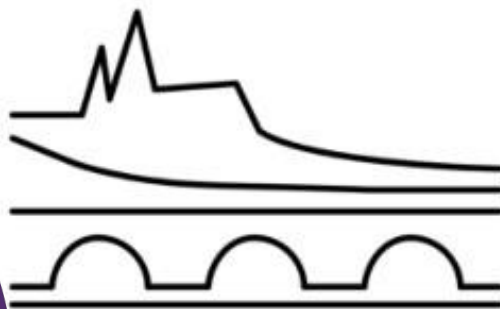
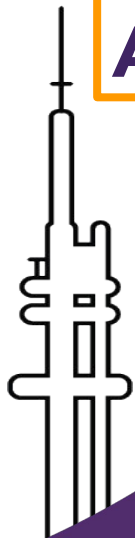


# WIKIMEDIA YOUTH CONFERENCE PRAGUE

## 2025 FINAL REPORT\_APPENDIX I:

### ADDITIONAL PRESENTATION TO THE REPORT



WIKIMEDIA  
YOUTH  
CONFERENCE  
PRAGUE

16. – 18. MAY 2025

# The development of the youth-lead activities in the

Spring 2023

## CEE region

- Formation of the **informal CEE Youth group** (initiated by Klára Joklová SC CEE Hub member as CEE Hub's activity), **a space to support the development of young wiki-talents in the region.**

September 2023 (CEE Meeting 2023)

- First **in-person meeting of CEE Youth group members.**

November 2023 (CEE Youth Meeting in Prague)

- **First youth-only event.**
- Participants co-created the content and vision for upcoming youth initiatives.

August 2024 (Wikimania 2024 – Katowice, Poland)

- CEE Youth organized a youth meeting with an open, inspiring atmosphere, energizing efforts to expand the initiative further.
- **Support from affiliates: Wikimedia Austria, Armenia, Germany, Poland, Serbia, UK, Ukraine, Czechia and CEE Hub.**



# General Information

**Wikimedia Youth Conference 2025** was a three-day event for young Wikimedians from all over the world, which took place on 16-18 May 2025 in Prague. The main focus of this conference was ***How to attract young people to Wikipedia?***

The event was primarily organized by the [Wikimedia Czech Republic](#) with the support by the [Wikimedia CEE Hub](#), as the Hub already has experiences with the young members. [CEE Youth Group](#) is an initiative of the CEE Hub to informally connect young people from the Central and Eastern Europe across the region to support capacity building in this area.

It was designed as a **Networking event of active young Wikimedians, who together looked for ways to further promote youth involvement** in the Wikimedia movement and how they can **actively contribute at their own level**.

It was not a traditional conference, but rather a working meet-up to develop the potential of the participants. **The format of active discussions and working groups helped to do this.** The whole three-day meeting was facilitated by a group of facilitators who, together with the group of peer-facilitators and organizers, **ensured the most active space for all participants.**



## How to attract young people to Wikipedia?

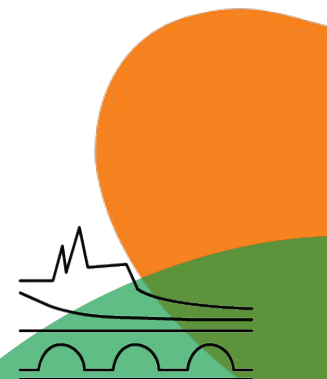
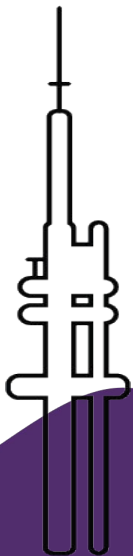
### Problem:

1. The number of young people using Wikipedia is decreasing.
2. Young Wikimedians are not always well supported, or they may be underestimated by more experienced volunteers in the community.
3. Without sufficient support, the young Wikimedians lose enthusiasm and burn out.
4. The voice of young Wikimedians does not have enough space, it cannot be heard.



# Participant profile

- active **Wikimedian** with **organizational wiki experience**,
- aged **18 – 26** (up to 30 years in exceptional cases),
- a very **good level of spoken English**,
- the intention to be **active in the Wikimedia movement long-term, at least 12 months**,
- **representation of a specific Wikimedia community, region, language or project**,
- **strong motivation** especially towards peer-to-peer activities & willingness to express their opinion,
- **direct recommendation** from a local Affiliate (Chapter, User Group, Thematic Organization, Hub) or active Wikimedian.



