Report

Here you will be able to track the outputs of the event, session by session.

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Summary

This is the report for the Wikimedia Summit 2024 taking place in Berlin from 19 to 21 April. Below is the summary of the key elements of each day of the event.

Day 1

Welcoming Participants, Keynote and Initial Feedback on Movement Charter

The first day was entirely dedicated to Movement Governance. It started with welcoming and onboarding participants into the Summit's workflow, and doing a first deep dive into the current version of the Movement Charter.

Opening Ceremony

The Summit opened with welcoming statements from:

- Franziska Heine (Executive Director), on behalf of Wikimedia Deutschland
- Dr. Tobias Lindner (Minister of State) on behalf of the German Federal Foreign Office

Amitabh Behar, Executive Director of Oxfam International addressed the Summit participants with a keynote on leading change in international organisations.

The Movement Charter Drafting Committee introduced the last version of the Charter and their expectations for the event.

Gallery Walk I : Giving feedback on the Charter

Participants at the venue and online gave feedback on selected discussion topics related to the Movement Charter, and the last version of the Movement Charter itself. Feedback was categorised as "celebrations", "suggestions for improvement", "potential deal breakers", and "ideas beyond the charter".

List of topic groups:

- Global Council: Purpose & Resource (GC1)
- Global Council: Global Council and WMF (GC2)
- Global Council: Representation and Composition (GC3)
- Affiliates and Hubs: Purpose (AH1)
- Affiliates and Hubs: Rights, responsibilities, roles and types (AH2)
- Affiliates and Hubs: Collaborations and Capacity Building (AH3)
- Financial resources: Resource development (fundraising) (FR1)
- Financial resources: Resource distribution (grant making) (FR2)

Work Session 1:
Understanding the Charter

Participants divided into pre-selected Topic groups to start imagining the Movement Charter's implications through a role playing activity devised by the MCDC. You can read the role-plays here and here.

Work Session 2:
Discussing the plenary feedback on Charter

Participants clustered the feedback gathered from Gallery Walk I into thematic sub-themes. These were used to form smaller Working Groups that discussed the topic content in depth. You can find the thematic clusters here.

Meet-Ups

The day ended with self-organised meet-ups. See the list.

Day 2

Producing initial Summit Outputs and envisioning Future Affiliate Gatherings

The second day was dedicated to improving and refining the outputs of the Summit, and started a parallel activity track dedicated to Future Affiliate Gatherings.

Opening

Participants were encouraged to have the conversations they really wanted to have within their Topic Groups and trust the process of the Summit.

Session 3: Drafting Initial outputs

Small thematic workgroups (within each Topic Group) shared and consolidated their proposals into the first set of recommendations to improve Movement Charter and beyond.

Gallery Walk II: Giving Feedback on Initial Outputs

In plenary and online, the Summit attendants gave feedback on the initial outputs produced by each of the Topic Groups.

Session 4: Two Parallel Tracks

(A) Movement Governance: Discussing Feedback on Initial Outputs

Topic posters with sticky notes were brought back to their respective groups for analysis and refinement. During this session, two measures were introduced to support coherence within and across topics.

1. Two volunteer roles, one looking for connections between content, and another making sure there was coherence across topic discussions.
2. Just for this session participants were allowed to join other Topic Groups of their choice to cross-pollinate the discussions.

(B) Future Affiliate Gatherings: Prioritising Purposes & Learning

Nicole Ebber (WMDE) explained why the 2024 Summit was the “last of its kind” and the importance of finding another format.

Nikki Zeuner shared the results from Affiliate Survey on Future Gatherings, with insights on what drives and hinders people’s attendance, and what they would like to experience in terms of content and format.

Organisers of three different formats of affiliate gatherings shared their experience, as case studies: Wikimedia Summit, Wiki-Indaba Conference, and Wikimedia Central Eastern European Meeting.

The key considerations raised by participants about hosting an affiliate gatherings were:

1. Logistic and Support
2. Location
3. Organisers
4. Knowledge Transfer / Capacity Building
5. Purpose & Programme
6. Inclusion & Representation

Session 5: Two Parallel Tracks

(A) Movement Governance: Integrating Feedback to improve Outputs

Topic Groups consolidated all the proposals made by the smaller working groups and prepared their posters with improved outputs to share in the next plenary for a Gallery Walk.

(B) Future of Affiliate Gatherings: Develop Vision & Define Characteristics

The session started with an exercise of envisioning a future gathering, and followed by an activity in which attendants could share arguments for opposing choices concerning location, frequency and hybridity. The group then voted on their preference. Below are the results:

- Location: Same location 5 / **Rotating location 24** / 1 non-response
- Frequency: **Every year 19** / Every 2 years 10 / Every 3 years 1
- Hybridity: Hybrid 5 / **With livestream 15** / No hybrid, only onsite 10

Gallery Walk III: Feedback on Improved Outputs

In the last Gallery Walk, online and in-person participants gave feedback on the improved outputs produced by the Topic Groups.

Day 3

Appraisal of Summit's Outputs, taking ownership of Affiliate Gatherings, and Open Space

On the last day, Movement Governance track worked on creating coherence across all Summit's outputs to share them for appraisal; the Future of Affiliate Gatherings track took ownership of the next steps; and an Open Space session took place to hold emerging conversations.

Work Session 6 (three parallel tracks):

(A) Movement Governance

A "coherence team", with two volunteers from each of the Topic groups, worked on streamlining all the outputs into a coherent set that can be shared in plenary for appraisal.

(B) Future of Affiliate Gatherings: Describe Governance & Create Task Force

In its last session, participants discussed the priority purposes of affiliate gatherings. They have identified the following:

1. Governance
2. Share best practices
3. Learning, Connecting, Networking, Training

The session ended with a group of volunteers signing up to form a committee dedicated to working on a concept for future affiliate gatherings after the Wikimedia Summit.

(C) Open Space

Participants led self-organised conversations on the topics of their choice. Below are the titles of the sessions:

1. Global approach to Capacity building and Skill Exchange + Capacity Exchange Project: How to learn things in this movement?
2. Movement Charter: Ratification and Amendment Section
3. What would you like the Wikimedia Foundation to stop doing?
4. Kickoff a glossary of terms in Movement Charter with diverse languages

5. Opportunities in Governance conversations for those engaging only online (not in meetings)
6. Movement Charter: Implementation after Ratification: What and Who?
7. Building Affiliate Fundraising Capacity
8. Movement Governance protecting Marginalised Communities (incl. LGBT+)
9. Movement Charter: First Section on Values and Definitions

Plenary: Assessing Agreement on Final Summit Outputs

46 outputs of the Summit were submitted for appraisal to the summit attendants, choosing between “support”, “oppose” or “no response”. Members of the Movement Charter Drafting Committee as well as Wikimedia Foundation staff and Board of Trustees present at the Summit did not participate in the poll.

Closing Ceremony

Results from the on-site participants' appraisal of the final outputs of the Summit were revealed showing that the percentage of support was above 50% on all recommendations.The percentage was calculated as a total of those who responded either “Support” or “Oppose”, that is, those who responded with “No Response” were excluded. There was a different survey link for participants onsite and online. The Wikimedia Summit concluded with statements from:

- The Movement Charter Drafting Committee, emphasizing the importance of the Movement Charter to the movement and announcing the timeline for ratifying the Charter.
- The recently formed committee that will work on Affiliate Gatherings, talking about next steps.
- Maryana Iskander, on behalf of the Wikimedia Foundation, emphasizing the urgency of global issues and the need for change.
- Nicole Ebber, recalling Wikimedia events since 2010, praising the collaborative efforts of the Summit and expressing enthusiasm for future gatherings.

Use the Session Dashboard below to navigate the content of the Summit. Click where there is an arrow (⇨) to go directly to content.

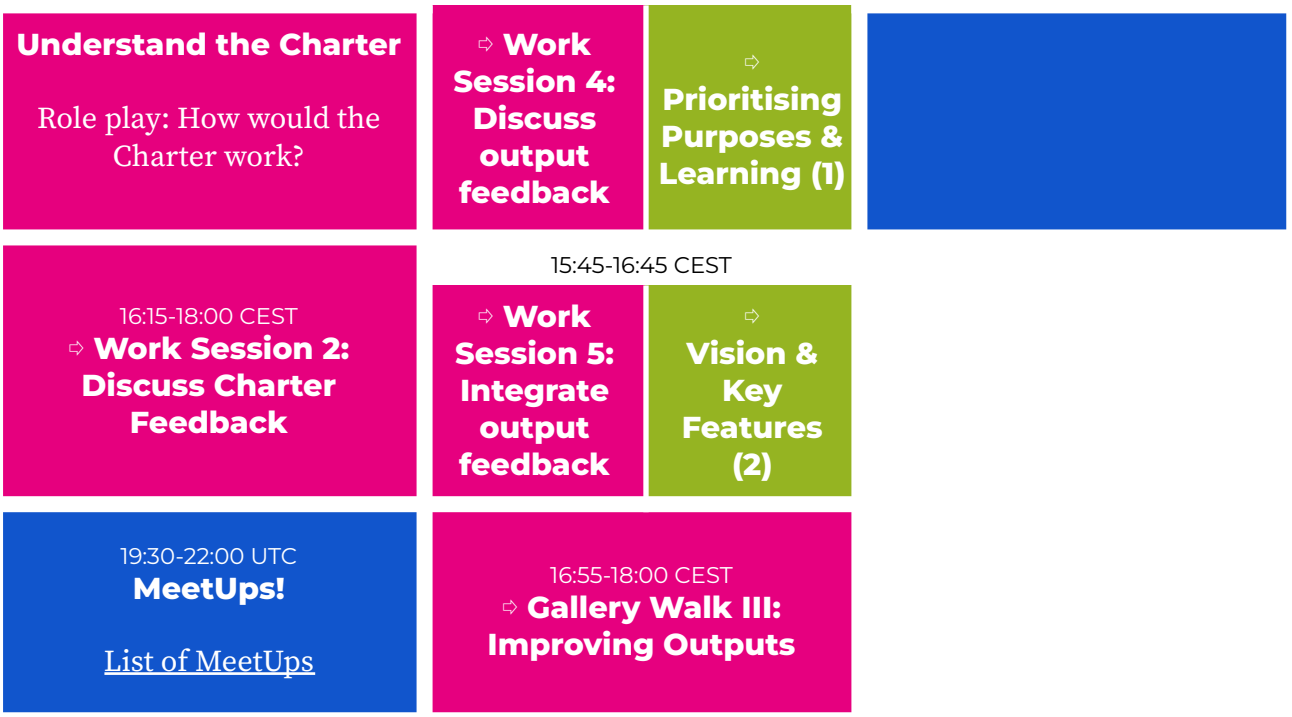
KEY FOR THE DIFFERENT TRACKS

Light background means the session is yet to happen.	General Summit	Movement Charter	Future of Affiliate Gatherings	Open Space
Bold background **the outputs are available** in this report.	**General Summit**	**Movement Charter**	**Future of Affiliate Gatherings**	**Open Space**

— Only plenary Summit sessions have ONLINE interaction —

SESSION DASHBOARD

⇨ Friday, 19 April	⇨ Saturday, 20 April	⇨ Sunday, 21 April
10:00-11:40 CEST ⇨ **Opening Ceremony**	10:00-10:15 CEST ⇨ **Opening**	11:00-11:15 CEST ⇨ **Welcome: Summary & Preview**
12:10-13:00 CEST ⇨ **Gallery Walk I: Feedback on Charter**	10:15-11:55 CEST ⇨ **Work Session 3: Draft Initial Outputs**	11:15-12:45 CEST ⇨ **Work Session 6: Finalise & Create Coherence** ⇨ **Taking Ownership (3)** ⇨ **Open Space: Movement Strategy**
14:30-14:45 CEST **Set up Topic Groups**	12:25-13:00 CEST ⇨ **Gallery Walk II: Feedback on Initial Outputs**	13:45-15:05 CEST ⇨ **Assessing Agreement on Final Summit Outputs**
14:45-15:45 CEST ⇨ **Work Session 1:**	14:00-15:15 CEST	15:35-16:30 CEST ⇨ **Closing Ceremony**



Click on the arrows (>) on the left side of the headings to expand content.

DAY 1

Friday, 19 April

The first day is dedicated to welcoming and onboarding participants into the Summit's workflow, and doing a first deep dive into the current version of the Movement Charter.

Opening Ceremony

10:00-11:40 CEST

Welcoming and inspiring attendants of the Wikimedia Summit. the context, aims and programme of the event.]

⇨ LINK TO SESSION SLIDES

[⇨ LINK OPENING CEREMONY RECORDING]

Welcoming Words

Welcome from Wikimedia Deutschland

Franziska Heine
Executive Director,
Wikimedia Deutschland

⇨ PROFILE LINK

Franziska Heine at Wikimedia Summit 2024 (Photo by Jason Krüger on Wikimedia Commons)

"The future of the Movement is in our hands."

Franziska Heine warmly greeted the crowd and outlined the key moments of the Summit. She emphasised its uniqueness for being the last of its kind, and the culmination of years of transformative work. She thanked the Movement Charter Drafting Committee for their dedication.

Highlighting the importance of adapting to a changing world, she underscored the mission of providing free access to knowledge and the need for internal strength and equity. Grateful for the Wikimedia Foundation's support over 12 years, she passed the torch to affiliates, urging them to engage in discussions about future affiliate gatherings.

Welcome from the German Foreign Office

Dr. Tobias Lindner
Minister of State,
German Federal Foreign Office

⇨ PROFILE LINK

Dr. Tobias Lindner at Wikimedia Summit 2024 (Photo by Jason Krüger on Wikimedia Commons)

"You have knowledge… but also power.
And with great power, comes great responsibility."

Tobias Lindner welcomed Wikimedians and underlined how the Summit delves into key contexts that are shaping the future of the movement: climate change, AI emergence, and elections in India, the US, and the European Union.

With 49% of the world's population set to hold elections, ensuring access to trustworthy information is paramount amidst a flood of attacks on facts and the proliferation of hate speech. While AI presents risks like disinformation and election interference, it also offers an immense potential but demands effective management.

A global accessible and free knowledge base is crucial for disseminating accurate data. Initiatives like the upcoming United Nations' Summit, aim for a safe, inclusive digital future. Monitoring AI development, pushing for regulation, and ensuring access to accurate data in election contexts are priorities.

