NOW PUBLISHED on META:

https://meta.wikimedia.org/wiki/Wikimedia_Foundation_Affiliates_Strategy/Implementation/Example

Document Key: Suggested addition in Red Berry, and suggested omission ~~struck out~~.

Affiliate Health Criteria

Criteria	Description of criteria	How the criteria can be met

Affiliate health & resilience	Actively running activities and welcoming new users and leadership, including to its Board (if applicable), or other relevant decision-making body (e.g., committee or some other executive body). Encouraging contributors to increase their involvement with the affiliate and the global movement, and to provide development opportunities for its leaders and organizers.	• A list of member usernames (if applicable) or verifiable volunteers who are actively collaborating with the organization/allies (e.g., who engage in the decision-making of the group) – either public or sent to AffCom if there are legal/safety concerns. • If there are legal (like GDPR in Europe) or safety limitations, it can be a number of members published with notes about changes in membership (e.g., an affiliate might have 100 members in 2022, and 100 in 2023, but there was still an overall change in membership by losing 50 and gaining 50 news members). • Highlight any activities that demonstrate members taking responsibility for affiliate activities
Diversity balance (especially gender)	Encouraging actions that are conscious of gender balance as a priority, including in leadership positions. Documenting efforts of work on other aspects of diversity (if applicable).	• Public information on the people who are making decisions, including a demonstration of how representative they are of the affiliate's membership. • Public information on what is being done to encourage diversity in the decision-making structures of the affiliate. • **Note**: As far as possible, affiliate members are encouraged to utilize usernames instead of real names on public platforms, including meta wiki.
Good governance and communication	Good governance with public-facing governance practices about Board membership, affiliate membership (including membership criteria), democratic elections, decision-making process, reporting, links to communication channels used, etc.	• Public information on how decision-making is happening (not only bylaws for the legal entities) – e.g., how the awarding of a scholarship to attend a meeting (global, regional, local) is decided upon, how a representative (point of contact) is selected, where the board or organising committee publishes resolutions, conflict of interest management, etc.
Diverse, skilled, and accountable leadership	Diverse, skilled, and accountable leadership. In particular: skilled at managing funds (if it has any); communicating decisions; and being accountable to the membership.	• Incorporated into the annual report, a skills mapping for those serving in leadership structures, succession planning. • Incorporated into the annual report, a description of training courses that its membership (especially leadership) underwent, if any. This includes training organized by the affiliate, other affiliates, hubs, Wikimedia Foundation, and external organizations (in line with *Movement Strategy 2030 Initiative #33 "Leadership development plan"*). • Incorporated into the annual report, a disclosure of conflict of interests (if any) from the leadership.

Community connection	Transparent and open to, and connected with, the community it serves/supports.	• Incorporated into the annual report, a description of how people are taking part in the affiliate activities; how Wikimedians are reacting to the plans of the affiliates and to their reports (surveys if enough capacity); meetings with the editing communities, etc.
Internal (membership) engagement	Creating/hosting spaces for offline/online/hybrid collaboration and engagement in the affiliate.	• Incorporated into the annual report, a record of regular meetings with a measurable outcome(s), and not only annual meetings.
Goal delivery	Actively delivering on mission goals, e.g. content creation.	• Incorporated into the annual report, a self-evaluation against the stated goals from their plans; strategic plans (if applicable).
Financially and legally compliant (where applicable)	Financially well managed (if the affiliate has funds) and legally compliant.	• Financial reporting (if applicable).
Universal Code of Conduct compliance	Incorporating, promoting awareness about, and enforcing the Universal Code of Conduct in all of the affiliate's activities.	• Incorporated into the annual report, evidence of preventative steps, and addressing UCOC complaints in an effective and timely manner (or seeking external help).
Partnerships and collaboration	Developing effective partnerships inside and outside the Movement. Collaborating with other affiliates. Not engaging in conflict unnecessarily.	• Incorporated into the annual report, documentation partnerships with other Wikimedia communities and partnerships with non-Wikimedia entities. *(Enhance communication and collaboration capacity with partners and collaborators is a Movement Strategy 2030 initiative)* • *Note: conflicts are a part of life, and sometimes there might be a good reason for one!*

General comments:

- Dumisani: Do affiliates have to satisfy all criteria or are there optional and required criteria? Can we make it clear?

- ○ Response: all the criteria are required, but the financial one is only applicable to those affiliates receiving funds