WIKIMEDIA
F O U N D A T I O N

Wikimedia Norge

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WIKIMEDIA COMMUNITY FUND (GENERAL SUPPORT) AND ALLIANCES FUND
FINAL LEARNING REPORT

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General Information

Purpose of the report

The new Wikimedia Funds strategy encourages a form of learning and evaluation through reporting that is intended to encourage in depth reflection on what was learned as a result of the processes and outcomes of your work. The focus is on **documenting the learning** in your reports, and then taking time to **share and reflect** together as thought partners - between Grantees, Foundation, and Regional Committees. Hopefully, reporting will serve as a tool for learning together, our goal is a collective and iterative learning and evaluation process that allows us all to tell a fuller story of your work and communicate it to others.

What might you be asking?

Q: But if the spaces are reduced, how am I going to express the full story of my work?

R: With a common set of questions and answer formats in the Fluxx portal, we aim to gather this learning and evaluation in a way that helps us categorise the information and aggregate data, both quantitative (the numbers) and qualitative (the descriptions/learning/perceptions, etc). We hope that this aggregated information is returned to you in a way that is useful, not only for reflecting on your work but also about grantees' work as regional and global collectives.

It is important to note that the reporting form, as with the application form:

- provides multiple spaces to add additional documents in diverse formats (images, dashboards, documents, videos, etc). Add anything that helps complement the main body of the reporting.
- will improve over time based on your feedback. This is an iterative process. We will be reflecting with you to see if this format requires any changes to better capture information and learning.

Q: How do numerical metrics support the focus on learning and metrics?

R: Quantitative data (the numbers) are important indicators to get a wider picture of some of the outcomes of grantee work. With a more structured registration and analysis of this data across all grantees, we can, for instance, aggregate metrics across regions, thematic issues, Wikimedia projects, types of organisations, and movement-wide tendencies. We hope that over time we will develop a better understanding of these numbers that will generate useful insight and perspective into our movement.

However, numbers alone do not tell the complete story of why things happened, what processes worked or didn't work, and what impact we have on participants' perceptions, and levels of engagement. Also, by some metrics, work that is important for the movement might generate small numbers, despite large efforts, innovations, and outcomes. Documenting this will be very important to give these numbers (large and small) context and value, and to help us develop better ways of measuring what we think is most important

Q: OK, but what if I didn't have time or capacity to gather a lot of qualitative data to answer these questions or do "in depth" learning?

R: Don't worry, this is a process for us all! In your application, you asked some very interesting learning questions about your work. Take some time to reflect with your team around these. You may have gathered more information than you think! If you did manage to apply some qualitative tools, such as surveys, interviews, focus groups, and storytelling, that is also great! If you didn't, take this reporting opportunity to reflect *if this would be needed* in future proposals and how you might consider these in your budget, team, and skills development.

Q: What if I would like to suggest changes to this format in the future?

R: Great, as with the application process, the Community Resources team will be collecting feedback and will create spaces to discuss any future adjustments. This is all about learning, iterating, and adapting together.

Technical note:

This form serves as the Final Report for those receiving one-year funding through the Wikimedia Community Funds (General Support Funds) or Wikimedia Alliances Funds program, or as the Annual Report for those receiving multi-year funds. For final reports, the period for this report will be the full 12 months of the fund, including the period already reported on in the mid-term report. Please reach out to your regional program officer in the Community Resources team if you have any doubts or need support. For annual reports, you should report on one year at a time, rather than the cumulative multi-year period of your award. Following this report, the regional program officer will invite you to a conversation where you will collectively reflect on your results, learning, and future prospects.

Privacy note: All responses except applicant and organization details, will be automatically shared publicly on Meta-Wiki even in the draft status. Please do not add any confidential or

sensitive information to your responses. Additionally, all uploaded documents with **Story or impact document, Resource document, Evaluation document, Financial report,** and **Other public document** labels will be automatically shared publicly. Please do not upload any confidential files with these labels. Please see the Application Privacy Statement for more information.