Tobias Lindner congratulated Wikimedia, home to Wikipedia, for embodying a grassroots digital temple of knowledge, and for being the 5th most visited resource on the internet. On that note, he emphasised the responsibility that comes with holding such knowledge and power and warned the audience against three core challenges:

(1) Ensuring reliable, fact-checked information
(2) Balancing data sourcing and representation and promoting diversity
(3) Countering Big Tech influence and ensuring accessibility

The Minister continued with a call to action for Wikimedians: “We must proffer facts, not fake news. We must protect those who collect and disseminate knowledge and contribute to open societies.” He concluded by saying: “You have opened the gates to this new global library. Let everyone in, and make sure the temple of knowledge is a place of diversity, equality and truth.”

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Keynote by Amitabh Behar

Amitabh Behar
Executive Director,
Oxfam International

⇨ PROFILE LINK

Amitabh at Wikimedia Summit 2024 (Photo by Jason Krüger on Wikimedia Commons)

“What you are doing is remarkable. Being custodians of public knowledge in a time of privatisation of pretty much everything.”

Amitabh expressed his gratitude for the opportunity to address Wikimedians at the Summit, acknowledging their remarkable role as custodians of public knowledge in an era dominated by the privatisation of resources. He commended their resilience in disseminating credible information amidst challenges such as fabricated facts and the influence of AI.

“You are doing this in difficult times”, said Amitabh highlighting the importance of countering efforts by big tech companies to privatise knowledge, and stressing the need to ensure democratic access to information.

He urged attendees to “turn their gaze inward” over the three-day event and grapple with fundamental questions about organisational structure, purpose and process.

Amitahb continued by talking about Oxfam International through its role in Davos Economic Forum. At Davos, Oxfam presents its annual economic report, which garners widespread attention for highlighting inequality. “I’ve been doing this report for 6 years. Everytime I present it, I feel angry and frustrated” said Amitahb, as he highlighted some of the difficult facts.

> “We are entering a decade of division.”

In the past two years, income for the top 5 richest has doubled. 80% of the world’s profits enrich shareholders, while workers struggle to make ends meet and overcome inflation. The net worth evaluation of the top 10 corporations is more than the combined GDP of Africa, Latin America and the Caribbean regions together.

Drawing parallels with India's National Movement, he emphasised the significance of personal and collective transformation in Oxfam's journey towards a more just and equal future. Reflecting on Oxfam's evolution, Amitabh differentiated four areas of organisational change: structures, culture, resources and narrative (knowledge). He talked about advances and shortcomings in embodying solidarity, and advocated for an internal democratisation of power, focusing on diversity, feminist principles, resource allocation, and knowledge representation.

Amitabh urged a shift towards viewing resources as belonging to the communities they serve rather than to the organisations raising them. He emphasised the importance of challenging dominant narratives and articulating knowledge in ways that empower communities, rather than reducing them to data points or case studies.

In conclusion, Amitabh shared a quote about international organisations which he found pertinent for the Summit: “International NGOs have three options today: Either we die peacefully, we die ugly, or we transform.” He concluded by saying: “I have hope you chose the transformation path.”

Below are the summarised insights stemming from the question and answer session:

(1) What would transformation look like?

The idea of transformation requires structural changes, acknowledging the political nature of structures. Change is essential for democratisation, despite resistance, often well-intentioned. To change the external world, internal change is necessary.

(2) How to convince those with financial power to let go?

Financial power holders must recognize that resources should belong to those they aim to help. Also, reversing narratives is crucial in shifting power dynamics. For example: Africa is often regarded as a "recipient" country, but the sum of money it receives is not even a tenth of the money it sends out.

(3) What can we learn from your failures?

Learning from failure involves understanding the constant struggle for power and the need to build alliances. He said: "I am sure there are enough allies that would support democratisation of power. You cannot make it on your own, it's about making alliances. Alliances win. [Alliances] of different actors, with other kinds of power."

(4) What can help us keep power sharing equitable?

Effective power sharing requires collaboration between different models of representation, such as affiliates and committees. We need to look into what other international organisations are doing, for instance, in funding collective functions. A more democratic approach could challenge existing power structures dominated by a few individuals or locations.

(5) What would be a Southeast Asian relevant perspective on dealing with money?

In regions like Southeast Asia, sensitive topics like money require listening to frontline managers rather than auditors or committees. Embracing risk-taking over risk aversion is vital for addressing global challenges effectively. "Let's take risk for saving the world," Amitabh concluded.

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Key elements of the Summit

The Charter and the Movement Charter Drafting Committee

Movement Charter Drafting Committee

⇨ PROFILE LINK

MCDC at Wikimedia Summit 2024 (Photo by Jason Krüger on Wikimedia Commons)

"You are invited to bring an idea, an improvement, an innovation... or a revolution"

On behalf of the Movement Charter Drafting Committee (MCDC), George Fodouop welcomed attendees to the final Summit. He also thanked Wikimedia Deutschland for hosting the Summit, and for keeping its neutrality in relation to all activities taking place during the event.

Reflecting on the journey since 2022, George described how abstract discussions evolved into a tangible Charter, thanks to advisors, ambassadors, and the community. Concrete proposals and opposing viewpoints were most helpful, for they gave the committee a sense of the existing perspectives and the opportunities.

His gratitude is extended for contributions, and also criticisms, for they have strengthened the committee's motivation and reaffirmed their commitment. This moment serves as a heartfelt thank you to all involved.

—

Anne Clin (User:Risker) took the floor to talk about the role of the MCDC at the Summit. She invited attendees to contribute ideas, innovations, and improvements to the Charter, essential for the world's free knowledge infrastructure. While the Charter evolved in words, its spirit remained unchanged: aligned with the Movement Strategy, aiming for conciseness and inclusivity of local realities.

Attendees are encouraged to assess the Charter against the 2030 strategy, identifying areas for improvement or addressing blockers. Acknowledging diverse perspectives, the MCDC values feedback from attendants both as affiliate representatives and as individuals with their own experience and knowledge. Their aim is to strengthen the Wikimedia movement as a whole, not only specific parts.

The MCDC recognised its evolving composition and paid tribute to Richard Nosebag's contributions. Richard passed away shortly after Wikimania 2030.

Risker closed by inviting attendees to engage in dialogue with the MCDC wherever they find them during the event.

The Facilitation Team

Facilitation and documentation team at the Wikimedia Summit 2024
(Photo by Jason Krüger on Wikimedia Commons)

As MC, Wolfgang introduced the facilitation and documentation team:

Linda Doyle, Lucas de Koning, and Wolfgang Wopperer part of Movement Ecology Collective and responsible for design and facilitation of the Summit.

Luís Manuel Pinto, responsible for documentation.

The facilitation team also included a group of freelance facilitators who guided the work in each of the parallel Topic Groups in the Movement Governance track: Steffen, Jana, Sepi, Alex, Jonathan, Simon, and Pia, as well as Claire and Alan from WMDE.

The Participants

In an activity called “Spectrum Lines”, participants showed through their position along a line, where they stood in relation to a range of questions meant to cultivate the mindset required for the event.

As they negotiated their spot along the line, attendees got to discover something about each other.

The questions were:

- How far did you travel to come here?
- How many Wikimedia Conferences and Summits have you attended before?
- How familiar are you with governance?
- How comfortable are you to give gratitude and appreciation to others?
- How easy is it for you to trust others and let go of control when things are important to you?

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Summit Programme

What is this Summit about?

“A space for you to fill in.”

Wolfgang explained the two key purposes of the Summit:

1. Discussing Movement Governance, and the Charter.

2. Discussing the future of Affiliate Gatherings

He showed how the Summit is a point in the history of the Movement Strategy towards 2030.

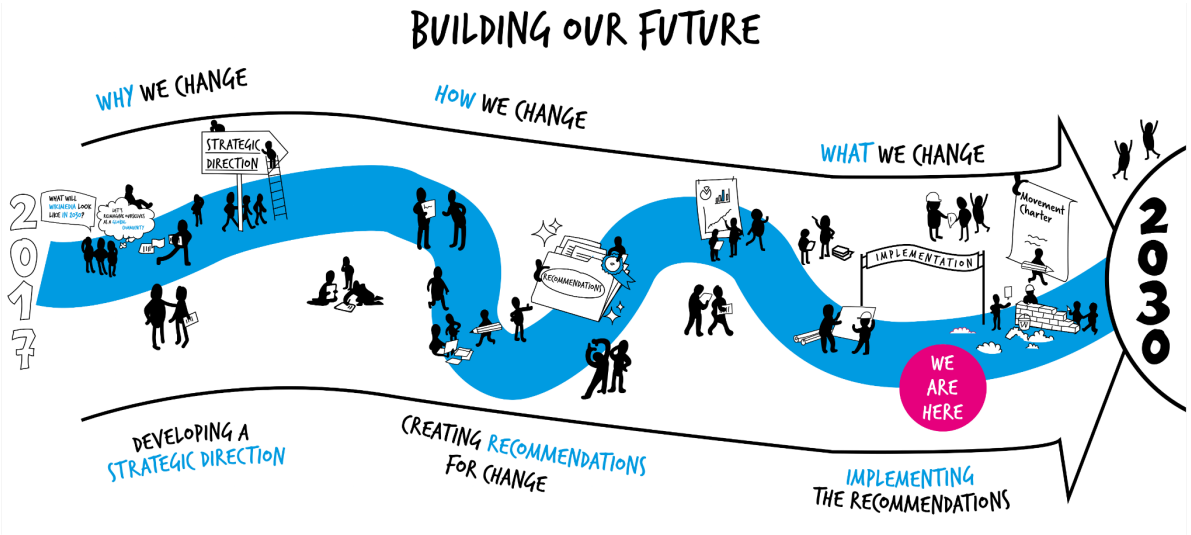

Image extracted from session slide deck on Wikimedia Commons

And also, in the development of the Charter to be ratified in 2025.

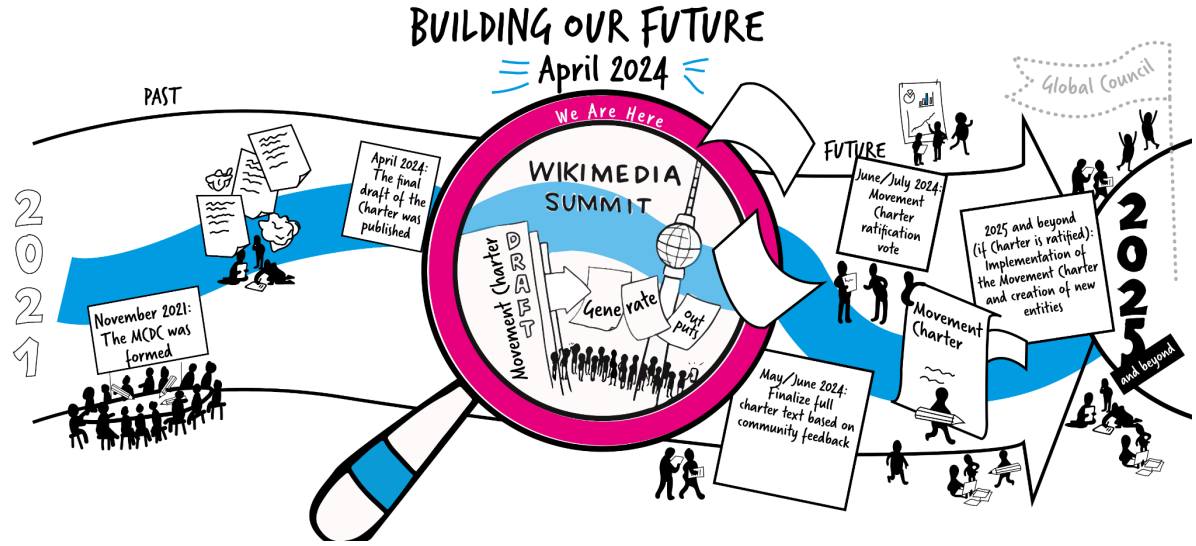

Image extracted from session slide deck on Wikimedia Commons

Participant's Journey

The diagram below describes the participant's journey at the Summit, and the different milestones of track 1 (in pink) on Movement Governance, and track 2 (in green) on the Future of Affiliate Gatherings.

The process is described in different moments (Gallery Walks and Work Sessions), and group sizes. In plenary everyone listens, shares and decides. Topic groups harvest feedback, structure it and prepare for sharing. Within these, the smaller Working groups do the detailed analysis, discussion and proposal.

All plenary sessions were streamed through the event's platform. All outputs presented for feedback in each of the three Gallery Walks were also made available to online participants who submitted their comments through a Conceptboard put together for the session.

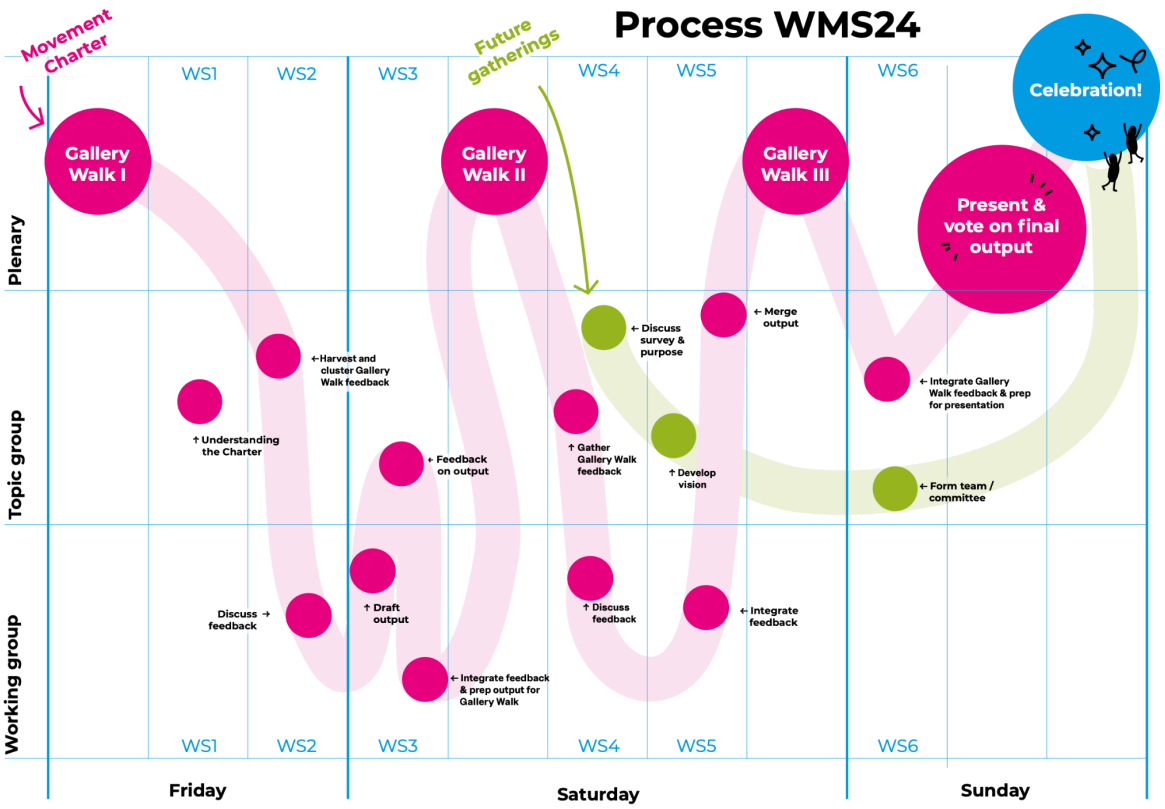

Image extracted from session slide deck on Wikimedia Commons

DAY 1

Movement Governance Track

- *Gallery Walk I* (also online): Feedback on the current Charter content.
- *Work Session 1:* Participants divide in pre-selected start diving into the issues at stake through a role play
- *Work Session 2:* Cluster the feedback gathered from Gallery Walk 1, and form smaller Working Groups to discuss the content in depth.

