

JANUARY - JUNE
6 MONTS
REPORT



WIKIMEDIA

FRANCE





INTRODUCTION

In January 2018, the association entered a reconstruction phase after what had been a difficult year 2017 both for the community and the salaried team. A great deal of effort has been made by the executive board and the team to repair, to reorganise and to make progress towards greater transparency in the association's activities. Firstly, a small weekly newsletter (une semaine chez les wikis - a week with the wikis) was introduced to keep the association's members more regularly briefed about the association's activities. The diary developed by 0x010C was added to the Meta page of Wikimedia France to make it possible to better coordinate activities. A new contributors' area was also launched on Wikimedia France's premises to welcome all Wikimedians looking to organise a contribution workshop or to meet up socially. We know that it's not always easy to represent the work performed by the salaried team in a concrete manner, and for this reason we felt that it's important to issue this small progress report at the six-month stage, to provide you with an overview of the actions carried out

between January and June 2018. We also decided to individually separate the sections in order among other things to be able to give a voice to our staff, who are very important in the organisation but who, as a result of their jobs, don't always have an opportunity to be in direct contact with our association's members. However, most of the projects mentioned below are the fruit of close cooperation between one or several members of the salaried team and the volunteers. For this reason, the salaried team would also like to take this opportunity to warmly thank all those who give their time to keep our association alive and to help it thrive. We hope you have a good summer and we remain at your disposal to support the free sharing of knowledge through Wikimedia projects.

Best Wikimedian regards,
The salaried team from Wikimedia France

Thank you



OPERATIONAL COORDINATION

BY RÉMY GERBET

Since January, the priority has been to restore a cordial working relationship with the Wikimedia foundation, particularly considering the two reports which Wikimedia France must submit as part of the FDC process. Firstly the Halfyear then the FDC application. These discussions made it possible to identify various challenges which the chapter must overcome. You can find details of them in the document produced by the Wikimedia Foundation teams last May. Work on tackling a number of the themes got underway during this period (the reorganisation of the salaried team and the social impact of our activities, etc.). Despite this context, a number of activities were completed, thanks to our partners and all of our volunteers. Among others, the Lingua Libre project has entered its most advanced development stage thanks to the team of Wikimedians (Nicolas Vion, Lyokoï, Yug, Unuaiga, Pamputt, Elfix) who have supported it for more than two years and above all thanks to the amazing work carried out by 0x010C over the last six months. All of this points to an excellent outlook for the coming months.

WHAT HAS BEEN ACHIEVED

- Management of the FDC process with the drafting of the [Halfyear](#) (January 2018) then the [2018/2019 FDC application](#) (April 2018).
- Reassuring Wikimedia France's partners, such as for example the Ministry of Culture and the International Organisation of La Francophonie including with regard to the next Francophone Wikiconvention.
- Strengthening the cooperation initiated last winter with Qwant, which had publicised Wikimedia France's fundraising campaign. This partnership gave rise to the inclusion of a link to the videos of the Wikimooc in Qwant's search results. Discussions are underway to secure a financial contribution from Qwant toward the organisation of the Francophone Wikiconvention.
- Following the European GLAM meeting organised in Paris in February 2017, new cooperation initiatives have been launched between UNESCO and Wikimedia France (Wiki4women, work focused on the documentation of UNESCO, support for WLM...).
- The launch of a joint initiative with the Ministère de l'Outre-mer (ministry of overseas territories) and the Agence Française du Développement (French

development agency) aimed at the overseas territories. A competition entitled «Photographiez les Outre-mer» (Photograph the overseas territories) will be held from August 1-31 based on the WLM and WLE model.

- The continuation of the partnership with [Signes de Sens](#) with a view to developing a tool to help people who are deaf or hard of hearing to read Wikimedia. (Link to the project page).
- Resumption of the collaboration between Wikimedia France and the Wikimedia movement and other organisations. This will involve an intensification of dialogue with other affiliates of the Wikimedia movement and participation in the Wikimedia Conference in Berlin.
- Reinforcing the actions aimed at the Francophone community and especially to achieve better cooperation between the member affiliates of [Wikifranca](#). Contribution activities have been supported in the Congo, Benin and Cameroon throughout [French language contribution month 2018](#).
- Organising a professional day between the teams of Wikimedia Switzerland and Wikimedia France.
- Organisation of the Francophone Wikiconvention 2018: Choice of location, making appointments with the host town, support for the organisational team (OIF grant holders) accommodation and meals.
- Participation in discussions concerning the Wikimedia movement's Strategy 2030.
- Launch of the working group on strategy, which is working on producing a new strategic plan for the association.
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WHAT WE INTEND TO DO OVER THE NEXT 6 MONTHS

- Complete a new strategic plan for 2019-2022.
- Examine the association's indicators and work on the impact of our activities.
- Introduce effective coordination between the Francophone affiliates, particularly through a joint strategy.