Approved At: 24/10/2023

Due At: 30/7/2023

Funding program: Wikimedia Community Fund

Name of Organization	Wikimedia Norge
Name of Individual or Primary Contact	Elisabeth Carrera
Grant Application Type	General Support Fund (2020-23)
Title of Proposal	Knowledge Equity: Supporting equity on Wikimedia projects

Part 1: Understanding your work

A. Is this report for a multi-year fund?   No

1. Briefly describe how your proposed activities and strategies were implemented.

The first half of this funding period we worked closely with the WMNO board on our new five-year strategy, which was unanimously passed at the Annual General Assembly in February. The AGA also passed a fairly detailed Annual Plan for 2023-2024, which ensures that our members are included in the overall priorities for our day-to-day operations.

Up until April, our activities were more or less according to plan, but we stepped up our professional communications efforts and our wiki outreach activities. We also made a start at improving some of our administrative functions, including data collection and analysis. The WMNO Executive Director (ED) was on leave until April, but just a few weeks before she was due back, she resigned. At the same time, one more staff handed in her notice. So, we then had two staff working through their three-month paid notice period, and April-June general staff output dropped to a minimum. The interim ED was released from her contract for a month, then was hired as the new ED.

Staff changes slowed us down, but also meant an opportunity to adjust our staff competence to current needs by hiring, and not just training. Up until this spring, WMNO had 2,8 staff; the ED and two project managers. For the future there will be three full staff positions: The ED, a Community Outreach Specialist and a Communications Coordinator. In May-June we advertised a vacant position, and making it a full position rather than 0,8, gave us a large pool of highly qualified candidates. We received 89 applications, and our new team member will start in September.

This spring, adding to the workload, we were presented with a potential legal dispute that requires close attention. This work will continue into autumn-winter.

Our activities are described in detail in a separate report: https://upload.wikimedia.org/wikimedia/no/b/b4/WMNO_Activities_2022_2023.pdf.

2. Were there any strategies or approaches that you felt were effective in achieving your goals?

Communications efforts and community outreach is starting to yield results. Our approach has simply been to up the professional level and devote more staff time. Long-term, a more visible public profile will help us achieve our activities' goals as well as open up opportunities for strategic partnerships and external funding.

3. Would you say that your project had any innovations? Are there things that you did very differently than you have seen them done by others?

Quite the contrary, our work this year has been a return to basics rather than innovative efforts. We are building a firm foundation for future development, by strengthening our core functions.

4. Please describe how different communities participated and/or were informed about your work.

We work with (at least) three local wiki communities. In Norway and Sápmi, most Wikimedians contribute to Wikipedia, and there are separate communities for the three language versions we follow-up on: Norwegian Bokmål, Nynorsk and Northern Sámi. There isn't that much interaction between the three, but apart from the Northern Sámi one, they are vibrant and productive. The communities took part in our outreach activities, and they were informed in our different channels: Our website wikimedia.no, no.wikimedia.org (the wiki where we share reports, minutes from meetings and similar), our newsletter and our Social Media. Also, the growing media attention we're getting, will help us recruit community members.

Our efforts in the Wikimedia Language Diversity Hub, meant interaction with 14 different language communities throughout the world. This work was communicated at Wikimania 2022, on Meta and in various Wikimedia forums. Potentially, the hub could pool the movement resources available to support under-represented languages. To be able to pick up the pace and start to break down some of the barriers we know exist, we have recommended that the hub sets up a more robust operational and governance structure. Also, today, support for small languages largely depends on individuals stepping up, and communication often happens in Telegram groups or individual inboxes. E.g. a formal helpdesk, or a peer-to-peer open forum with a wide reach, would help inform and assist communities.

5. **Documentation of your impact**. Please use the two spaces below to share files and links that help tell your story and impact. This can be documentation that shows your results through testimonies, survey results, videos, sound files, images (photos and infographics, etc.) social media posts, dashboards, etc.

Please note: If you upload a Story or impact document to Fluxx, put **Story or impact document** as the file label. All files with this label will be automatically uploaded to Google Drive and publicly shared on Meta-Wiki. If you do not want your file to be uploaded to Google services, use your preferred service and indicate the public link below.

5A. UPLOAD DOCUMENTS AND FILES

5b. Here is an additional field to type in URLs. :

https://upload.wikimedia.org/wikimedia/no/b/b4/WMNO_Activities_2022_2023.pdf

6. To what extent do you agree with the following statements regarding the work carried out with the support of this Fund? You can choose "not applicable" if your work does not relate to these goals.

