

Evaluation rubric for the 2022 Candidates

This is the evaluation rubric developed and approved by the Elections Committee and the Board's Selection Task Force. Please use this rubric to evaluate the candidates.

PLEASE NOTE: In addition to skills and experience described below, all candidates need to possess a working command of English (Board communication language). Method and process of verifying language skills is to be determined.

Definition of skill level:

OUTSTANDING = 3-5 years or more

CONSIDERABLE = 2 years

EMERGING/NONE = less than 1 year

Grading:

19 - 27 = Gold

10 - 18 = Silver

0 - 9 = Bronze

Desired skills/ expertise	Description	Outstanding (3pts)	Considerable (2pts)	Emerging (1pts)
Knowledge of Wikimedia Movement	Contributions to Wikimedia projects; membership in Wikimedia organizations or affiliates; activities as a Wikimedia movement organizer or participation with a free-knowledge ally organization.	Candidate has shown outstanding contributions	Candidate has shown considerable contributions	Candidate has shown emerging or no contribution
Content expertise: Skill 1	Organizational strategy and management	Candidate has shown outstanding level of skill	Candidate has shown considerable level of skill	Candidate has emerging or no level of skill

Content expertise: Skill 2	Enterprise-level platform technology and/or product development	Candidate has shown outstanding level of skill	Candidate has shown considerable level of skill	Candidate has emerging or no level of skill
Content expertise: Skill 3	Public policy and the law	Candidate has shown outstanding level of skill	Candidate has shown considerable level of skill	Candidate has emerging or no level of skill
Content expertise: Skill 4	Social data science, big data analysis, and machine learning	Candidate has shown outstanding level of skill	Candidate has shown considerable level of skill	Candidate has emerging or no level of skill
Regional Experience	Candidates that are from or have significant experience in one or more of the following regions historically underrepresented on the Board are encouraged to apply: -Africa -Asia (East, South, Southeast, Pacific) -Caribbean -Latin America	Candidate has outstanding experience in the regions	Candidate has considerable experience in the regions	Candidate has emerging or no experience in the regions
Cultural fluency	Cultural and linguistic fluency of regions and languages additional to a native region and language.	Candidate has outstanding cultural and linguistic fluency	Candidate has considerable cultural and linguistic fluency	Candidate has emerging or no cultural and linguistic fluency

<p>Safe and trusted collaborati on spaces, including advocating for human rights</p>	<p>Experience as an advocate for creating safe and collaborative spaces for all, and/or experience in situations or contexts of censorship, repression, or other attacks to human rights.</p>	<p>Candidate has outstanding experience as an advocate for creating safe and collaborative spaces for all, and/or human rights advocacy</p>	<p>Candidate has considerable experience as an advocate for creating safe and collaborative spaces for all, and/or human rights advocacy</p>	<p>Candidate has emerging or no experience as an advocate for creating safe and collaborative spaces for all, and/or and/or human rights advocacy</p>
<p>Structures of power and privilege</p>	<p>Experience in relation to (or as a member of, to the extent candidate has chosen to share) a group that has faced historical discrimination and underrepresentatio n in structures of power (including but not limited to caste, race, ethnicity, colour, national origin, nationality, gender identity, gender expression, sexual orientation, age, religion, language, culture, education, abilities, income and environment).</p>	<p>Candidate has outstanding ability to understand groups outside of structures of power and privilege</p>	<p>Candidate has considerable ability to understand groups outside of structures of power and privilege</p>	<p>Candidate has emerging or no ability to understand groups outside of structures of power and privilege</p>