DAY 2

- *Work Session 3:* elaborating some initial outputs, which are points for improvement of the Charter and beyond. These points are then brought to the Topic Group to be shared, consolidated and prepared for the next Gallery Walk.
- *Gallery Walk II* (also online): Feedback of initial outputs
- *Work Session 4 (two parallel tracks):*
    a. Movement Governance Track: Discuss feedback from Gallery Walk II
    b. Future of Affiliate Gatherings (1st Session): Prioritise Purposes & Share Learnings
- *Work Session 5 (parallel tracks):*
    a. Movement Governance Track: Integrate feedback and improve outputs in Working groups, and then consolidate all feedback at Topic group level.
    b. Future of Affiliate Gatherings (2nd Session): Develop Vision & Define Characteristics
- *Gallery Walk III* (plenary & online): Feedback of improved outputs

DAY 3

- *Work Session 6 (three parallel tracks):*
    a. Movement Governance Track: A “coherence team” with two members of each of the Topic groups, works on streamlining all the outputs into a coherent set that can be shared in plenary.
    b. Future of Affiliate Gatherings (3rd Session): Describe Governance & Create Task Force
    c. Open Space: Participants lead conversations on the topics of their choice.
- *Closing Plenary* (plenary & online): All attendees show their support or opposition to the outputs of the Summit and celebrate achievements.

Working Principles

Wolfgang highlighted some of the restrains participants might experience while working during the Summit:

- FOMO: We want to discuss everything! But you will miss out, because you can’t be everyone.
- Aiming for completeness: We want to think things through to the end, in all detail!
- But – Time: It's gonna be tight, so we can’t do everything – we need to prioritise and keep our focus!

- Results and convergence: We need to develop something concrete and shared so it's useful for the MCDC and can have a real impact!

One idea to keep in mind and help deal with all these constraints:

Good enough is perfect!

Which all means: we need to let go of the idea we can do everything in these 3 days. We can't do everything. There will be times when we need to trust others to do some work and bring it back to us. Let's follow the rule that "good enough is perfect!"

Everybody helps steer this Summit to success!

Below are the working principles shared in plenary that are meant to help attendees deal with the restraints of the event.

(1) Create a vibe of contributing and letting go

It will be up to the affiliates what feedback actually emerges. We're opening a space that you can fill!.

Maybe you all think the Charter is perfect as it is and we can talk about something else, but we want to give you time and space to voice the positions that you have.

The process is orientated towards not just critiquing but making contributions in order to improve the Charter.

(2) Think about the movement

We want people to hold the perspective and the best interests of the whole movement – that includes representing your affiliate, but leaving personal preferences behind.

(3) Trust collective intelligence

And trust your collective intelligence! If everyone is focusing on the stuff they care and are knowledgeable about, then everything is being taken care of – because we are enough people with diverse perspectives and knowledge!

(4) Trust the process

This is one step in a process – work has been done before (appreciate it!), we will do lots of work here (dive in and focus!), there will be work afterwards – MCDC's iteration, ratification, implementation (be patient!)

It's also an iterative process – things don't have to be exactly right from the beginning! We start with something, collect feedback, improve – trust the process!

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Gallery Walk I: Feedback on the Charter

12:10-13:00 CEST

Participant placing sticky note feedback on charter topic during Gallery Walk I (Photo by Jason Krüger on Wikimedia Commons)

Discussion Topics

In this first Gallery Walk, participants were presented with posters with the last version of the Movement Charter with a layout made for the Summit, and 8 other posters with content organised around selected topics of the Movement Charter. The topical posters were created by the programme team to facilitate discussions about the Movement Charter in the parallel Topic Groups.

Click on each line to view the poster with the content about the topic. You can also download the whole bundle here.

	Global Council: Purpose & Resource (GC1; PDF)
	Global Council: Global Council and WMF (GC2; PDF)
	Global Council: Representation and Composition (GC3; PDF)
	Affiliates and Hubs: Purpose (AH1; PDF)
	Affiliates and Hubs: Rights, responsibilities, roles and types (AH2; PDF)
	Affiliates and Hubs: Collaborations and Capacity Building (AH3; PDF)
	Financial resources: Resource development (fundraising) (FR1; PDF)
	Financial resources: Resource distribution (grant making) (FR2; PDF)

Movement Charter (Original text from the Movement Charter Drafting Committee with a layout prepared for the Summit, PDF)

Sticky Note Feedback

Participants were invited to give feedback using sticky notes in four different colours which illustrated the four categories of comments below. These categories run across all working session at the Summit:

Ideas beyond the Charter	Potential Dealbreaker	Celebration	Suggestions for Improvement
Input into implementation, for supplementary documentation, or things not entirely covered by charter	...and alternative language. Things that would keep us from ratifying the charter	Celebration of the Movement Charter (Great! We like it!)	Would like this to be changed but can live with it if it's not; something to consider.

Click on the text started by an arrow (⇨) to consult the feedback given during the first Gallery Walk (onsite and online):

Feedback on the Charter itself	Feedback on the Charter Topics	Feedback on the Charter Topics
⇨ ONSITE PARTICIPANTS	⇨ ONSITE PARTICIPANTS	⇨ ONLINE PARTICIPANTS

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Work Session 1: Understanding the Charter

14:30-15:45 CEST

Participants divided into pre-selected Topic groups to start imagining the Movement Charter's implications through a role playing exercise.

Topic Group during first work session
(Photo by Jason Krüger on Wikimedia Commons)

⇨ LINK TO WORK SESSION SLIDES

Through a "fishbowl" setting and imaginative interaction, participants played roles within two different scenarios of what implementing the Charter might look like in practice.

This activity was meant to create a shared understanding of the Charter fundamentals, and have a better sense of what working in this framework means for each affiliate.

The role-play is a different way of getting everybody on the same page around the Topic, creating more clarity, but also generating open questions and feedback on the Charter.

Have fun reading the two scenarios, and respective roles, prepared by the Movement Charter Drafting Committee:

⇨ SCENARIO 1
Turmoil in Antarctica

⇨ SCENARIO 2
Tough decisions for future resource distribution

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Work Session 2: Discuss Charter Feedback

16:15-18:00 CEST

Based on the feedback gathered from Gallery Walk 1, participants in Topic Groups formed smaller Working Groups to discuss the content in depth and start formulating insights.

Participants discuss budget in smaller working groups
(Photo by Jason Krüger on Wikimedia Commons)

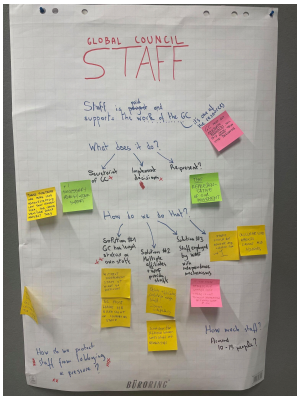
Thematic Clusters

The first step of the Topic Groups was to gather the sticky note feedback associated with their respective topic, and start forming smaller thematic clusters.

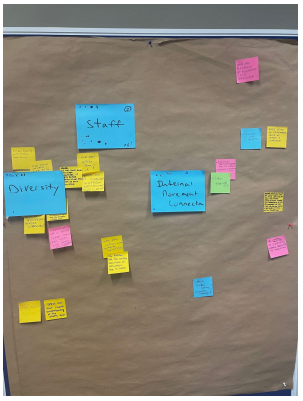
Based on the clusters, participants then formed smaller Working Groups (2-3 people) to engage in further in-depth analysis and discussion, and make recommendations for the Movement Charter development. These would then be consolidated by the whole Topic Group before presenting at the next Gallery Walk for feedback.

Below are photos of the clustering exercise in each Topic Group, and the resulting themes (Source: Luís Manuel Pinto). Click on each thumbnail to access the photo in Wikimedia Commons. You can also download the whole bundle here.

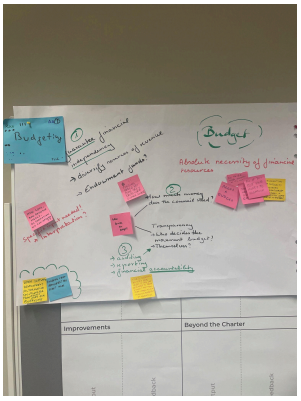
Global Council: Purpose & Resource



Global Council Staff

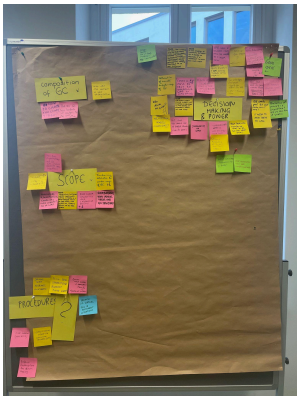


Diversity
Internal Movement Connection



Budgeting

Global Council: Global Council and WMF



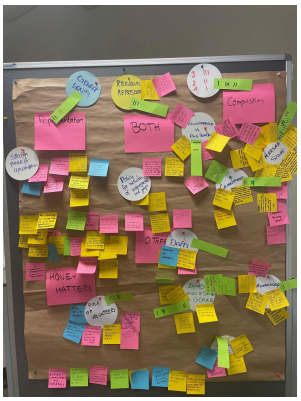
Composition of the Global Council

Decision-making & Power

Scope

Procedures

Global Council: Representation and Composition

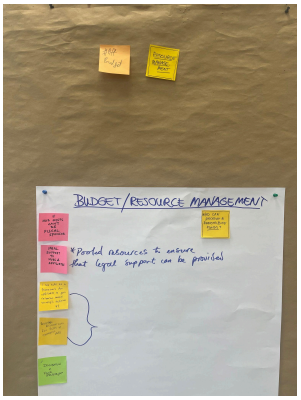


Representation & Gender Equity

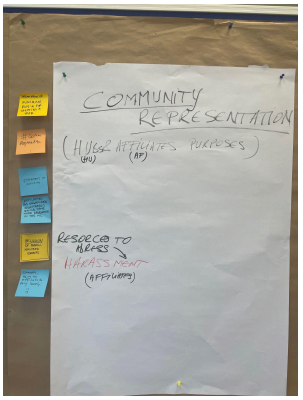
Composition

Money Matters

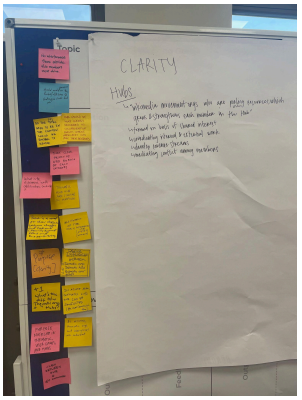
Affiliates and Hubs: Purpose



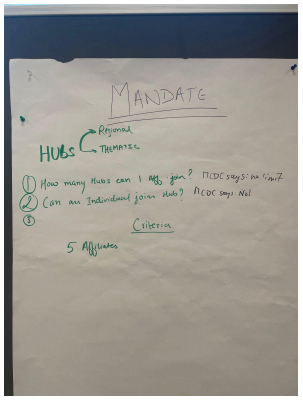
Budget & Resource Management



Community Representation

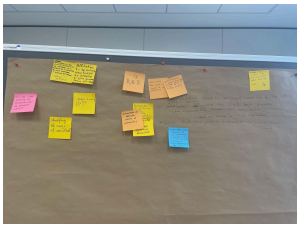


Definitions (clarity)

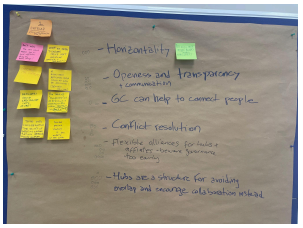


Mandate

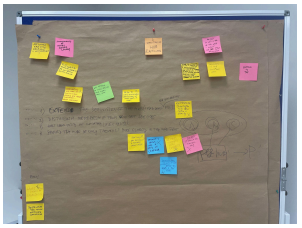
Affiliates and Hubs: Rights, responsibilities, roles and types



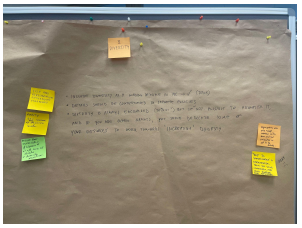
Overlap



Hub Definition

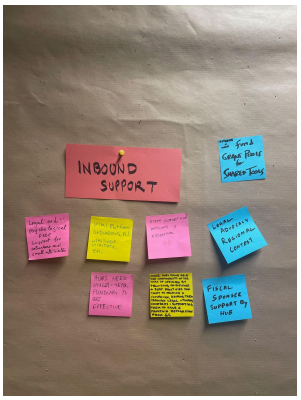


Rights & Responsibilities

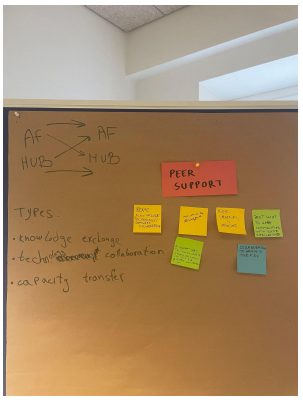


Diversity

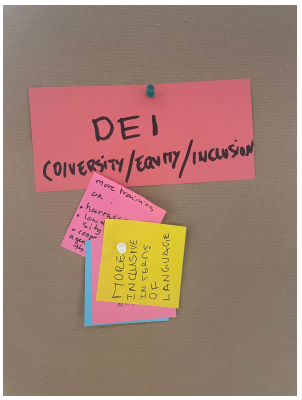
Affiliates and Hubs: Collaborations and Capacity Building