Our efforts during the Fund period have helped to...	Rating
A. Bring in participants from underrepresented groups	Agree
B. Create a more inclusive and connected culture in our community	Agree
C. Develop content about underrepresented topics/groups	Agree

D. Develop content from underrepresented perspectives	Neither agree nor disagree
E. Encourage the retention of editors	Agree
F. Encourage the retention of organizers	Agree
G. Increased participants' feelings of belonging and connection to the movement	Agree

7. Is there anything else you would like to share about how your efforts helped to bring in participants and/or build out content, particularly for underrepresented groups?

Our project to translate MediaWiki and the Wikipedia apps into Northern Sámi will hopefully put us in a better position to recruit and train volunteers. Sámi content production and contributors' numbers are at an extreme low: no.wikimedia.org/wiki/Statistikkbank/en#Wikipedia_-_volunteer_efforts_and_results

In the past, recruitment activities have been few and far apart, but we are stepping up our outreach efforts.

Part 2: Your main learning

8. In your application, you outlined your learning priorities. What did you learn about these areas during this period?

We learnt the most in the first half of this funding period. We wanted to use our work with Sámi content as a model for our international efforts to support small language communities. The Northern Sámi Wikipedia was started as early as 2004, but the editing activity level and the number of contributors are now so low we need to take firm steps. Perhaps we will have to shift our focus in the Language Diversity Hub: How can we learn from small language communities that do better than us in their efforts to recruit, train and retain contributors?

With the Language Diversity Hub we also learned that it was unfortunate to take on the responsibility as fiscal sponsor for a project at a time when we had no Executive Director. Lack of financial management and unclear definitions of volunteers versus contractors caused time-consuming challenges for our accounting and tax responsibilities. On the positive side, the hub work yet again confirmed the value of joint capacity building for small language communities within the Wikimedia projects.

When it comes to our communications work we have learned that we can easily reach a much wider audience than before. That can help us market our community outreach activities better, and to recruit members. Also, some of our community support schemes, such as micro Wiki grants and the Wiki Library, have failed to benefit more than a handful of Wikimedians. By evaluating and modifying these schemes we can distribute our resources more wisely.

9. Did anything unexpected or surprising happen when implementing your activities?

Our communications efforts have started to yield results sooner than expected: https://no.wikimedia.org/wiki/Statistikkbank/en#Communications On the negative side, our content partnership metrics have dropped, because there haven't been any large-scale upload projects. We will try to find new ways to identify and secure content that ought to be included in the Wikimedia projects.

10. How do you hope to use this learning? For instance, do you have any new priorities, ideas for activities, or goals for the future?

At this point, it's important that we now give our strategies and activities the resources they require, and the time it takes, to generate results. We will be monitoring our successes and failures closely, so that we can make informed decisions moving forward.

11. If you were sitting with a friend to tell them one thing about your work during this fund, what would it be (think of inspiring or fascinating moments, tough challenges, interesting anecdotes, or anything that feels important to you)?

Despite a long transitional period for our chapter, from February 2022 and stretching into autumn 2023, we have a number of wonderful opportunities ahead. And most importantly, we are striving to move forward more closely aligned with.the needs and visions of our local communities.

> 12. Please share resources that would be useful to share with other Wikimedian organizations so that they can learn from, adapt or build upon your work. For instance, guides, training material, presentations, work processes, or any other material the team has created to document and transfer knowledge about your work and can be useful for others. Please share any specific resources that you are creating, adapting/contextualizing in ways that are unique to your context (i.e. training material).
>
> Please take some time to do this. It is key to tell a fuller story of your work. Also, it is a great opportunity to build a bank of resources that we can share and show how diverse communities are contextualising and adapting material.
>
> **Please note:** If you upload a Resource document to Fluxx, put ***Resource document*** as the file label. All files with this label will be automatically uploaded to Google Drive and publicly shared on Meta-Wiki. If you do not want your file to be uploaded to Google services, use your preferred service and indicate the public link below.

12A. UPLOAD DOCUMENTS AND FILES

12b. Here is an additional field to type in URLs.

Part 3: Metrics

▼ **13a. View summary of main and additional metrics data**

Main Open Metrics (1): Feedback from participants on effective strategies for attracting and retaining contributors

We intend to consistently send out standardized surveys to event and course participants on what their experience was like, asking about their motivations to join the event, and how much they got out of it – and how they plan to use what they've learned. Our target is to send out surveys to all participants of such events.