PARTNERSHIPS AND GLAM

BY XAVIER CAILLEAU

A direct consequence of the redefinition of the responsibilities within the salaried team has been that we are now able to carry out in-depth work on partnerships. The arrival of Alexis in the civic department has helped us to quickly focus on the introduction of a GLAM project, a genuine [partnership strategy](#), the starting point for which was the drafting of a quantitative and qualitative [overview](#) of activities. It is also this overview which confirmed the importance of reviewing our approach to collaborations, most of which are managed on the fly, and to provide a better-defined framework for them, taking account of our specific characteristics and those of our partners, while at the same time closely adhering to our movement's strategy. We have also continued our efforts to support, introduce and publicise partnerships for the 2017-2018 financial year.

CE QUI A ÉTÉ RÉALISÉ

- Drafting of a GLAM action plan.
- Drafting of a [strategy](#) for the GLAM project.
- Work on our pitch, our approach and our communication aimed at partners.
- Contacting stakeholders in the cultural field to open up content.
- Receiving requests from the institutions themselves or from volunteers keen to work with the institutions.
- Creation of showcase partnerships: [Latmos](#), [Centre national d'études spatiales \(national centre for space studies\)](#), [the Opéra Comique National Theatre](#), [Sorbonne inter-university library](#), City of Grenoble.
- Monitoring the partnerships underway (for example, the national archives, PBA Lille (relief maps), City of Toulouse/Musée St Raymond) or requiring reorganisation.

WHAT WE INTEND TO DO OVER THE NEXT 6 MONTHS

- Encourage the autonomy of our partners: arranging for a resident Wikipedian, encouraging in-house training and include contributing to projects within job descriptions.
- Consolidate the GLAM network via our «ambassador» partners (with a view to organising a meeting with our different GLAM partners during 2019).
- Perfect our pitch for use with our contacts and work on our communication aids.
- Focus on dialogue with other chapters or GLAM organisations.
- Introduce or improve analysis tools allowing for genuine quality monitoring during partnerships.
- Strengthen our links with partners and involve other stakeholders to support the project sponsor.



EDUCATION AND TRAINING

BY MATHIEU DENEL

In previous years, several initiatives have been launched with stakeholders from the educational world enabling the association to gain extra credibility. The Wikiconcours lycéen (high school wikicompetition) is a perfect example of this. We intend to continue this work over the next six months, particularly by focusing more on the training of teacher-documentalists. The association will continue targeting and investing in these groups and will have an important role to play considering the popularity of themes such as digital education or the fight against «fake news».

WHAT HAS BEEN ACHIEVED

- Meeting with several stakeholders to discuss missions and potential projects which can be carried out in the coming months, including among others the Ligue de l'Enseignement, the Inversons la Classe collective and the Agence

bibliographique de l'enseignement supérieur (bibliographic agency for higher education) which has agreed to relay the 1Lib1Réf operation.

- Response to and/or organisation of modules leading to a qualification (EU) in the higher education sector with Paris Descartes, Paris Sorbonne and Nord de Lille universities.
- Requests for authorisations to film in class sent to several education authorities in France (the processing time can be fairly long) in order to develop the educational kit, including video interviews. One of the envisaged solutions is to take advantage of the Educatec show to carry out these interviews if these requests are refused.
- Organisation of a prizegiving evening with the CLEMI as part of the Wikiconcours lycéen at the Pompidou Centre. We still have some mugs left, so feel free to drop in and we'll give you some!
- Organising training sessions in the use of Wikipedia in the classroom in Reims, Lille, Besançon, Paris, Arras, Brunoy and Créteil. Chiefly with the Canopé Network, the CLEMI and as part of academic region internships organised by the teacher-documentalists.
- Participation in seminars and exhibitions on the theme of digital education: Commoners co-working days in Lille, a day on fake news in Marly-le-Roi, or the inauguration of 110bis (National Education Ministry).
- Preparation of a new session of WikiMOOC hosted on France Université Numérique (launched on 17/09/2018).
- Telephone contacts with all education authorities to have training sessions on the use of Wikipedia in the classroom included in their educational programs (a committee meets once a year, with replies often being received one year or even two years later).

WHAT WE INTEND TO DO OVER THE NEXT 6 MONTHS

- The deployment of the Wikiconcours lycéen with the CLEMI to include more participating establishments who make it through to the end of the competition.
- Video interviews with educational project sponsors, which will be used to enhance the educational kit (hosted for the time being on Wikipedia but which may take the form of a mini website with the videos displayed prominently).
- Continue approaching teacher training schools (ESPE ex IUFM) and more generally basic training centres to get them to include this training.