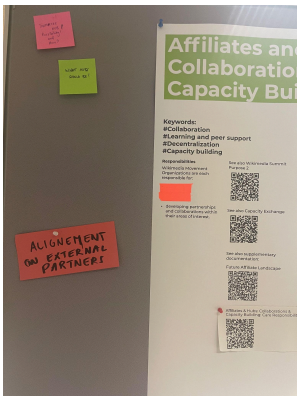
Inbound Support



Peer Support

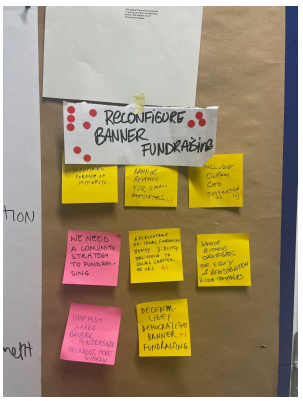


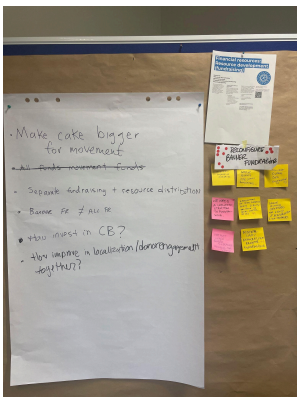
Diversity, Equity and Inclusion

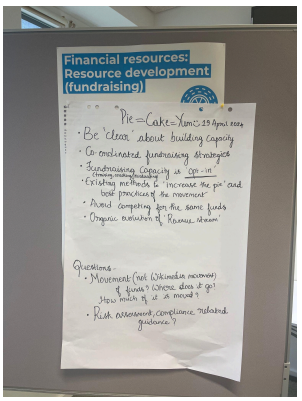


Alignment on External Partners

Financial resources: Resource development (fundraising)

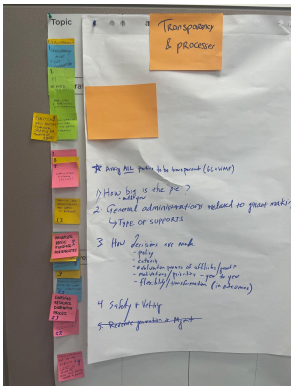




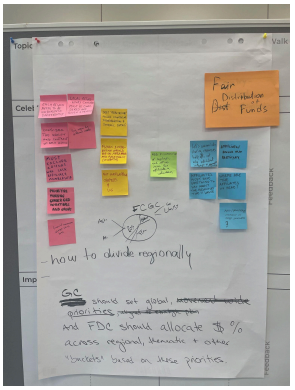


Invest in Capacity Building Access to Donor Data Member Fees to Affiliates Messaging Improvement Increase Transparency	Reconfigure Banner Fundraising (1/3)	Reconfigure Banner Fundraising (2/3)	Reconfigure Banner Fundraising (3/3)

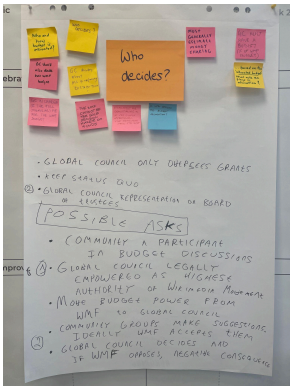
Financial resources: Resource distribution (grant making)



Transparency & Processes



Fair Distribution of Funds



Who decides?

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DAY 2

Saturday, 20 April

On Saturday, participants started directly in their Topic Groups to work on initial outputs for Charter development. These were shared in a second Gallery Walk for feedback from all the other attendants, brought back to the Topic Groups for

refinement, and then again, shared in a third Gallery Walk. In parallel, participants started the discussions on the Future of Affiliate Gatherings.

Opening

10:00-10:15 CEST

Welcoming participants and helping them navigate the second day of the Summit.

Participants wait for Opening Session to start
(Photo by Jason Krüger on Wikimedia Commons)

⇨ LINK TO SESSION SLIDES

Wolfgang welcomed the Summit attendees and reassured them that some degree of hesitation and confusion is normal in a process where so much information is being processed.

Insights from Day 1

Based on feedback from the previous day, he shared two reflection points with the aim of supporting participant's work throughout the day.

"Which discussion goes on which topic?"

We are doing information processing. In order to cover the whole ground and allow everyone to work in parallel, in manageable groups, we created this topic division as a heuristic device.

You might be asking questions that may transcend topic boundaries. Utilise topics as tools but abandon them when no longer beneficial. Make sure you talk about what you really want, but trust that there are many opportunities to consolidate and check overlaps across groups.

"Are we doing the right thing?"

Trying to understand someone else's sticky note initiates convergence. When you connect with the author's intent, overlaps emerge. You create a connection.

Focus on questions that resonate deeply with you; they guide your journey. Explore overlaps and connections between topics iteratively, refining your understanding as you progress. Making it your own is part of the process.

Overview of Day 2

Session 3 will focus on drafting and integrating initial output that will be shared in a 2nd Gallery Walk for another round of feedback from all Summit attendants.

Session 4 takes that feedback to improve the output statements, to share again in a third and final Gallery Walk for feedback.

During this session, up to half of the participants in each Topic group are allowed to visit other topic groups to share their views and make connections across topics.

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Work Session 3: Draft Initial Summit Outputs

10:15-11:55 CEST

Transferring insights from discussions into the first draft of outputs of the Summit.

Participants produce initial outputs
(Photo by Jason Krüger on Wikimedia Commons)

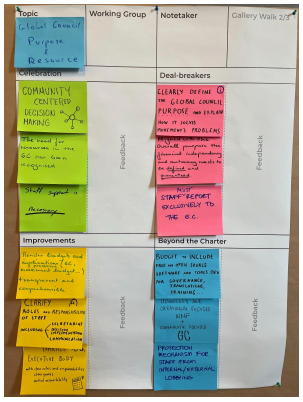
Below are the initial outputs produced by each of the Topic Groups (Source: Luís Manuel Pinto). Click on each thumbnail to access the photo in Wikimedia Commons. [You can also see them here in a PDF bundle](#).

Global Council: Purpose & Resource

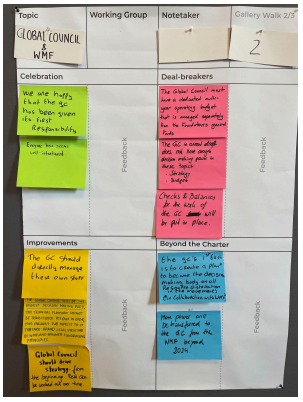
Global Council: Global Council and WMF

Global Council: Representation and Composition

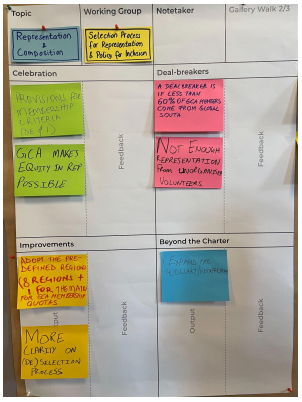
Affiliates and Hubs: Purpose



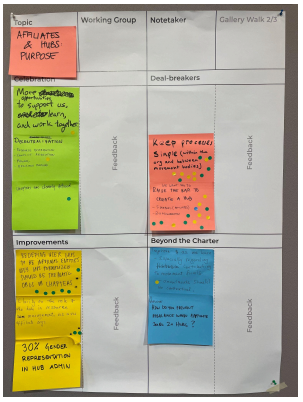
Affiliates and Hubs: Rights, responsibilities, roles and types



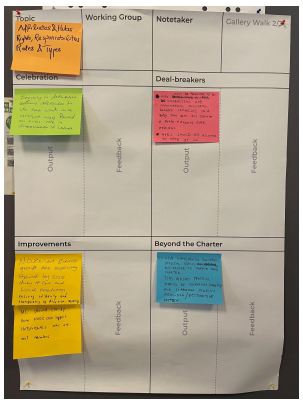
Affiliates and Hubs: Collaborations and Capacity Building

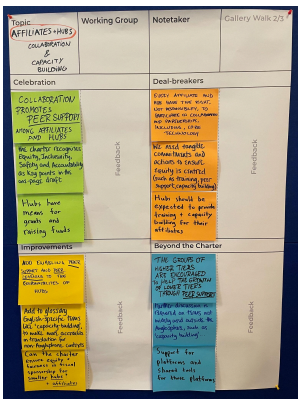


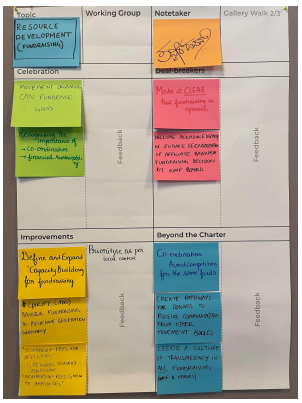
Financial Resources: Resource development

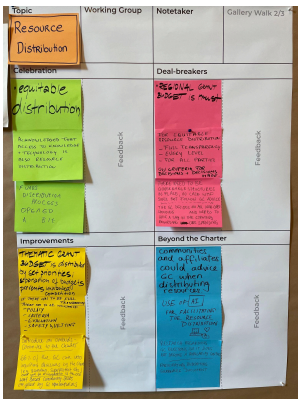


Financial Resources: Resource distribution









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Gallery Walk II: Feedback on Initial Outputs

12:25-13:00 CEST

Giving feedback on the initial outputs produced by the Topic Groups.

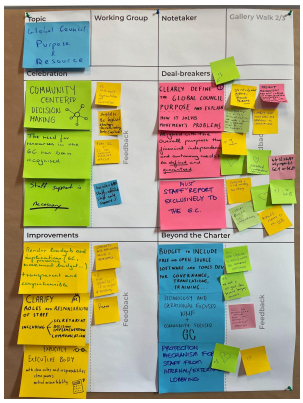
Overview of the 2nd Gallery Walk
(Photo by Jason Krüger on Wikimedia Commons)

Below is the feedback given by the Summit attendants to the initial outputs coming out from the Topic Groups (Source: Luís Manuel Pinto).

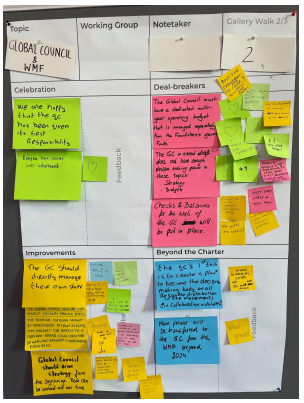
Click on each thumbnail to access the photo in Wikimedia Commons. You can better see the comments in the PDF bundles for onsite and online participants.

Onsite Participants

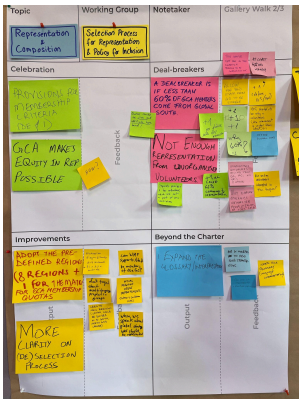
Global Council: Purpose & Resource	**Global Council:** Global Council and WMF	**Global Council:** Representation and Composition	**Affiliates and Hubs:** Purpose



Affiliates and Hubs: Rights, responsibilities, roles and types

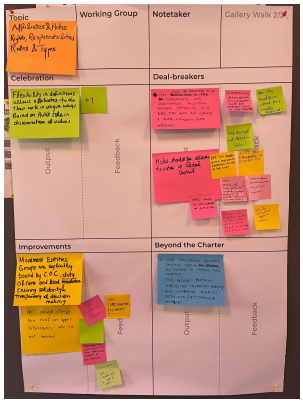


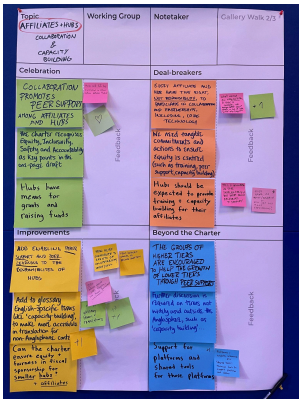
Affiliates and Hubs: Collaborations and Capacity Building

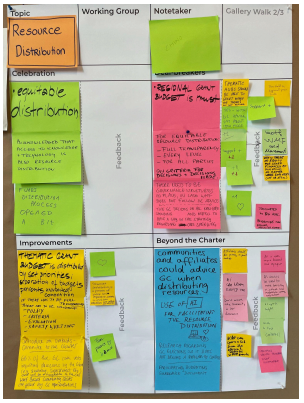


Financial Resources: Resource development

Financial Resources: Resource distribution







Online Participants

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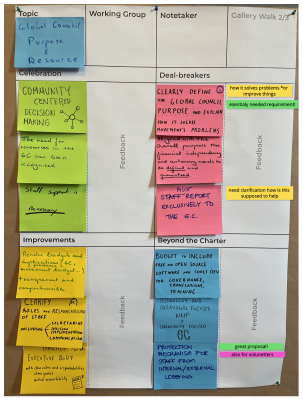
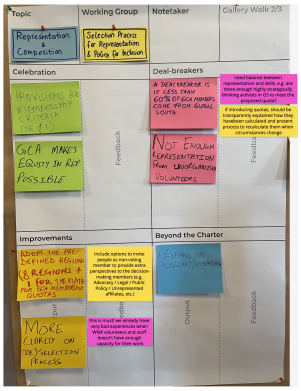
Global Council: Global Council and WMF

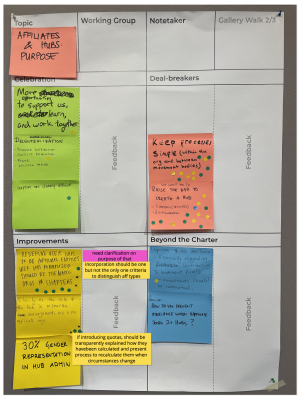
Global Council: Representation and Composition

Affiliates and Hubs: Purpose



There were no comments on this poster from online participants.