Target	Results	Comments	Methodology
	N/A	A routine for sending out surveys has not yet been introduced. Feedback was collected after a couple of our activities, but in a descriptive, qualitative form that makes it difficult to generate metrics.	

Main Open Metrics (2): name/desc
Diversity of participants brought in by grantees
With this metric we want to find out how many language versions of Wikimedia projects we work with through our international and national work. We will only focus on language diversity for this metric, as other diversity markers (such as gender or orientation) are more sensitive to measure. This metric will be very interesting to follow up for the future, to monitor the global reach of the Language Diversity Hub. Our target is to involve speakers of at least 20 different languages in this work.

Target	Results	Comments	Methodology
20	17	This number is difficult to quantify, as several factors are open to	Counting the main languages of participants in regular Language

		interpretation. The Language Diversity Hub worked with 14 different language versions of Wikipedia. Nationally, we worked with Wikimedia projects in Norwegian (Bokmål and Nynorsk) and Northern Sámi. One of our staff was involved in or contributed to a large number of language versions, particularly in the Wikimedia Incubator, but those have not been included in this metric.	Diversity Hub meetings and other national and international partnerships.

Main Open Metrics (3): name/desc

Number of new WMNO members

It was decided during the general assembly 2022 that we should focus more on getting new members to the organization, in order to have a more solid membership base to draw input and talent from. The board will put together a commitee that will focus on this, with staff support.

Target	Results	Comments	Methodology
70	55	Our Annual General Assembly has passed a target of 40 % membership growth per year. Autumn 2022 and spring 2023 our membership registry was vetted and non-paying members were taken out of our records. By the end of June 2023 we have 55 paid-up members, and by the end of the year we aim to have 70.	Our membership registry.

Main Open Metrics (4): name/desc

Target	Results	Comments	Methodology

Main Open Metrics (6): name/desc

Target	Results	Comments	Methodology

▼ Additional Metrics Summary

editors that continue to participate/retained after activities

Target	Results	Comments	Methodology

organizers that continue to participate/retained after activities

Target	Results	Comments	Methodology

strategic partnerships that contribute to longer term growth, diversity and sustainability

Like we said above, we are planning to sustain the existing major partnerships we have nationally, but also to expand internationally with the Language Diversity Hub work. The target of 10 reflects the number of partners we expect to work closely with for various projects, but it may turn out that this number is too low.

Target	Results	Comments	Methodology

10	3	We are working to make a a shift from lower level cooperations on for example content uploads or training activities to long-term strategic partnerships at managerial level, particularly within GLAM and the educational sector. This funding period we have completed an image upload project with one GLAM partner, three non-profits were represented in our Wiki Loves Monuments jury, and we organised activities with three other non-profits and two universities. We were awarded small grants from one charity and two public institutions. Yet it would be stretching it to name any of these strategic partners. In our language diversity work we have, however, had two strong strategic partnerships: Wikitongues (https://wikitongues.org) and Giellatekno - the Research Group for Saami Language Technology at The Arctic University of Norway (https://giellatekno.uit.no/index.eng.html). Also, since spring 2023 we have been working closely with Arts and Culture Norway (https://www.kulturdirektoratet.no/english) on the Wiki Loves Living Heritage campaign, and this partnership is starting to take on a more permanent, strategic nature.	Manual counting.

feedback from participants on effective strategies for attracting and retaining content contributors per project
(Used as a main metric)

Target	Results	Comments	Methodology

diversity of participants brought in by grantees
(Used as a main metric)

Target	Results	Comments	Methodology

number of people reached through social media publications
This number includes readers of blog posts, views on Facebook posts, YouTube video views, Instagram likes and Twitter interactions.