- Continue participating in working groups, particularly with the Direction du Numérique Educatif (digital education department) in relation to open educational resources.
- Continue supporting teachers and educational projects which can lead to genuinely innovative educational projects with Wikimedia projects and which need to be showcased.
- The new MOOC initiative spanning the whole year, which will make it possible to raise awareness among and train communities of potential students.
- The training of trainers, and particularly teacher-documentalists who are our best ambassadors in their establishments.
- Consolidating the network currently comprised of teachers and teacher-documentalists likely to work with Wikipedia in a more structured and formalized form (ambassadors, National Digital Education contacts, etc.).
- Renewal of the approval from the National Education Ministry (during 2019).
- A training plan for volunteers and regularly organise sessions in the form of video conferences (the association's activities, the possibilities for the financing of projects, the creation of a partnership with a cultural body, evaluation of activity, etc.).



COMMUNICATION AND EVENTS

BY SARAH KRICHEN

Since the start of the year, the priority has been to restore communication between the association's members, the non-member volunteers, the employees and the executive board. Despite having no budget to organise the different events and communication campaigns, numerous activities were nevertheless launched thanks to the volunteers and members of the themed groups: [Wiki Loves Earth](#), [Wiki Loves Monuments](#) and [Promotion & Communication](#).

WHAT HAS BEEN ACHIEVED

- Getting to grips with the organization of the WLM and WLE competitions, which were previously handled by Mathieu.
- Publication of a [communiqué](#) on the post-crisis association's website and the

special general meeting in September.

- Creation of graphical [mock-ups](#) for the [Lingua Libre](#) web and mobile interface.
- Work on optimising access to the association's website (participation in workdays dedicated to these matters).
- Redesigning the donations page on the association's website.
- Undertaking the documentation work and the organization of the Wiki Loves Monuments competition with the invaluable help of [Anne-LaureM](#), [Jogd75](#) and [VIGNERON](#).
- Drafting of blog articles.
- Circulation and promotion of the association's activities on the social networks, via the different accounts the association manages.
- Getting in touch with our opposite numbers handling communication in the European chapters to organise pan-European communication, in particular for subjects concerned by lobbying.
- Contacting partners to host events organised by the association (particularly UNESCO and the Musée de Cluny).
- Graphic design work for all types of online and paper communication (event posters, pictures for the social networks, [computer graphics](#) for the FDC reports, etc.).
- Organisation of the Wiki Loves Earth photographic competition.
- Working closely with Xavier on the different press releases (preparation of mailshots via CiviCRM and Mailchimp).
- Organising a process of reflection and an exchange of ideas concerning the [association's communication strategy](#).
- [Graphical work](#) for the «Photographiez les Outre-mers» photographic competition.

WHAT WE INTEND TO DO OVER THE NEXT 6 MONTHS

- Setting up a recurrent partnership with organisations like UNESCO or the Cité de l'Architecture et du Patrimoine (architecture and heritage centre) to finance and/or promote the Wiki loves Monuments competition.
- Setting up a recurrent partnership with organisations like the WWF, the IUCN (International Union for Conservation of Nature) and the FNM (Foundation

for Nature and Mankind) to finance and/or promote the Wiki loves Earth competition.

- Organising a travelling exhibition of photos from the competitions supported and organised by the association.
- Promoting the association's activities to the general public and the contributors' communities.
- Drafting and adopting an editorial charter to specify the practices to be employed in the association's different communication activities.
- Updating the association's graphical charter.
- Drafting organisational procedures and organising recurrent events such as competitions, communication campaigns and general meetings, etc.
- Harmonising and updating the association's showcase pages (on Meta, Wikipedia and for the www.wikipedia.fr and www.wikimedia.fr websites).



FUNDRAISING

BY AMÉLIE CABON

Approximately 40% of the association's budget is based on the collection of donations organised each year. In February, the post of fundraising manager was created, to have a person devoted full-time to the collection and diversification of the association's resources. The association naturally has a certain number of donors but in order to be able to maintain the association's budget, raising awareness among the major donors and the general public is a necessity. Better knowledge of the association and of the contributors' work will help boost the donors' commitment.

WHAT HAS BEEN ACHIEVED

- An analysis of previous and parallel fundraising with current fundraising, examining trends where donations are concerned.

