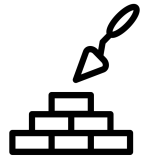


10 Recommendations of Capacity Building Working Group

Wikimania 2019



Created by Chaiti W. Indrakumari from Noun Project

R1. Building the Base

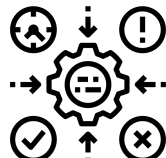
#Advocacy
#Diversity
#CommunityHealth
#Partnership
#Product
AndTechnology
#Resource
Allocation
#RevenueStreams
#RolesAnd
Responsibilities



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R2. Matching Needs

#CommunityHealth
#Partnership
#Resource
Allocation



Created by Nitishan Tathai from Noun Project

R3. Occuring in Context

#Diversity
#CommunityHealth
#Partnership
#Resource
Allocation



Created by Georgiana Ionescu from Noun Project

R4. Strengthening Orgs

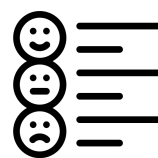
#RolesAnd
Responsibilities



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R5. Assuring Resources

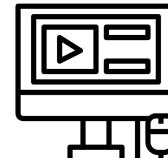
#Resource
Allocation



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R6. Evaluation

#Diversity
#Resource
Allocation



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R7. Online Learning

#Diversity
#CommunityHealth



Created by Nitishan Tathai from Noun Project

R8. Recognition

#Diversity
#CommunityHealth
#Resource
Allocation
#Partnership



Created by HeadsOfBeds from Noun Project

R9. Leadership

#Diversity
#CommunityHealth



Created by Max Hancock from Noun Project

R10. Independent Governance

#RolesAnd
Responsibilities

Another Visual of WG:CB Structures (covers R1, R2, R5, R6, R7): <https://w.wiki/73Q>

Talk to the members of Capacity Building : Hakan Sailesh Patnik, Jeffrey Keefer, Liang-chih Shang Kuan, Simona Ramkisson, Winifred Oliff, Michal Lester, and Nikki Zeuner

R1- Building Capacity for Capacity Building

We recommend to build the expertise, toolbox of methods and processes for core capacities to be built with people, organizations and groups across the movement for the long-term.

R2- Matching Human Assets and Online Knowledge Resources with Capacity Building Needs

We recommend establishing a system and process that matches Wikimedians with their peers and with knowledge resources in and out of the movement to meet their capacity building needs.

R3 - Capacity Building Should Occur in Context

We recommend to enable capacity building activities such as in-person regional conferences, thematic gatherings, immersion experiences, mentoring, cohort learning and capacity-oriented partnerships that are situated within the context of participants, through accessible, sustained, transparent funding and technical assistance to organizers.

R4- Targeted Capacity Building Towards Community Organizational Development Goals

We recommend to assure targeted capacity building services for developing strong organizations, rooted in the organization's needs, goals, and contexts, that serve their communities and the movement (in addition to services focused on individuals and informal collectives).

Note: This does not mean that formal organizations are a "one size fits all" approach to working in our movement. Different ways of working that are appropriate in different contexts will be needed, and communities need to have the autonomy to define their own paths and ways of working. Some communities will have no interest in developing formal organizations, and that's OK. There needs to be multiple paths to growth.

R5- Resources for Capacity Building

We recommend that capacity building be an institutionalized function of the movement sustained until 2030 with a substantial comprehensive annual budget that funds both the centralized and decentralized elements found in the Capacity Building recommendations. An independent unit/organization of the movement, with its own governing body will assure oversight and accountability of funds.

R6 -Evaluating Capacity Building

Based on our concurrent recommendation that capacity building structures be sustained and resourced over the long term, we recommend a comprehensive evaluation system allowing for learning, sharing, and improvement. This will enable us to understand the impact of capacity building efforts in support of the movement strategy.

R7 -Online Training and Learning

We recommend establishing a movement-wide online learning/training platform (connected to the knowledge base from recommendation #2) to support both just-in-time recorded training videos along with real-time blended opportunities for human-focused learning that allow live questions, discussion, network building, and sharing.

R8- Recognizing Individuals

Establish a system for recognizing and supporting organizers and leaders who are contributing to Capacity Building in their own communities or for other communities in the movement.

Note: This recommendation is not based on full consensus among the members of the working group yet. We are looking forward to discussing the nuances of this topic at Wikimania.

R9 - Leadership Development

We recommend to develop and implement a multi-stage, systematic global leadership development strategy and mentoring programme that enriches individuals and communities through meaningful engagement both on and off Wiki. The programme will combine retaining talent (reducing the loss of people who gained experience), training talent (preparing those who are prospective future movement leaders) and identifying talent (systematic participation in a multi-stage training program increases the skills of participants, and naturally selects those who are really committed).

R-10 Independently-Governed Capacity Building 'Unit'

We recommend to establish an independent movement capacity building organization or unit, governed by a supervisory board, to ensure that capacity building recommendations are implemented and that capacity building programs are sustained and continuously improved accountably until 2030.