Target	Results	Comments	Methodology
12000	69869	This number is, unfortunately, a messy mix of parameters that aren't comparable. The total sum doesn't say much, but if we break it down it makes slightly more sense: Website visitors ("readers of blog posts") 8971, Facebook reach ("views") 57435, YouTube plays (not views) 1119, Instagram likes and reactions 2169, Twitter interactions 175. For a better understanding of our communications efforts, please refer to our Annual Report 2022 and our quarterly communications reports (https://no.wikimedia.org/wiki/Kommunikasjonsarbeid_per_kvartal). The reports will be revamped autumn 2023.	Website and social media statistical tools.

activities developed

Target	Results	Comments	Methodology

volunteer hours

Target	Results	Comments	Methodology

▼ **13b. View summary of additional core metrics data**

Participants

Target	Results	Comments	Methodology
1000	351	The number of participants includes only those that took part in activities hosted or organised by Wikimedia Norge (staff and volunteers), and not by independent volunteers from the Norwegian Wiki community in general. The activities were: The Annual General Assembly, 5 Wiki Lunch Breaks, WikiNobel, 4 Wiki Meetups, 7 workshops or training sessions, 6 lectures or panel discussions, 4 Wikipedia Kickstart sessions, Wiki Loves Monuments: National photo and editing competition on Wikimedia Commons and Wikipedia, 2 Women in Red editing competitions on Wikipedia, 1 student project at OsloMet and the Wiki Loves Living Heritage campaign.	Manual counting, various edit counters, dashboards and the UKBot tool.

Editors

Target	Results	Comments	Methodology
250	273	203 were returning editors. The other 70 were new to wiki projects, but we don't have dependable stats about how many actually created accounts and what the retention rate was. Unfortunately, detailed stats beyond counting heads were only registered for some of our activities.	Manual counting, various edit counters, dashboards and the UKBot tool.

Organizers

Target	Results	Comments	Methodology
20	23	We have counted the number of individuals involved. Some of them organised or contributed to more than one activity.	Manual counting.

Content contributions to Wikimedia Project (1):
Wikipedia

Target	Results	Comments	Methodology
7000	1508	July 2022-June 2023, WMNO activities generated 1508 article edits or new articles on the two Norwegian, the Northern Sámi or the Inari Sámi Wikipedias. The content was a result of three editing competitions, an Art&Feminism workshop and the Wiki Loves Living Heritage campaign.	Dashboards and the UKBot tool.

Content contributions to Wikimedia Project (2):
Wikimedia Commons

Target	Results	Comments	Methodology
5000	556	Images were uploaded as part of Wiki Loves Monuments and our project to add images from The National Archives' collection "The Reindeer Pastures Commission of 1913".	Dashboards and the UKBot tool.

Content contributions to Wikimedia Project (3):
Wikidata

Target	Results	Comments	Methodology
7000	0	Autumn 2022 Wikimedia Norge organised two workshops to celebrate the Wikidata 10th anniversary, but Wikidata content generation after the events was not measured.	

Content contributions to Wikimedia Project (4):

Target	Results	Comments	Methodology

Content contributions to Wikimedia Project (5):

Target	Results	Comments	Methodology

14. Were there any metrics in your   Yes
proposal that you could not collect
or that you had to change? :

14a. State what difficulties you had or why you felt it was best to change them.

The targets set for 2022-2023 were way too ambitious, and were not based on statistics from earlier years or plans for the period. Another challenge has been to introduce staff to take a more systematic approach to collecting metrics. E.g., we have a shared spreadsheet where we count participants, editors and organisers after each event, rather than just to estimate numbers every six months. But we still experience that attendants' contact details or user accounts aren't registered, making it difficult to follow up on training and recruitment efforts. Also, we have not yet introduced a routine or standard survey for collecting feedback from participants. So, feedback has only rarely been collected.

15. If you have any difficulties collecting data to measure your results, please describe and add any recommendations on how to address them in the future.

We have started to professionalise several aspects of our operations, particularly outreach and communications efforts, but we still have a long way to go. Our Annual Report 2022, the Strategic Plan 2023-2028 and the Annual Plan 2023-2024 illustrate a new approach to analysing our operations and setting firm targets. We simply need time and firmer leadership to build systems that will help us collect and analyse data, and to increase staff competence through training and hiring.

▼ Tip for Question 15

This is key to understanding some of the challenges you have collecting quantitative or qualitative data and how the Foundation can better support these efforts.

16A. UPLOAD DOCUMENTS AND FILES

16b. Here is an additional field to type in URLs.

https://no.wikimedia.org/wiki/Statistikkbank/en

Part 4: Organizational capacities & partnerships

17. Organizational Capacity

This section is intended to help you reflect on your current capacities and opportunities to further develop them. In which aspects do you think your organizational capacity has grown over the fund period? Likewise, which capacities would you like to further develop, and your priorities? Please use this guide for scale-type questions as a reference.

