. They argue that this is opposite to the intent of the Movement Strategy recommendations regarding equity. The established affiliates refute the argument by noting that their work creates the largest impact and needs to continue to grow for the future of the movement.

The Global Council resource distribution sub-committee is urgently called upon to make the funding distribution decision, as the debates have already delayed the timelines and some of the affiliates are at imminent risk of shutting down projects and losing employees due to potential gaps in funding.



# Work Session 2: Discuss Charter Feedback

1. Instructions (10 mins)
2. Harvest feedback (10 mins)
3. Cluster and prioritise (20 mins)
4. Work in Working Groups (30 mins)
5. Report back (5 mins)

(90 mins)

# Work Session 3: Draft Initial Outputs

1. Instructions (10 mins)
2. Draft (25 mins)
3. Present & feed back (25 mins)
4. Integrate feedback (15 mins)
5. Prepare gallery walk (25 mins)

(100 mins)

# Work Session 3: Output types

1. **Celebration** of the Movement Charter:  
Great! We like it!
2. **Deal-breakers:** Things that would keep us from voting for the charter
3. **Suggestion for improvement:** Would like this to be changed but can live with it if it's not.
4. Considerations **beyond the charter:**  
Implementation, supplementary documentation, governance topics not covered by the charter.

# Output questions (more info for facilitator)

## 1. **Celebration**

Which aspects of the Charter/output do you like?

## 2. **Deal breaker**

Which aspects are deal-breakers that would make you/your affiliate not to ratify the Charter?

## 3. **Suggestions**

Do you have any suggestions to improve the Charter? Aspects that you would like to be changed, but if they're not, you can live with it.

## 4. **Comments beyond**

Do you have any comments related to this topic, but not directly relevant to the Charter? For example, comments on implementation or the Charter's supplementary materials? Please only make comments about movement governance here.

# How to write sticky notes

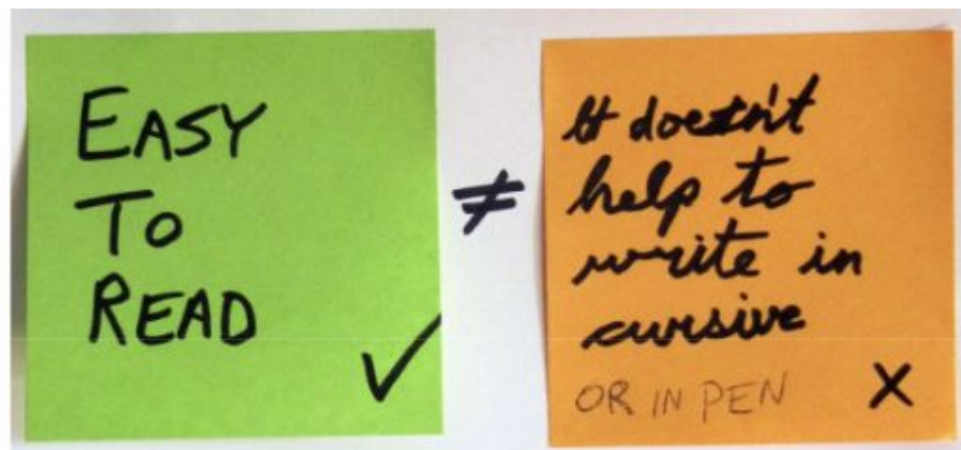
1. Only one idea per note



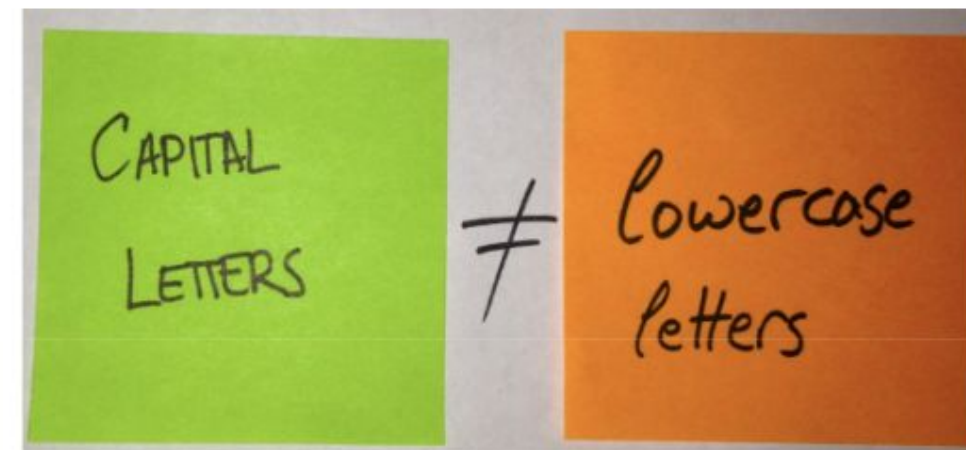
2. Keep it short



3. Use felt pen; don't write cursive



4. Prefer capital letters





# Work Session 4: Discuss Output Feedback

1. Instructions (10 mins)
2. Harvest feedback (20 mins)
3. Discuss in small groups (35 mins)
4. Distill insights (10 mins)

(75 mins)

# Work Session 5: Integrate Output Feedback

1. Instructions (5 mins)
2. Integrate feedback (30 mins)
3. Prepare gallery walk (25 mins)

(60 mins)

# Work Session 6: Create Coherence

1. Instructions (10 mins)
2. Integrate feedback (30 mins)
3. Finalise outputs (45 mins)
4. Prepare plenary presentation (20 mins)

(105 mins)