- Creation of a questionnaire aimed at donors to learn more about them.
- Prospection aimed at more than 100 companies on various subjects: general or project-specific sponsorship, etc.
- Replying to around a dozen public calls for projects or those from foundations: some have been unsuccessful and the rest will be decided after the holidays.
- Reactivation of the [@levée de fonds](#) lists. Volunteers interested in this subject are invited to take part in the discussions.
- Dialogue with the fundraising teams from the Wikimedia foundation to coordinate our fundraising tools.
- Participation in various professional events run by the Association Française de Fundraisers (French fundraisers' association) or similar bodies to get the association better known and to help us monitor new legislation and techniques in the fundraising field.
- Drafting and adoption of a [sponsorship and financing charter](#) for the association to agree the best practices to be adopted when seeking to develop the association's resources.
- Drafting of new internal procedures applicable to fundraising as part of the IDEAS initiative.

WHAT WE INTEND TO DO OVER THE NEXT 6 MONTHS

- Agree a partnership with a major company and the introduction of micro-donations from employees.
- Organise a fundraising launch event.
- Gather more information about our donors in order to get to know them better.
- Develop a message aimed at donors more closely resembling that designed for the general public.
- Seek public subsidies.
- Launch a fundraising campaign at the end of the year with the support of a communication agency acting as volunteers.



SYSTEMS ADMINISTRATION/WIKIDATA

BY SYLVAIN BOISSEL

The association's Web infrastructure is in the process of being fully overhauled. After the migration (and complete redesign) of the website, of several event-focused mini sites and the bug manager last year, we are continuing this process.

Regarding support for Wikidata, we have experimented with a new «Datathon» format focused on alignment with third-party databases.

WHAT HAS BEEN ACHIEVED

- Ensuring compliance with the [EDPR](#).
- Migration and updating of the [CRM](#) (we still need to complete the development of the external modules specific to Wikimedia France).
- Organisation of two datathons ([Pactols Thesaurus in Aix-en-Provence](#) and the national archives in Paris).
- Organisation of the third [Wikidata for science event](#).
- Organisation of a [pre-hackathon](#) in Montpellier.
- Participation at [FOSDEM](#), at the [Wikimedia international hackathon](#), at the «[Femmes de sciences](#)» (women in science) workshop at the University of Montpellier) and the Wiki-data-gouv day.

WHAT WE INTEND TO DO OVER THE NEXT 6 MONTHS

- Migration of [LDAP](#), of [Piwik](#), of Sympa and of several mini-sites which are still on the Claranet servers.
- The «De-googlization» of the association (migration of our e-mail + cloud hosting).
- One or two additional datathons.
- Organization of a Rencontres Wikimédia event focused on Wikidata open data.



HUMAN RESOURCES

BY CINDY DAVID

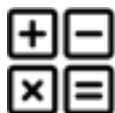
After a year 2017 which was complicated in many respects, the changes introduced in part by the new executive board but also by our IDEAS partner have led us to review numerous internal procedures. A teleworking charter has also been drafted to enable employees to work one day per week at home. Additionally, the reorganisation of the salaried team has led to several changes in job descriptions since January.

WHAT HAS BEEN ACHIEVED

- Final introduction of the time savings account.
- Creation of the teleworking charter.
- Renewal or creation of internal procedures.
- Amendments to the employees' contracts and job description sheets.
- Renewal of our civic service approval.
- A review of all criteria for [IDEAS labelling](#).

WHAT WE INTEND TO DO OVER THE NEXT SIX MONTHS

- Annual appraisal for employees during January, with initial discussions in September concerning the objectives that each of them need to reach.
- A training plan with a 2 or 3-year horizon for all employees.
- Looking for new premises (employees and contributors) with a lower rent than our current site.



ACCOUNTING ASPECTS

BY JONATHAN BALIMA

At the start of 2018, with the support of the executive board we took the decision to completely review the theme-based strategy for the FDC application which consequently resulted in modifications to our current management control system.

The decision was therefore taken to review the internal cost determination system (from an analytical viewpoint). The executive board also chose greater financial transparency, which among other things has led to a new expenditure procedure on meta, and numerous other ideas being considered to more regularly publicise the state of progress with the association's costs and expenditure.

WHAT HAS BEEN ACHIEVED

- Following the change of management, the salaried team and the board were keen to review the whole budgetary policy. Work has been undertaken on this point with the review of the [cost accounting plan](#).

WHAT WE INTEND TO DO OVER THE NEXT 6 MONTHS

- Tighter budgetary monitoring with a project-by-project budget and monitoring.
- The introduction of a new expenditure request system (expenses claims, requests for purchases), part of which will be dematerialised on Meta.
- The introduction of the financial documents requested for the IDEAS label (the employment resources account is non-compliant with their requirements).
- The association wishes to ensure that volunteer hours, free room hire, and skills sponsorships feature more highly in its budget ...

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