Organizational capacity dimension	This has grown over the last year, the capacity is high	This capacity has grown but it should be further developed	This capacity is low, and we should prioritise developing it
A. Financial capacity and management			✓
B. Conflict management or transformation		✓	
C. Leadership (i.e growing in potential leaders, leadership that fit organizational needs and values)		✓	
D. Partnership building		✓	
E. Strategic planning	✓		
F. Program design, implementation, and management		✓	
G. Scoping and testing new approaches, innovation	✓		
H. Recruiting new contributors (volunteer)			✓
I. Support and growth path for different types of contributors (volunteers)		✓	
J. Governance		✓	
K. Communications, marketing, and social media		✓	
L. Staffing - hiring, monitoring, supporting in the areas needed for program implementation and sustainability			✓
M. On-wiki technical skills		✓	
N. Accessing and using data			✓
O. Evaluating and learning from our work		✓	
P. Communicating and sharing what we learn with our peers and other stakeholders		✓	
Q.			
R.			

17a. Which of the following factors most helped you to build capacities? Please pick a MAXIMUM of the three most relevant factors. :

Peer to peer learning with other community members in conferences/events, Peer to peer learning with other community members in community/ies of practice* (structured and continuous learning and sharing spaces), Other

Other (write in below):

Closer interaction with, as well as help and advice from, the local wiki community

17b. Which of the following factors hindered your ability to build capacities? Please pick a MAXIMUM of the three most relevant factors. :

Lack of awareness of capacity building needs, Lack of staff time to participate in capacity building/training, Lack of a need or interest in building these capacities

18. Is there anything else you would like to share about how your organizational capacity has grown, and areas where you require support?

Staff changes, although time-consuming and costly, put us in a good position to adapt our joint staff competence to our strategic direction by recruiting and hiring rather than just by training. Starting September 2023, new staff members will be in place to cover our core functions better than before.

19. Partnerships over the funding period

We are interested in learning more about your partnerships with other institutions. To what extent do you agree with the following statements? These can relate to new partnerships that resulted from this fund period or the further development of existing partnerships.

Over the fund period...	Rating
A. We built strategic partnerships with other institutions or groups that will help us grow in the medium term (3 year time frame)	Agree
B. The partnerships we built with other institutions or groups helped to bring in more contributors from underrepresented groups	Agree
C. The partnerships we built with other institutions or groups helped to build out more content on underrepresented topics/groups	Disagree

19a. Which of the following factors most helped you to build partnerships? Please pick a MAXIMUM of the three most relevant factors.

Permanent staff outreach, Board members' outreach

19b. Which of the following factors hindered your ability to build partnerships? Please pick a MAXIMUM of the three most relevant factors. :

Lack of staff to conduct outreach to new strategic partners, Lack of staff capacity to respond to partners interested in working with us, Lack of knowledge or capacities to reach out to strategic partners

20. Please share your learning about strategies to build partnerships with other institutions and groups and any other learning about working with partners?

We are working towards partnerships that aren't simply lower-level cooperations on isolated tasks or projects, but where equal partners donate time and resources to shared strategic planning and long-term cooperation. We have to a larger degree than before sought such partnerships with other non-profits, and not just GLAM and the educational sector. So far, we have a handful of budding new partnerships that we hope to nourish autumn 2023 and onwards.

Part 5: Sense of belonging & collaboration

This section is to capture how the Fund has contributed to a sense of belonging and engagement. This section is intended to help you reflect on how the Funding process and structure contributed to levels of belonging and collaboration. Your insights will be key in reviewing any necessary adjustments to the process.

21. What would it mean for your organization to feel a sense of belonging to the Wikimedia or free knowledge movement?

Our staff and board have a strong sense of belonging to the Wikimedia movement, but not all members feel the same way. Members, and the local wiki community in general, tend to focus on the particular project and language version that they contribute to. But we all share a passion for free knowledge, and there is a wonderful potential to increase the awareness of how we can all benefit from working more closely with the Wikimedia movement as a whole.

