

WIKIMEDIA STRATEGY 2030 IN BRIEF

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CC0 - Curated by Andrew Lih (User:Fuzheado)

The [Wikimedia strategy](#) recommendations were [released](#) on 2020-01-20. This summary aims to cover all the major points for faster comprehension and translation. These [recommendations](#) are supplemented by a [glossary](#) for explanation of complex terms and a set of guiding [principles](#).

	Recommendation	Key concepts
1	Promote Sustainability and Resilience - Support dynamic, often changing volunteer base; staff; and local groups in new ways of acquiring funds and resources.	Dedicated local staff, fundraising strategies, charging for API access
2	Create Cultural Change for Inclusive Communities - Foster an inclusive, welcoming, safe, and collaborative environment for sustainability and future growth.	Movement Charter, Code of Conduct, Movement Governance documents
3	Improve User Experience - Enable everyone – whatever their gender, culture, technological background, or physical and mental abilities – to enjoy a fluid, effective, positive experience.	User experience research
4	Provide for Safety and Security - Ensure contributors have the proper conditions and resources enabling them to work without having their personal and communal security compromised.	Security plan, incident reporting system
5	Ensure Equity in Decision-Making - Ensure a diversity and richness of perspectives, by “focussing our efforts on the knowledge and communities that have been left out by structures of power and privilege.”	Movement Charter, Governance Body, regional hubs, equitable budgets, define movement roles
6	Foster and Develop Distributed Leadership - Train, support and retain socially- and technically-skilled individuals from different backgrounds that reflect the diversity of the global communities.	Movement leaders, knowledge management platform
7	Invest in Skills Development - Foster technical and people-centered skills, such as communication, conflict resolution, and intercultural dialogue.	Self-directed learning packs, mentoring
8	Manage Internal Knowledge - Establish a knowledge base for internal knowledge and learning assets, with dedicated staff for content curation.	Knowledge base of movement learning assets, culture of documentation, dedicated staff
9	Coordinate Across Stakeholders - Cooperate and collaborate with different stakeholders to advance towards more equitable decision-making.	Living governance, collaboration functions, Technology Council
10	Prioritize Topics for Impact - Track and understand how we affect knowledge consumers’ lives and prioritize initiatives and areas of content for maximum impact.	High-impact topics and content gaps
11	Innovate in Free Knowledge - Innovate in different content formats and technologies along with experimenting with policies for knowledge inclusion.	Knowledge as a service and Knowledge equity
12	Evaluate, Iterate, and Adapt - Continually evaluate progress toward internal and external goals; upgrade socio-technical processes and structures.	Criteria for evaluation, mutual accountabilities
13	Plan Infrastructure Scalability - Create a fluid infrastructure to serves our needs as we grow; establish protocols, roles and responsibilities to invest sufficient resources.	Support spaces for movement, partners (eg. GLAM) and external third parties