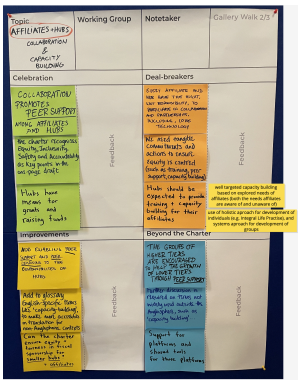
Affiliates and Hubs: Rights, responsibilities, roles and types

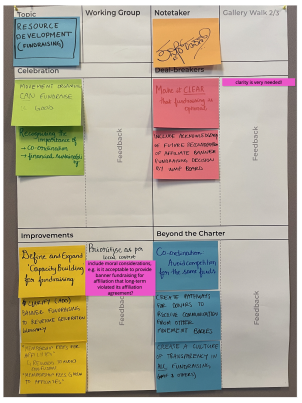
Affiliates and Hubs: Collaborations and Capacity Building

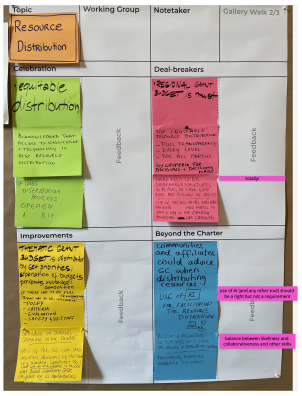
Financial Resources: Resource development

Financial Resources: Resource distribution

There were no comments on this poster from online participants.







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Work Session 4: Discuss Feedback on Initial Outputs

14:00-15:15 CEST

Participants go back to the Topic Groups to discuss the feedback received in plenary on the initial outputs.

Topic Groups discuss feedback received from plenary
(Photo by Jason Krüger on Wikimedia Commons)

Back in their Topic Groups, participants divided once more in smaller Working Groups to process the feedback they received on the first round of suggested recommendations.

To support the sense-making process and convergence within and across Topic Groups towards final outputs, two measures were put in place:

(1) Special roles within the group

Two volunteer roles were established within each Topic Group.

The *Topic Coherer* is responsible for maintaining coherence on the topic level and standing next to the topic poster during the Gallery Walk to explain the rationale behind the statements.

The *Connection Spotter* is looking out for connections or tensions across all the topics, to help the group either discern or consolidate outputs.

The people playing these roles will join a smaller *Coherence Team* on Sunday. This team will gather all the statements from all the topics, revise them,

adjust them for clarity, and submit them for appraisal in the last plenary session.

(2) Moving across Topic Groups

Only during Session 4, the *Connection Spotter* and other interested participants were allowed to join other Topic Groups. The intentions with this measure were to allow participants a chance to contribute to more than one topic, to cross-pollinate insights, to remove or integrate overlap, and ensure coherence across topics.

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Affiliate Gatherings 1: Prioritising Purposes & Learning

14:00-15:15 CEST

Taking stock of the learning from past events and defining the purpose of future affiliate gatherings.

⇨ LINK TO SESSION SLIDES

Participants attending the Future Affiliate Gatherings track (Photo by Jason Krüger on Wikimedia Commons)

Passing the Baton

Nicole Ebber
Director Governance & Movement Relations, Wikimedia Deutschland

⇨ PROFILE LINK

Nicole Ebber at Wikimedia Summit 2024 (Photo by Jason Krüger on Wikimedia Commons)

"You don't have to start from scratch."

Nicole kicked off the Future of Affiliate Gatherings track by answering the question: "Why is this Summit the last of this kind?"

WMDE has hosted 12 of these events since 2009, with Nicole joining in 2010 for 11 of them. The organisation is dedicated to creating a welcoming space in Berlin for affiliates to engage in discussions and fun. Collaborating with WMF, they co-funded and co-created each event, making all decisions on program structure based on their judgement of what was best for affiliates.

They recognize the significant power in designing these gatherings and shaping how affiliates come together. Now, they aim to transfer this power to a group of affiliates, hoping to conclude this Summit with a commitment to develop a new concept for future gatherings.

WMDE is committed to offering the necessary support to kickstart this initiative, aligned with the movement strategy's intention to make Wikimedia events equitable, accessible and participatory.

Results from Affiliate Survey on Future Gatherings

Nikki Zeuner
Senior Advisor Global Partnerships Governance and Movement Relations, Wikimedia Deutschland

⇨ PROFILE LINK

⇨ PRESENTATION LINK

Nikki Zeuner at Wikimedia Summit 2024 (Photo by Jason Krüger on Wikimedia Commons)

Nikki shared the highlights from a survey conducted with affiliates in 2023 on the Future of Affiliate Gatherings. The detailed survey report is available online.

The survey was sent to all affiliates, but most of the respondents were Summit participants. This means affiliates with more than one year of affiliation, who are compliant. 72 affiliates responded (less than half of the total amount of existing affiliates). About half were user groups; the other half, other affiliates including chapters and projects.

Many respondents had previously attended some form of gathering. However, there are obstacles preventing people from attending. While some did not encounter these obstacles, a significant portion faced challenges such as visa restrictions (25%) and financial constraints. Despite this, the majority expressed a need for affiliate gatherings separate from Wikimania or as part of other events. Additionally, most indicated they would send a representative.

Recent Summits have predominantly focused on the Movement Strategy, leading to some "strategy tiredness" among participants. Informal discussions in the hallways highlighted the desire for peer learning, sharing experiences, networking, which were indicated as key motivations for attendance.

Looking ahead, characteristics of future events should prioritise inclusivity (geographic representation), capacity building, and accessibility to ensure every affiliate can participate. Considerations such as reducing carbon footprint, or the relationship with a potential Global Assembly are noteworthy, even if they were of lesser priority.

Regarding format, there has been improvement in creating hybrid events, with a significant majority viewing hybrid formats as important. As for frequency, 61% of respondents supported the idea of an annual event.

Sharing learnings from previous events

Wikimedia Summit — Eva, Wikimedia Deutschland

The steering committee is responsible for making high-level decisions regarding strategy and participant profiles. It consists of key figures such as the Executive Director of Wikimedia Deutschland (WMDE), representatives from Wikimedia Foundation (WMF), board members and senior staff from both organisations, and members of the Movement Charter Drafting Committee (MCDC).

In terms of programmatic direction, Nikki and Eva, staff members from WMDE, were tasked with creating a programme based on perceived needs within the movement, drawn from surveys and conversations.

Organising an international event involves the collaboration of numerous professionals. Typically, 2-3 staff members work exclusively on the event for about six months. An external facilitation team, along with catering, technical support, a photographer, and reporting staff are also involved, with most personnel coming from WMDE.

Regarding funding, Patricia inquired about the source of funds—whether they originate from WMDE, a combination of sources, or special external funds. Eva clarified that the majority of funding comes from WMF, with WMDE contributing 100K and staff time for the current year. In previous editions, the event has been primarily funded by WMF movement funds.

The essential question is determining what is the desired approach. Patricia emphasised the importance of understanding the organisational burden of hosting such an event for chapters like theirs to decide whether to organise it. Transparency and accountability towards other affiliates are crucial, including making all information concerning planning, implementation and evaluation available for other affiliates.

Wiki-Indaba Conference — Dumisani, Wikimedia Foundation

WISCom stands for Wiki Indaba Steering Committee, and is the body responsible for organising the Wiki-Indaba Conferences.

> "The Wiki Indaba Steering Committee is responsible for supporting the organisation of Wiki-Indaba Conferences, providing a unified voice for all organisations and providing non-financial resources to all who associate with Wiki-Indaba. The committee is made up of a representative of all past organisers of Wiki-Indaba, a representative from the current LOC, 3 volunteer slots opened to all members from the continent and 2 WMF liaison roles." (from Meta)

A rotation model for the conference was proposed, coinciding with the celebration of seven years of Wiki-Indaba. Notably, all functions are managed by volunteers. The steering committee identified three critical aspects:

(1) Visa Issues: Particularly affecting individuals from the African region, the need to fly out and then back in presents logistical challenges. Addressing this involves coordinating with sending countries to prevent visa declines,

including direct communication with foreign offices and providing a list of attendees.

(2) Programme: The programming sub-committee of WISCom oversees this aspect, determining the thematic focus. Submissions are aligned with the themes, and resolutions can be later discussed with members who were unable to attend the event.

(3) Venue & Accommodation: Costs associated with hosting are significant. Questions arise regarding shared accommodation, with some expressing concerns about this arrangement. However, accommodating everyone represents a financial challenge beyond what organisers can feasibly request.

Once these factors are successfully managed, the question arises: who will host the next event? A regional rotation model is proposed, wherein the previous and penultimate hosts join the committee alongside the current host. This is mirroring the Wikimania model.

Wikimedia CEE Meeting — Barbara, CEE Hub Coordinator

CEE stands for Central Eastern European, a Hub encompassing around 40 affiliates, which organises the Wikimedia CEE Meetings. The Hub already hosted 12 in-person conferences and 2 online gatherings (during the pandemic).

Initially, the process of selecting the next event coordinator was informal. However, with the establishment of a hub, the process was formalised. A Meta page was created outlining a bidding process, allowing any affiliate from the region to express interest by providing relevant information such as visa requirements, hosting capacity, and overall goals.

Last year, two affiliates, Turkish and Albanian user groups, expressed interest in hosting. A selection committee comprising six members was formed to choose between the candidates, considering factors like capacity, ability to grow the affiliate. Turkey was ultimately selected.

Upon selection, the host affiliate must establish organisational structures, including an organising committee, programming committee, and a bidding process for financial resources. Funding, typically provided by WMF, requires a detailed budget proposal submitted in February, with responses received by April.

Once funding is secured, the organising team, consisting of representatives from five chapters, CEE Hub representatives, and WMF representatives, is assembled. A programme committee, composed of volunteers and members

of the organising team, ensures knowledge transfer and regional coordination.

Visa issues remain a concern, and requires careful planning. The usual format of the event includes parallel sessions with multiple tracks under a unifying theme. This year's theme is "Bridges to Knowledge."

The grant typically amounts to about $100,000, covering expenses for approximately 100 participants, including catering and travel, spanning around four days. Over time, a Meta page has been established detailing the event organisation process.

Key Insights

Participants made the following comments in response to the three shared experiences:

1. It's not just a question of how easy it is to get a visa in a particular country. It is also whether the host organisation has the capacity to support the visa application process.
2. Early preparation impacts the ability to obtain a visa. Last year, the Summit's participant list was completed 3 months before the Summit and there were many declines. This year, it was completed 6 months before, and it had the highest rate of accepted visa applications.
3. Every country has its geopolitical issues that impact possibilities to obtain and process visas. One must always explore the best practices within each country for dealing with applications.
4. Sometimes Wikimedians don't follow recommendations in applying for visas and contribute negatively to the process.
5. Knowledge transfer from past to current and future event organisers is very important.
6. Based on the lessons learned from organising Wikimania, Yael (WMF) offered logistical support (travel and accommodation) for events organised by affiliates

The group then engaged in a brainstorm on the main issues concerning the hosting of Affiliate Gatherings, and clustered them thematically. Below are the results:

1. Logistics & Support
    - WMF offers logistic support (i.e. travel & accommodation management)
    - Hybridity and translation are expensive
    - Event hosting requires ahead planning
    - Need to clarify what resources are available / can be obtained
2. Location
    - Co-locating with other events expands possibilities for more affiliate attendance
    - Location should rotate
    - Decentralise the affiliate gatherings
3. Organisers
    - Identifying the host country is challenging.
    - Which affiliates are eligible? What criteria?
    - Next edition's host should "shadow" current edition's host
    - Committee needs to work closer together
    - Clear division of duties
    - Multiple affiliates from the same region should come together to organise
    - Hosting is very demanding; requires professional capacity, not (just) volunteers
    - No affiliate alone can organise this event (money and time)
4. Knowledge Transfer / Capacity Building
    - Sharing knowledge and experience between affiliates
    - Sharing knowledge between past/present/future organisers
    - Prepare young communities to organise this kind of event
    - New summit team does not need to start anew - there is lots of experience
    - Consider establish a "Summit Committee"
    - How to share "hosting skills"?
5. Purpose & Programme
    - Primary purpose should be clearly defined
    - Relationship with other Wikimedia gatherings: make sure it's different from others, but also, it could be combined with others (e.g. Wikimania)

- Place the Summit out of Wikimedia movement, closer to local realities
- Talk about the whole knowledge ecosystem, not only Wikimedia
- Share failures

6. Inclusion & Representation
    - Consider the ease of Visa application and the capacity of host to support visa application process
    - Involve previous event organisers
    - Include non-affiliates and future volunteers
    - Regional rotation (for representation)
    - Ensure diversity in participant selection
    - Chose LGBT+ friendly destinations
    - Well established hybrid conferences

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Work Session 5: Integrating Feedback to improve Outputs

15:45-16:45 CEST

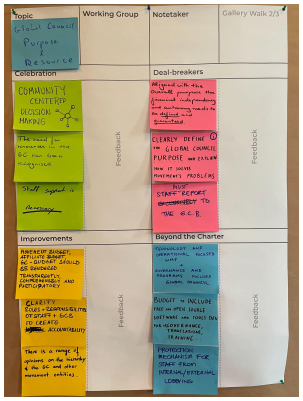
Participants integrate insights from smaller groups into consolidated Topic Group posters.

Participant presenting recommendations in Topic Group
(Photo by Jason Krüger on Wikimedia Commons)

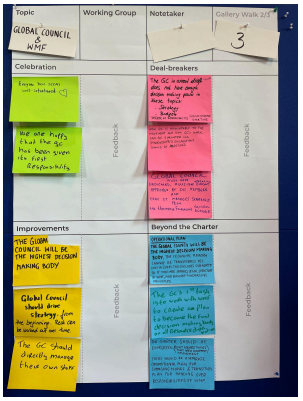
Below are the *improved outputs* from each Topic Group, which are the result of integrating and refining all the proposals from the smaller Working Groups (Source: Luís Manuel Pinto). These were meant to be shared in the next Gallery Walk for feedback from the plenary.

Click on each thumbnail to access the photo in Wiki Commons. [You can also see them here in a PDF bundle](#).