22. How has your (for individual grantees) or your group/organization's (for organizational grantees) sense of belonging to the Wikimedia or free knowledge movement changed over the fund period?   Stayed the same

23. If you would like to, please share why it has changed in this way. :

Wikimedia Norge is actively sharing opportunities for learning and cooperation within the Wikimedia movement, e.g. by offering members travel grants to attend conferences and meetings. We are also trying to involve volunteers in movement strategy discussions and WMNO's international language diversity work, but we probably need to work on this consistently over time in order to spark more interest.

24. How has your group/organization's sense of personal investment in the Wikimedia or free knowledge movement changed over the fund period?   Stayed the same

25. If you would like to, please share why it has changed in this way.

26. Are there other movements besides the Wikimedia or free knowledge movement that play a central role in your motivation to contribute to Wikimedia projects? (for example, Black Lives Matter, Feminist movement, Climate Justice, or other activism spaces). If so, please describe it below.

WMNO is highly commited to include and support minority groups on the Wikimedia projects, in Norway, particularly speakers of Sámi languages and Norwegian Nynorsk. Language activism dates back to the 1800s in Norway. Also, we are stepping up our efforts to counter the gender gap on the Wikimedia projects, and we will be offering courses and workshops to feminist and equal opportunities groups.

27. Have you shared these results with Wikimedia affiliates or community members? This question is focused on the results and learning tied to this particular fund. :   Yes

27a. Please describe how you have already shared them. Would you like to do more sharing, and if so how?

We are actively sharing our results and priorities with WMNO members and the wiki community in general at our annual general assembly, wiki meetups and members' meetings. We are also collaborating with individuals and groups that offer feedback and advice throughout the year. And, of course, our activities and results are communicated through our communications efforts, which we are stepping up.

28. How often do you currently share what you have learned with other Wikimedia Foundation grantees, and learn from them?

We do this regularly (at least once a month)

29. How does your organization currently share mutual learning with other grantees?

We take part in ED group calls, we contribute to the Language Diversity Hub, we are part of Wikimedia Europe and we take part in a number of collaborative groups and formal/informal networks. It can, however, be quite draining on our staff resources to take part in so many learning opportunities. Also, the multitude of different communication channels and forums makes it incredibly time-consuming to stay updated on what's going on in the movement. In a small staff all this can easily draw resources away from core functions and responsibilities, which was an issue for us up until summer 2023. Hopefully, our staff changes and more clearly defined roles and responsibilites, will help us administer our time-resources better.

Part 6: Financial reporting and compliance

30. Please state the total amount spent in your local currency.

$2,575,138.00

31. Local currency type:

NOK

32. Please report the funds received and spending in the currency of your fund. We recommend you use the template provided or the format you used to present your initial budget. If you use Google Sheets please remember to provide the link and share access with us in the configuration of the shared document on google. You can leave it as open access for anyone with the link to view or add this email: communityresources@wikimedia.org.

Please note: If you upload a Financial report document to Fluxx, put *Financial report* as the file label. All files with this label will be automatically uploaded to Google Drive and publicly shared on Meta-Wiki. If you do not want your file to be uploaded to Google services, use your preferred service and indicate the public link below.

32A. UPLOAD DOCUMENTS AND FILES

32b. Provide a link to your final financial report file.

https://upload.wikimedia.org/wikimedia/no/7/7c/WMNO_Accounts_2022-2023.pdf

33. If you have not already done so in your budget report, please provide information on changes in the budget in relation to your original proposal.

Our accounts for the 2022-2023 funding period show a final profit of NOK 261 277 / USD 26 321, which is higher than budgeted. This year we cut our rent and cleaning expenses by almost NOK 100 000 by moving office. Also, our payroll expenses tied to project hires and the costs of meetings and courses were a lot lower than expected because some of our projects did not progress at the planned pace, particularly during the second quarter of 2023. These expected costs will incur autumn 2023.

34. Do you have any unspent funds from the Fund? :

No

35. Are you in compliance with the terms outlined in the fund agreement?

Yes

36. Are you in compliance with all applicable laws and regulations as outlined in the grant agreement?

Yes

37. Are you in compliance with   Yes
provisions of the United State
Internal Revenue Code ("Code")?

38. If you have additional recommendations or reflections that don't fit into the above
sections, please write them here.

Thank you for taking the time to share all your learning and reflections. We look forward to our conversation so that we can learn more from you and share with other communities in the Wikimedia movement.