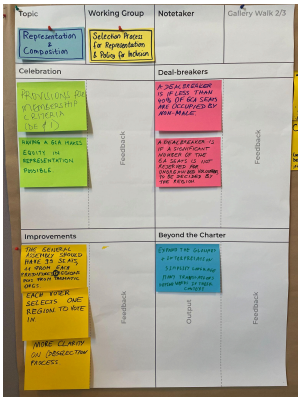
Global Council: Purpose & Resource	**Global Council:** Global Council and WMF	**Global Council:** Representation and Composition	**Affiliates and Hubs:** Purpose



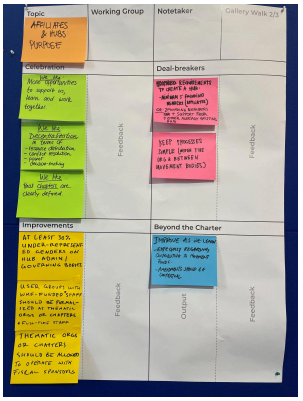
Affiliates and Hubs: Rights, responsibilities, roles and types



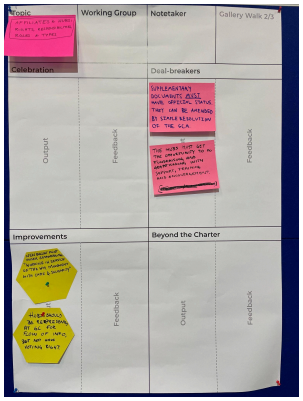
Affiliates and Hubs: Collaborations and Capacity Building

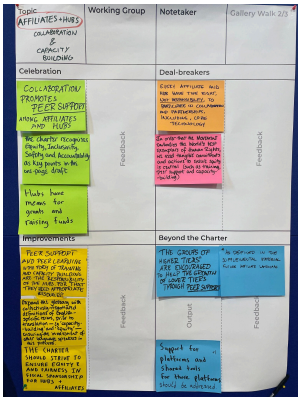


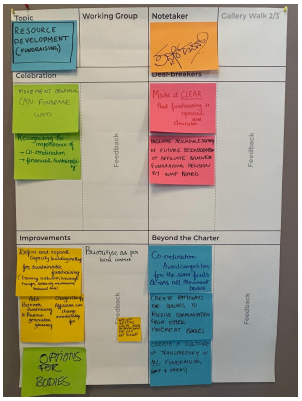
Financial Resources: Resource development

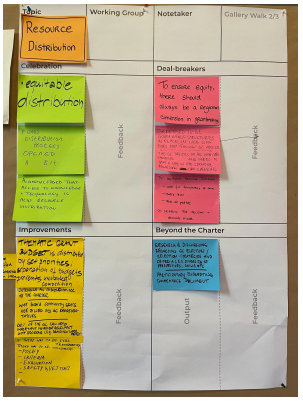


Financial Resources: Resource distribution









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Affiliate Gatherings 2: Vision & Key Features

14:00-15:15 CEST

Envisioning the future of affiliate gatherings. What could they look like?

Envisioning

Envisioning is often the result of a deep connection to something: a community, Nature, values. The way through which we will get to a vision, is through connection with ourselves.

Lucas guided participants through a visualisation process that started with a couple of deep breaths, and tuning into the senses. Listening. Sensing. Embodying.

From that place of connection: What do you see when you think about a future gathering?

Who is there? What are they talking about? Are they serious? Are they laughing? What does the building look like? Is it inside? Outside? What are we having for lunch? What does the party look like? Is there one?

After the envisioning exercise, participants took some individual notes on what they saw in their imagination using the prompt: “At the next affiliate gathering I see/feel/hear…” They then gathered in small groups to consolidate their ideas, to then share them with the whole group.

Key Features

Lucas introduced the “Tennis Court exercise” in which arguments are first given only in support for one proposal, then given only for opposing proposals. This dynamic mimics a tennis game in which balls move in one direction of the court, and then in the opposite direction.

After sharing opposing arguments, the group voted on their preference using a Slido survey (30 respondents). Below are the arguments and survey results on location, frequency, and hybridity.

1. Location

Same location	**Rotating location**
● Accumulate experience ● Easier to plan and budget (expect) ● Easier to rotate affiliate representatives, edition to edition ● Can be one location for several consecutive years before rotating again	● Attendants might have preference for different places; greater accessibility ● Opportunity to learn about the hosting context ● Avoids burnout from repeated hosting responsibility ● Harnesses more collaboration

- Facilitates visa process
- Reduces planning time (no choice of next location)
- Optimising and standardising processes
- More time invested in programme, less time invested in logistics
- Does not have to be the same organisation hosting in same location

and mutual support
- Gives different affiliates an opportunity showcase and be proud of what they do in the reason
- More affiliates grow their skill in hosting such kind of gatherings; and prove their capable
- Variable travel times and ease to reach destinations
- Allows affiliates to give their "personal touch" and enrich the event

Slido survey results: Same location 5 / **Rotating location 24** / 1 non-response

2. Frequency

Every year	**Every 2, 3 years or more**
• Since Wikimania takes place every year, we could have fixed seats for connected • Opportunity to build capacity year to year • Keeps the movement alive • Co-locate with Global Council's annual assembly that could have many thematic crossovers with affiliate gatherings - cross-pollinate; separate tracks • Important for the professional development of Executive Directors (newcomers don't have to wait 2 years for the next international event) • Motivate national affiliates to send their report in time • Allows alignment with contemporary issues for the movement.	• Two years is an adequate amount of time for preparation of such a demanding event. • Two years allow better budgeting and optimisation of costs of a very expensive event. • There's power in the combined energy of a group of people that comes together. This energy takes time and process - event could be coordinated with Wikimania and other events. • Less pressure on the system. Allows more resilience and prevents depletion of resources. • We will have more affiliate meetings in the future (GLAM, Global Council, ED, etc.). First we need to figure out what we want from the conference before deciding when. • People outside will think "they do a lot of meetings, and spend a lot

of money”

Slido survey results: **Every year 19** / Every 2 years 10 / Every 3 years 1

3. Hybridity

Fully hybrid — all activities are onsite and online	**Only onsite** — no online participation
● Give opportunities to those that cannot travel; need to evaluate the amount of resources this requires and/or saves. ● A chance for those who do not the mobility to attend (accessibility) ● Possibility to use digital/AI assisted language support; specially if fully online.	● It’s impossible to do an event that works equally well for online and onsite participants. Hybrid introduces “second class participants”, so better to keep it just in-person. ● Online components always bring technical difficulties; in spite of facilitators engagement there are always obstacles. ● Need to research/evaluate added value of hybrid events before making this decision. ● Online participants are in a passive mode. There is no way to support interaction in a functional way. ● Online participants are in different time zones, and have to make an effort to attend.

Slido survey results: Hybrid 5 / **With livestream 15** / No hybrid, only onsite 10

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Gallery Walk III: Feedback on Improved Outputs

16:55-18:00 CEST

Last Gallery Walk, giving feedback to the improved outputs produced by the Topic Groups

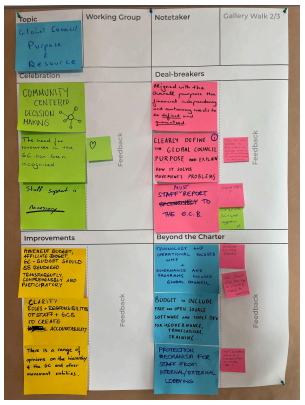
Participants giving feedback during the third Gallery Walk.
(Photo by Jason Krüger on Wikimedia Commons)

Below is the feedback given by the Summit attendants to the improved outputs produced by the Topic Groups (Source: Luís Manuel Pinto). Absence of image means there was no feedback given to that particular topic.

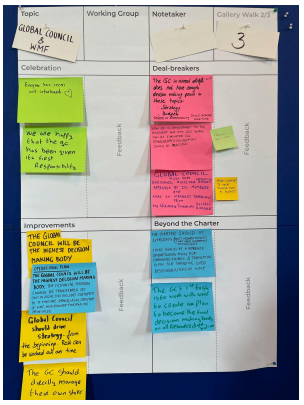
Click on each thumbnail to access the photo in Wiki Commons.. You can also see the comments in bundles (PDF) for onsite and online participants.

Onsite Participants

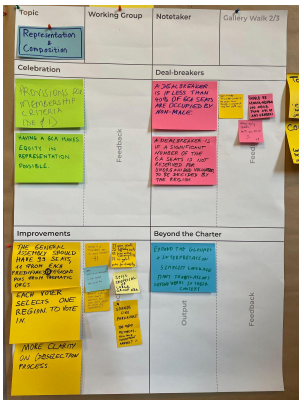
Global Council: Purpose & Resource



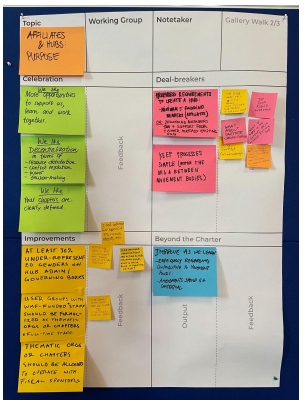
Global Council: Global Council and WMF



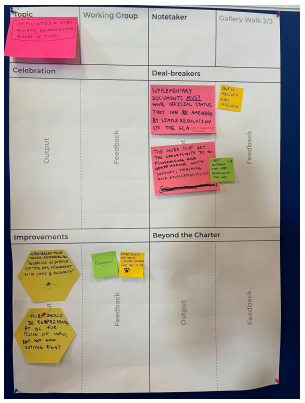
Global Council: Representation and Composition



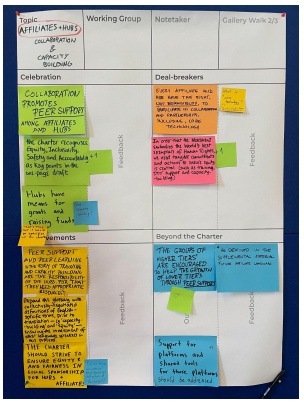
Affiliates and Hubs: Purpose



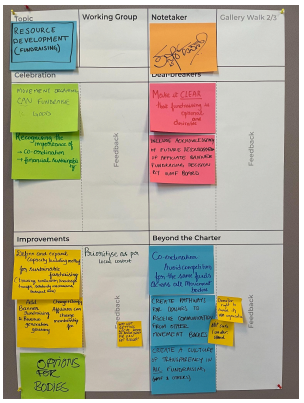
Affiliates and Hubs: Rights, responsibilities, roles and types



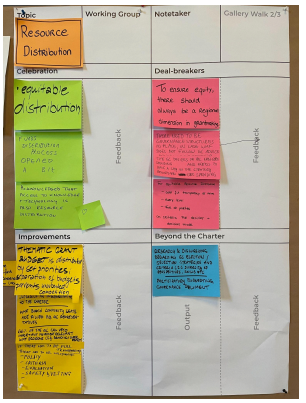
Affiliates and Hubs: Collaborations and Capacity Building



Financial Resources: Resource development



Financial Resources: Resource distribution



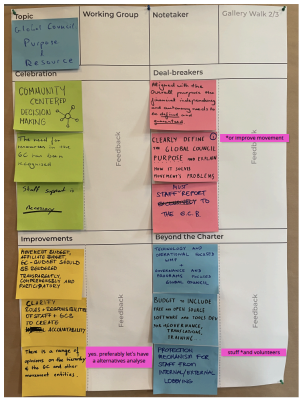
Online Participants

Global Council: Purpose & Resource

Global Council: Global Council and WMF

Global Council: Representation and Composition

Affiliates and Hubs: Purpose



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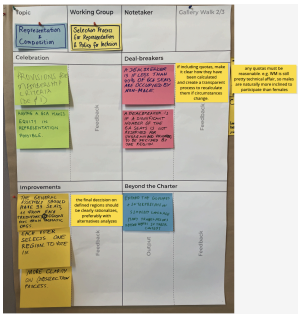
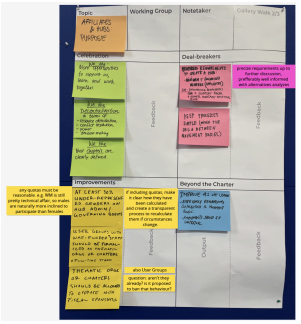


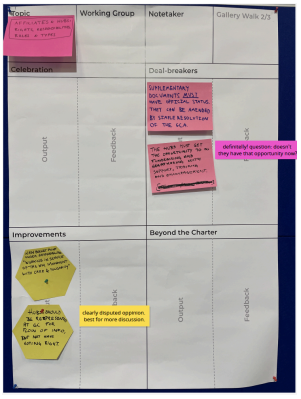


Affiliates and Hubs: Rights, responsibilities, roles and types

Affiliates and Hubs: Collaborations and Capacity Building

Financial Resources: Resource development

Financial Resources: Resource distribution



There were no comments on this poster from online participants.

There were no comments on this poster from online participants.

There were no comments on this poster from online participants.

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DAY 3

Sunday, 21 April

On Sunday, Movement Governance track worked on creating coherence across all the Summit's outputs so they can be shared in Plenary; the Future of Affiliate

Gatherings track took ownership of the next steps; and an Open Space session took place to hold emerging conversations.

Welcome: Summary & Preview

11:00-11:15 CEST

Nicole and Eva hushing participants into plenary room
(Photo by Jason Krüger on Wikimedia Commons)

Overview of Day 3

Wolfgang introduced the three tracks of the day:

1. *Movement Governance:* The "Connection Spotters" and the "Topic Coherers" of each Topic Group will now get together to integrate final feedback, bring coherence to all the outputs produced during the Summit, and propose the final statements in plenary.
2. *Future of Affiliate Gatherings:* Will hold its last session, focusing on defining a purpose for the gatherings and forming a group of volunteers that are willing to work together on a concept.

3. *Open Space:* An opportunity for participants to hold any discussion they find important at this point in the Summit.

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Movement Governance Work Session 6: Creating Coherence

11:15-12:45 CEST

The last session of the *Movement Governance* track focused on consolidating and bringing coherence to all the Summit outputs and preparing them for sharing.

Coherence Team working on the Summit's final outputs.
(Photo by Jason Krüger on Wikimedia Commons)

The final outputs were shared in the Closing Ceremony to muster support from attendants.

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Affiliate Gatherings 3: Governance & Commitments

11:15-12:45 CEST

The last session of the track was dedicated to clarifying purpose, and establishing a group that can further develop a concept for affiliate gatherings.

Last session of the Future Affiliate Gatherings track.
(Photo by Jason Krüger on Wikimedia Commons)

Defining Purpose

Lucas opened the session by inviting attendees to define the purpose of an affiliate gathering by creating a word cloud.

Here are the three main priorities selected by the group:

1. Governance
2. Share best practices
3. Learning, Connecting, Networking, Training

Below is a picture of the word cloud. Click to access the photo on Wikimedia Commons (Source: Luís Manuel Pinto)

Committee Considerations

The track attendants gathered in small groups to define the top 5 considerations that a Committee in charge of developing a concept for Affiliate Gatherings must consider.

Click to access the photo on Wikimedia Commons (Source: Luís Manuel Pinto)

Purpose

- Agreeing on purpose

- An opportunity for learning and self-reflection
- Clarifying why affiliates should send participants to this gathering
- State the value proposition for this gathering
- What problem the gathering is addressing - in order to match skills between attendants

Connection to other events

- Determine if connected to other events or standalone?
- Global connection; in-person interaction in one place

Participants

- Gathering participant continuity/sustainability (ensure representative and handover)
- Selection of participants
- Eligibility rules to lower

Logistic & Resources

- Relationship/consultation with Wikimedia Foundation
- Resources
- Committee should NOT do logistics
- Online interaction is possible - but quality of infrastructure needs to be high

Manav, member of Movement Charter Drafting Committee, shared some reflections on what the Global Council Assembly could look like.

We are looking at a revamped structure in the future. Some user groups are adopting a chapter-like format, albeit on a smaller scale. Meanwhile, hubs have attained official status within the movement ecology.

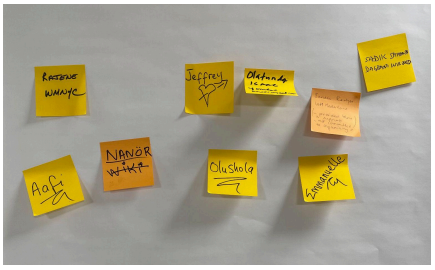
Exploration of various meeting formats is underway. A significant initiative is the proposal for an annual Global Council meeting, which would prioritise workflows for the following year. The Global Council Assembly (GCA) is envisioned as a forum for representatives from all recognized movement entities. Efforts are underway to formalise all entities, and make a visual representation of their relationships.

To streamline operations, Hubs could oversee coordination among regional affiliates, alleviating the constant need to engage affiliates

directly in strategic discussions. Regional gatherings could serve as effective forums for collaboration.

Taking Ownership

Invitation to form a group that will start the reflection on affiliate gatherings and propose a concept.



Click to access the photo on Wikimedia Commons (Source: Luís Manuel Pinto)

Initial 9 volunteers:

- Rajene Hardeman, Wikimedia New York City
- Jeffrey User:FULBERT, Affiliations Committee
- Olatunde Isaac, Yoruba Wikimedians User Group *
- Nanor User:Nanör, Wiki World Heritage
- Olushola, Wikimedia Community Nigeria
- Aafi, Deoband Community Wikimedia
- Emmanuelle Guebo, Wikimedia Community Côte d'Ivoire
- Sadik Shahadu, Dagbani Wikimedians User Group
- Sandra Rentjes, Wikimedia Nederland

* *Olatunde Isaac eventually left the committee before the end of the Summit.*

Comments:

- Important: Is there support from WMF committed to this group? Logistics, scheduling, etc - that is something to clarify.
- Commitment to develop a concept for a gathering, does not imply organising one
- Who does the Committee respond to?

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Open Space on Movement Strategy

11:15-12:45 CEST

A space to discuss any topic around movement strategy.

Open Space is ruled by 1 law and 4 principles:

The Law of Two Feet: You can always go anywhere you want.

4 Principles:

1. Whoever is there are the right people
2. Whenever it starts is the right time
3. Wherever it happens is the right place
4. Whatever happens is the only thing that could have

Session Details

Below are the list of topics, their hosts, and the links to the notes from the conversations.

BREAKOUT ROOMS (ONSITE)	REPORTS
Room 04 • ONSITE **Global approach to Capacity building and Skill Exchange + Capacity Exchange Project: How to learn things in this movement?** Andi & Asaf	| ⇨ ETHERPAD |
Room 06 • ONSITE **Movement Charter: Ratification and Amendment Section** Risker	| ⇨ ETHERPAD |
Room 07 • ONSITE **What would you like the Wikimedia Foundation to stop doing?** Maryana & Nataliia	| ⇨ ETHERPAD | ⇨ NOTES 1/3 ⇨ NOTES 2/3 ⇨ NOTES 3/3
Room 08 • ONSITE	| ⇨ ETHERPAD |

Kickoff a glossary of terms in Movement Charter with diverse languages Lucy	
Room 09 • ONSITE **Opportunities in Governance conversations for those engaging only online (not in meetings)** Joe	| ⇨ ETHERPAD |
Room 10 • ONSITE **Movement Charter: Implementation after Ratification: What and Who?** Ciell	| ⇨ ETHERPAD |
Room 11 • ONSITE **Building Affiliate Fundraising Capacity** Caitlin	| ⇨ ETHERPAD | ⇨ NOTES 1 ⇨ NOTES 2
Room 12 • ONSITE **Movement Governance protecting Marginalised Communities (incl. LGBT+)** Capucine	| ⇨ ETHERPAD |
Plenary Room • ONSITE **Movement Charter: First Section on Values and Definitions** Martin	| ⇨ ETHERPAD | ⇨ NOTES 1 ⇨ NOTES 2

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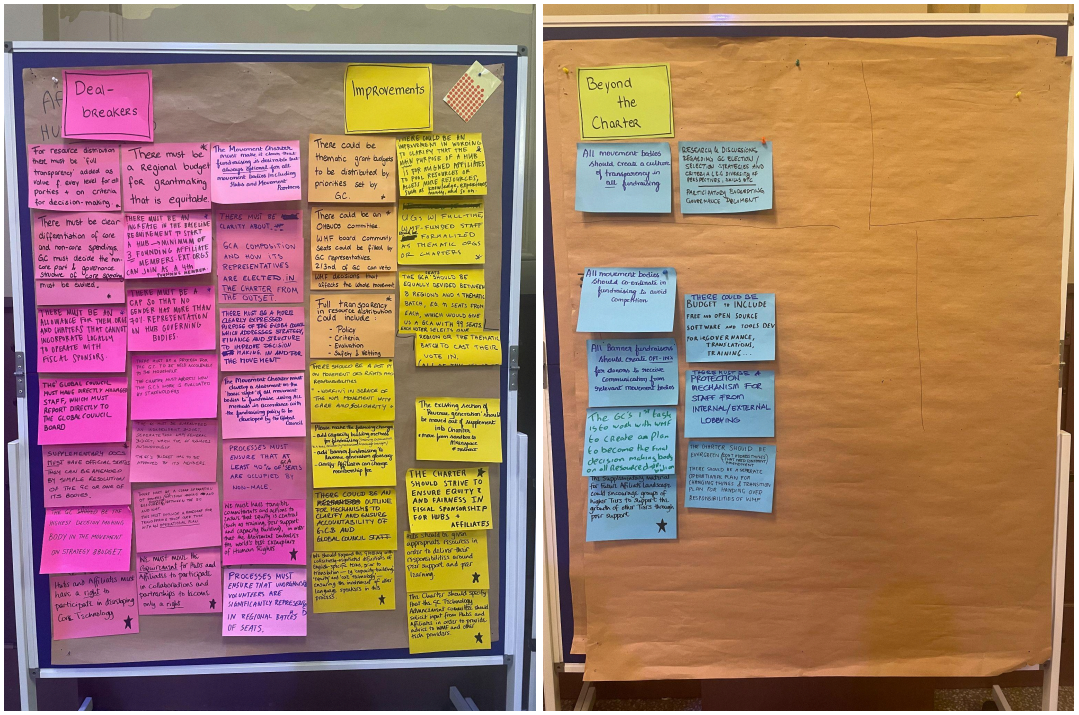
Assessing Agreement on Final Summit Outputs

13:45-15:05 CEST

Presenting the final outputs of the Summit,
and assessing the degree of support from attendants.

➪ LINK TO SESSION SLIDES



Boards with final outputs of the Summit submitted for appraisal (Click to access the photo on Wikimedia Commons; Photo by Luís Manuel Pinto)

Below are the list of outputs, categorised by type of feedback —"Deal Breakers" and "Improvements"— and then by theme. The numbering is consistent with the one used in the plenary session.

[Text in brackets] was added by the reporter for contextualisation, based on comments from participants during the plenary session.

Results from the poll are shown in the next section.

Potential Deal Breakers

Global Council

4. The Global Council must have directly managed staff, which must report directly to the Global Council Board.

6. The Global Council must be the highest decision-making body in the movement on strategy and budget.

11. There must be a process for the Global Council to be held accountable to the movement. The Charter must address how the Global Council's work is evaluated by stakeholders.

12. The Global Council must be guaranteed an independent budget, separate from the Wikimedia Foundation's general budget, which the Global Council handles autonomously. The Global Council's budget has to be approved by its members.

13. There must be a clear separation of powers (e.g. decision-making and resource distribution) between the Global Council and Wikimedia Foundation. This must include a roadmap for transferring those powers over time, with an operational plan.

16. There must be clarity about Global Council Assembly composition and how its representatives are elected in the Charter from the outset.

17. There must be a more clearly expressed purpose of the Global Council which addresses strategy, finance and structure to improve decision-making in and for the movement.

19. Processes must ensure that at least 40% of Global Council Assembly seats are occupied by non-male.

21. Processes must ensure that unorganised volunteers are significantly represented in regional batches of seats.

Hubs & Affiliates

7. Hubs and affiliates must have a right to participate in developing core technology.

9. There must be an increase in the baseline requirement to start a Hub. Minimum of three founding affiliate members. External organisations can join as a fourth founding member.

10. There must be a cap so that no gender has more than 70% representation in Hub governing bodies.

14. We must move the requirement for Hubs and Affiliates to participate in collaborations and partnerships to become only a right.

Resource Development

8. There must be a regional budget for grant making that is equitable.

15. The Movement Charter must make it clear that fundraising is desirable but always optional for all movement bodies including Hubs and Movement partners.

18. The Charter must develop a statement on the 'basic right' of all movement bodies to fundraise using ALL methods in accordance with the fundraising policy to be developed by the Global Council.

20. We must have tangible commitments and actions to ensure that equity is central (such as training, peer support and capacity building), in order that the Movement embodies the world's best examples of Human Rights.

Resource Distribution

1. For resource distribution, there must be 'full transparency' added as a value at every level, for all parties, and to the criteria for decision-making.

2. There must be clear differentiation of core and non-core spendings: Global Council must decide the non-core part, and governance structure of core spending must be evolved.

3. There must be an allowance for thematic organisations and chapters that cannot incorporate locally to operate with fiscal sponsors.

The Charter

5. Supplementary documents must have official status. They can be amended by simple resolution of the Global Council or one of its bodies.

Improvements

Resource Distribution

22. There could be thematic grant budgets to be distributed by priorities set by Global Council

24. Full transparency in resource distribution could include: (a) Policy; (b) Criteria; (c) Evaluation; and (d) Safety & Vetting

35. The Charter should strive to ensure equity and fairness in fiscal sponsorship for Hubs & Affiliates

39. There could be a budget to include free and open source software and tools development for e.g. governance, translations, training…

Global Council

23. There could be an OMBUDS committee. Wikimedia Foundation board community seats could be filled by Global Council representatives. Two-thirds of the Global Council can veto Wikimedia Foundation decisions that affect the whole movement.

25. There should be a dot point on movement organisation rights and responsibilities, including: “Working in service of the Wikimedia movement with care & solidarity”

29. There could be an outline for mechanisms to clarify and ensure accountability of Global Council Board and Global Council Staff

33. The Global Council Assembly’s seats should be equally divided between 8 regions and 1 thematic batch, e.g. 11 seats from each, which would give us a GCA with 99 seats. Each voter selects one region or the thematic batch to cast their vote in.

36. The Charter should specify that the Global Council technology advancement committee should solicit input from Hubs and Affiliates in order to provide advice to WMF and other tech providers. [also relevant to “Hubs & Affiliates”]

38. There should be research and discussions regarding Global Council election / selection strategies and criteria (e.g. diversity of perspectives, skills etc. / Participatory Budgeting Governance Document).

45. The Global Council’s first task is to work with the Wikimedia Foundation on creating a plan to become the final decision-making body on all resource distribution.

Resource Development

26. Add capacity building methods for fundraising (training, evaluation, tech tools, solidarity mechanisms, knowledge transparency).

27. Add ‘banner fundraising’ to the Revenue Generation glossary.

28. Clarify whether Affiliates can charge membership fees.

34. The existing section of “Revenue generation” should be moved out of supplement into Charter (move from Sandbox to Mainspace)

42. All movement bodies should create a culture of transparency in all fundraising.

43. All movement bodies should coordinate fundraising to avoid competition.

44. All Banner Fundraisers should create opt-ins for donors to receive communication from relevant movement bodies.

Hubs & Affiliates

31. There could be an improvement in wording to clarify that the main purpose of a Hub is for aligned affiliates to pool resources, or access more resources, such as knowledge, experiences, money and so on

32. User Groups with full-time, Wikimedia Foundation-funded staff could be formalised as thematic Orgs or Chapters

37. Hubs should be given appropriate resources in order to deliver their responsibilities around peer support and peer learning.

40. There must be mechanisms to protect staff [of any Wikimedia entity] from internal / external lobbying.

46. The supplementary material for Future Affiliate Landscape could encourage groups of higher tiers to support the growth of other tiers through peer support.

The Charter

30. We should expand the glossary with collectively negotiated definitions of English-specific terms, prior to translation - e.g. 'capacity building', 'equity' and 'core technology' - ensuring the involvement of other language speakers in this process

41. The charter should be evergreen (don't address things that need constant amendment). There should be a separate operational plan for changing things and a transition plan for handing over responsibilities of the Wikimedia Foundation.

Celebrations

"Celebrations" were not open for appraisal, just communicated in plenary.

Global Council

- Community centred decision-making
- Global Council's need for resources has been recognised
- Staff support is necessary
- Everyone here seems well-intentioned
- The Global Council has been given its first responsibility.
- There are diversity, equity and inclusion provisions for membership criteria
- Equity in representation is made possible through a Global Council Assembly

Affiliates and Hubs

- There are more opportunities for us to be supported, learn and work together

- There is decentralisation in terms of: resource distribution, conflict resolution, power, and decision-making.
- Chapters are clearly defined.
- Collaboration promotes *peer support* among affiliates and hubs
- The Charter recognises Equity, Inclusivity, Safety and Accountability as key points in the one-page draft.
- Hubs have means to obtain grants, raise funds and build capacity.

Financial Resources

- Movement organisations can fundraise.
- Coordination and financial sustainability is recognised as important.
- Distribution of resources is done in an equitable way.
- The funds distribution process opened.
- The Charter acknowledges that access to knowledge and technology is also resource distribution.

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Closing Ceremony

11:15-12:45 CEST

Presenting the Summit's appraised outputs
and thanking everyone that made the work possible.

[⇨ LINK CLOSING CEREMONY RECORDING]

Wolfgang introducing the final outputs at Closing Session of the Wikimedia Summit 2024 (Photo by Jason Krüger on Wikimedia Commons)

Appraisal of the Summits Outputs (Onsite Participants)

Here you can access the list of all the outputs and the degree of support from onesite Summit attendants [PDF]

These are the responses from the on-site participants to the Final Outputs. The percentage is calculated as a total of those who responded either “Support” or “Oppose”, that is, those who responded with “No Response” were excluded.

There was a different survey link for participants *onsite* and *online*.

Note: Members of the Movement Charter Drafting Committee as well as Wikimedia Foundation staff and Board of Trustees present at the Summit did not participate in the poll. This was to ensure that the results of the poll clearly represent the support from participating Affiliates.

Outputs	Support

30. We should expand the glossary with collectively negotiated definitions of English-specific terms, prior to translation - e.g. ‘capacity building’, ‘equity’ and ‘core technology’ - ensuring the involvement of other language speakers in this process.	**98%**
29. There could be an outline for mechanisms to clarify and ensure accountability of the Global Council Board and Global Council Staff.	**97%**
39. There could be a budget to include free and open source software and tools development for example, on governance, translations, training.	**96%**
11. There must be a process for the Global Council to be held accountable to the movement. The Charter must address how the Global Council’s work is evaluated by stakeholders.	**96%**
17. There must be a more clearly expressed purpose of the Global Council which addresses strategy, finance and structure to improve decision-making in and for the movement.	**94%**
38. There should be research and discussions regarding Global Council election / selection strategies and criteria (e.g. diversity of perspectives, skills etc. / Participatory Budgeting Governance Document).	**94%**
4. The Global Council must have directly managed staff, which must report directly to the Global Council Board.	**94%**
44. All Banner Fundraisers should create opt-ins for donors to receive communication from relevant movement bodies.	**94%**
15. The Movement Charter must make it clear that fundraising is desirable but always optional for all movement bodies including Hubs and Movement partners.	**93%**
20. We must have tangible commitments and actions to ensure that equity is central (such as training, peer support and capacity building), in order that the Movement embodies the world’s best examples of Human Rights.	**93%**
13. There must be a clear separation of powers (e.g. decision-making and resource distribution) between the Global Council and Wikimedia Foundation. This must include a roadmap for transferring those powers over time, with an operational plan.	**92%**
1. For resource distribution, there must be ‘full transparency’ added as a value at every level, for all parties, and to the criteria for decision-making.	**92%**
25. There should be a dot point on movement organisation rights and responsibilities, including: “Working in service of the Wikimedia movement	**92%**

with care & solidarity".	
26. Add capacity building methods for fundraising (training, evaluation, tech tools, solidarity mechanisms, knowledge transparency).	**91%**
41. The charter should be evergreen (don't address things that need constant amendment). There should be a separate operational plan for changing things and a transition plan for handing over responsibilities of the Wikimedia Foundation.	**91%**
27. Add 'banner fundraising' to the Revenue Generation glossary.	**90%**
35. The Charter should strive to ensure equity and fairness in fiscal sponsorship for hubs + affiliates.	**90%**
31. There could be an improvement in wording to clarify that the main purpose of a hub is for aligned affiliates to pool resources or access more resources, such as knowledge, experiences, money and so on.	**90%**
8. There must be a regional budget for grant making that is equitable.	**90%**
16. There must be clarity about Global Council Assembly composition and how its representatives are elected in the Charter from the outset.	**89%**
42. All movement bodies should create a culture of transparency in all fundraising.	**89%**
37. Hubs should be given appropriate resources in order to deliver their responsibilities around peer support and peer learning.	**88%**
3. There must be an allowance for thematic organisations and chapters that cannot incorporate locally to operate with fiscal sponsors.	**87%**
40. There must be mechanisms to protect staff from internal / external lobbying.	**87%**
7. Hubs and affiliates must have a right to participate in developing core technology.	**87%**
24. Full transparency in resource distribution could include: (a) Policy; (b) Criteria; (c) Evaluation; and (d) Safety & Vetting.	**86%**
5. Supplementary documents must have official status. They can be amended by simple resolution of the Global Council or one of its bodies.	**82%**
2. There must be clear differentiation of core and non-core spendings: Global Council must decide the non-core part, and governance structure of core spending must be evolved.	**82%**

36. The Charter should specify that the Global Council technology advancement committee should solicit input from Hubs and Affiliates in order to provide advice to WMF and other tech providers.	**82%**
43. All movement bodies should coordinate fundraising to avoid competition.	**81%**
12. The Global Council must be guaranteed an independent budget, separate from the Wikimedia Foundation's general budget, which the Global Council handles autonomously. The Global Council's budget has to be approved by its members.	**81%**
22. There could be thematic grant budgets to be distributed by priorities set by the Global Council.	**80%**
18. The Charter must develop a statement on the 'basic right' of all movement bodies to fundraise using ALL methods in accordance with the fundraising policy to be developed by the Global Council.	**79%**
14. We must move the requirement for Hubs and Affiliates to participate in collaborations and partnerships to become only a right.	**79%**
23. There could be an OMBUDS committee. Wikimedia Foundation board community seats could be filled by Global Council representatives. Two-thirds of the Global Council can veto Wikimedia Foundation decisions that affect the whole movement.	**79%**
34. The existing section of "Revenue generation" should be moved out of supplement into Charter (move from Sandbox to Mainspace).	**78%**
6. The Global Council must be the highest decision-making body in the movement on strategy and budget.	**78%**
45. The Global Council's first task is to work with the Wikimedia Foundation on creating a plan to become the final decision-making body on all resource distribution.	**77%**
10. There must be a cap so that no gender has more than 70% representation in Hub governing bodies.	**71%**
9. There must be an increase in the baseline requirement to start a Hub. Minimum of three founding affiliate members. External organisations can join as a fourth founding member.	**71%**
33. The Global Council Assembly's seats should be equally divided between 8 regions and 1 thematic batch, e.g. 11 seats from each, which would give us a GCA with 99 seats. Each voter selects one region or the thematic batch to cast their vote in.	**67%**

21. Processes must ensure that unorganised volunteers are significantly represented in regional batches of seats.	**64%**
28. Clarify whether Affiliates can charge membership fees.	**64%**
32. User Groups with full-time, Wikimedia Foundation-funded staff could be formalised as thematic Orgs or Chapters	**59%**
19. Processes must ensure that at least 40% of Global Council Assembly seats are occupied by non-male.	**57%**

Movement Charter Drafting Committee

Daria Cybulska
Movement Charter Drafting Committee

⇨ PROFILE LINK

Daria and the rest of the MCDC at Wikimedia Summit 2024 (Photo by Jason Krüger on Wikimedia Commons)

"This document will serve as a valuable resource for our movement"

Daria addressed the audience expressing surprise for the amount of support received for the outputs.

She commended attendants for their leadership, which for Daria means not only advocating for your own ideas but also ensuring justice for those you represent. Attendees at this gathering came with the intention of amplifying voices, even those absent. It's a weighty responsibility, especially when conversations lack inclusivity or when trying to balance conflicting viewpoints.

As Shakespeare once said, "Heavy is the head that wears the crown," highlighting the burden of representation. Daria thanked everyone for taking on this role and representing all voices, while also contributing with their own ideas.

She then quoted her fellow co-member Anne, "our perspectives are our gifts for our journeys through life," emphasising the value of diverse viewpoints. Embracing conflicting ideas fosters growth and understanding, rather than

fearing them. Daria shared her appreciation for the opportunity to engage with these ideas collectively rather than in isolation.

“Ultimately, this document will serve as a valuable resource for our movement”, she concluded, reflecting our collaborative journey towards understanding.

At the end, Daria shared a slide with the next milestones in the process of ratifying the charter, and the link through which Wikimedians can continue to be involved in the discussions.

(Click on image to access photo on Wikimedia Commons; source: Luís Manuel Pinto)

The Future of Affiliate Gatherings

Jeffrey user:FULBERT
On behalf of the Committee formed to work on Affiliate Gatherings.

➪ PROFILE LINK

Volunteer Future Affiliate Gathering Committee at Wikimedia Summit 2024 (Photo by Jason Krüger on Wikimedia Commons)

Jeffrey stood before the audience, acknowledging the collective efforts and emphasising the importance of unity given the tasks ahead. He provided insight into the Future Affiliate Gatherings group's process and highlighted key considerations for future affiliate gatherings.

“We started with a meeting that didn’t cost anything, because we’re already here”— he said. He underscored that the committee's members are all volunteers and clarified that their focus will be on programmatic aspects, not logistics. Gratitude was expressed towards Eva and Nicole for their dedicated work on summits and conferences, along with their offer of continued support.

Identifying the next steps, Jeffrey outlined the need for staff support to facilitate coordination and emphasised the importance of understanding the committee's role within the broader Wikimedia ecosystem, in particular, its relationship with the Wikimedia Foundation.

In closing, he extended an open invitation for anyone interested in joining the committee, fostering inclusivity and collaboration.

Closing Remarks from Wikimedia Foundation

Maryana Iskander
Chief Executive Officer,
Wikimedia Foundation

⇨ PROFILE LINK

Maryana Iskander at Wikimedia Summit 2024 (Photo by Jason Krüger on Wikimedia Commons)

“The movement has to change. We have to change.”

Maryana began by reflecting on her evolving familiarity with the audience, expressing gratitude for the sense of safety that familiarity brings, enabling them to speak from the heart. She then acknowledged the significance of the moment, celebrating the achievements of the Wikimedia movement, which has organised 12 Summits, and extended thanks to contributors, partners, and allies for their collaborative efforts. “You can thank others, but we really just wanted to thank you.” — said Maryana, as the audience waved.

The CEO of Wikimedia Foundation excused her absence from the first days of Summit, and explained that she had just returned from a series of meetings with global players like World Bank and Big Tech. Having participated in various discussions, ranging from indigenous communities to technology, the speaker emphasised the urgency of addressing pressing global issues, such as climate justice and election insecurity. She stressed the need for adaptation and innovation, recognizing the complexity and rapid evolution of these challenges.

Transitioning to the topic of change, Maryana underscored the necessity for transformation at both individual and institutional levels. “There is no doubt that we have to change. If there was an impression that status quo is sufficient, it is not. The Foundation has to change. The movement has to change. We have to change.” She continued by highlighting the importance of confronting uncomfortable truths, metaphorically represented by "the elephant in the room." She also drew on the parable of the blind men and the elephant, to urge attendees to embrace diverse perspectives as a means to drive meaningful change.

Maryana acknowledged the daunting nature of the questions facing society, such as those related to artificial intelligence and disinformation, and underscored the importance of maintaining human motivation to create content for the world to access.

To conclude, Maryana invited attendees to reflect on their experiences at the Summit, specifically asking if anyone had gained new perspectives during the event to raise their hand. “Look around and notice how that is motivating for all of us.” — said Maryana, inviting attendees to recognise the value of empathy and understanding in motivating collective action towards resolving global challenges.

Closing Remarks from Wikimedia Deutschland

Nicole Ebber
Director Movement Strategy
and Global Relations
Wikimedia Deutschland

PROFILE LINK

Nicole thanking participants at Wikimedia Summit 2024 (Photo by Jason Krüger on Wikimedia Commons)

"We love the Summit, to create this space for everyone"

Reflecting on the journey since 2010, Nicole reminisced about the remarkable memories created at various events. She recalled the time when the Iceland volcano eruption disrupted plans, and the innovative decision in 2011 to serve only vegetarian food, followed by a demonstration to a nearby food shop. Hosting duties were shared with Wikimedia Italy in Milan in 2012 and 2013, and in subsequent years, the focus expanded to include movement strategy discussions.

The period from 2018 to 2019 saw the introduction of working groups, with recommendations set to be presented in 2020, which unfortunately had to be cancelled due to the pandemic. However, in 2022, the community regrouped, and in 2024, they celebrated the fruition of their efforts.

"We love the Summit, to create this space for everyone" said Nicole, expressing her love for the Summit. She extended gratitude to the Wikimedia Foundation for their collaboration, but also pointed out the power in making decisions for the movement concerning such important gatherings. "I am super happy that we have this group that is committed to create a concept for future affiliate gatherings. We are engaged in offering any support."

Nicole thanked all attendees for contributing to the uniqueness of each gathering and looked forward to participating in future events.

“Thank you all for making these gatherings so unique. You made each one of them unforgettable in their own way. I look forward to being a participant in the next affiliate gathering. See you all on Meta.”

“Thank you”

Alice Wiegand
Chair, Board of Trustees
Wikimedia Deutschland

PROFILE LINK

Alice Wiegand thanking everyone at Wikimedia Summit 2024 (Photo by Jason Krüger on Wikimedia Commons)

Alice Wiegand closed the Summit with a list of “thank yous”, calling everyone on stage, and handing a bouquet of flowers to Nicole, thanking her for her dedication over the years.

She said: “Nicole is the face of this conference format. We are thanking you for all the thoughts, motivation brough year after year. This does not mean that the next gathering will be without you — we are doing these steps together. To make it easier for you, I am bringing you wonderful flowers.”

Facilitation & Documentation Team
Wolfgang, Linda, Lucas, Luís

Program Team
Eva, Nikki

MCDC
Risker, Daria, Georges, Richard, Michał, Manav, Jorge, Ciell
And Support staff: Kaarel, Nhu, Natalia

WMF
co-think, co-plan and co-fund

Steering Committee:

Nataliia, Maryana, Maggie
Franziska, Alice

Breakout Facilitators
Steffen, Jana, Sepi, Alex, Jonathan, Simon, Pia, Claire (WMDE), Alan (WMDE)

Trust & Safety Team
WMF: Nasma, Nathan, Chmielko
WMDE: Janna, Beate, Nico, Miriam

Event Management and Support WMDE
Laura, Louisa, Alice, Simon, Sissela, Maiken

Event Logistics (kwertz)
Josi and her team (Sylvia) - travel and venue management
Stefan and his team - platform and tech setup

Finance team (for reimbursements)
Florian, Claudia, Claudia, Marzena, Zeina, Nadine

Peter Edel - venue & catering
Adam And team

Photographer
Jason

⇧ BACK TO DASHBOARD ⇧ BACK TO SESSION TITLE

IT'S A WRAP!