WIKIMEDIA  
YOUTH  
CONFERENCE  
PRAGUE



# Application process

- In order to apply for the scholarship, applicants were required to **submit a form** describing **their background, organizational experience, connection to the movement, motivation to empower youth participation, and how they could contribute to their community.**
- Additionally, a **motivational video and a letter of recommendation** were required to complete the application.
- Affiliates, individual branches, user groups and other individual leaders were asked to identify the best representatives of their communities.

A total of **223 young people** from **90 countries** applied for a scholarship to attend the conference, representing **108 nationalities.**



# The scholarship committee

The scholarship committee was formed by **experienced and active Wikimedians representing different communities and regions:**

1. Barbara Klen (CEE Hub)
2. Toni Ristovski (CEE Hub)
3. MRB Rafi (Wikivibrance)
4. Euphemia Uwandu (WMF/Wikivibrance)
5. Francesc Fort (Wikivibrance)
6. Martin Rulsch (Wikimedia Deutschland)
7. Beverly Jiang (WMF)
8. Enriqu  Tabone (WM Malta)
9. Olesia Lukaniuk (Wikimedia Ukraine)
10. Zana Strkovska (CEE)

The desired outcome was **80 scholarships for participants:**  
**40 scholarships - Regions CEE and Central Asia,**  
**40 scholarships - Other 7 regions, 5-6** participant per region  
depending on the quality of the applications.



# The scholarship process

- A 10-member international scholarship committee selected 80 young people from more than 50 countries from an initial pool of 223 applicants: **CEE and Central Asia region (42), SSA (6), MENA (6), NA (5), ESEAP (6), LATAM (6), SASIA (6), NWE (3)**.
- Each committee member first evaluated applications from three regions individually. The top candidates from each region were then selected through a collective discussion, based on the individual scores assigned to each applicant. The candidates with the highest score in each region were granted a scholarship.
- **The committee's primary goal was fair geographic representation, while also considering gender and language balance, diversity of experience and breadth of community representation, simply the overall diversity of voices.**

The final numbers reflect **strong financial support in the NWE** region where several chosen participants were either self or affiliate-funded and their spots were given to other regions. The **CEE region represented the most diverse group of countries** and was appointed more spots than was originally planned. **NA region showed a short number of applicants.**

Due to **visa and travel restrictions 16 applicants could not participate** in the Conference.

# The final attendees list

| Region                              | Number of participants |
|-------------------------------------|------------------------|
| CEE (Central and Eastern Europe)    | 38                     |
| NWE (Northern and Western Europe)   | 8                      |
| ESEAP (Asia & Pacific)              | 8                      |
| LATAM (Latin America)               | 8                      |
| MENA (Middle East and North Africa) | 4                      |
| SSA (Sub-Saharan Africa)            | 3                      |
| SASIA (South Asia)                  | 3                      |
| NA (North America)                  | 4                      |

## Final statistics:

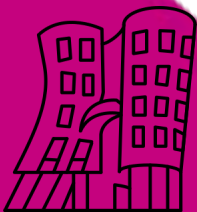
**103 of all conference participants in person**  
**83 young participants, including volunteers and guests**

**61 full scholars**  
**4 partial scholars**  
**6 self funded participants**

**74 regular young conference participants = scholarship recipients + self-funded + WMCZ young representatives**  
71 regular youth participants (without volunteers & guests)  
3 young Czech representatives

13 active guests (mainly from WMF, CEE Hub, and Wikimedia Austria).

**Several people who were unable to attend due to visa issues participated in a small part of the program, which we ran in a hybrid format.**



# The final attendees list

The final list of the participants can be found [HERE](#)

On the Wikimedia Youth Conference Prague [metapage](#) you can find a list where participants were adding their usernames.



# Organisers

|                              |                |                  |  |
|------------------------------|----------------|------------------|--|
| <b>Q&amp;A</b>               | <b>Klára</b>   | <b>Joklová</b>   | <b>WMCZ   Conference management</b>    |
| <b>Q&amp;A</b>               | <b>Anna</b>    | <b>Mayfat</b>    | <b>WMCZ   Conference coordinator</b>   |
| <b>comms team</b>            | <b>Hynek</b>   | <b>Kaplan</b>    | <b>WMCZ   Head of the Comms team</b>   |
|                              | Jan            | Beránek          | WMCZ [CEE Youth]                       |
| <b>outputs</b>               | <b>Lucie</b>   | <b>Schubert</b>  | <b>WMCZ   Head of the Outputs team</b> |
|                              | Jenda          | Sýkora           | WMCZ                                   |
| <b>facilitation</b>          | <b>Filip</b>   | <b>Knažek</b>    | <b>externist   Head of Program</b>     |
|                              | Karolína       | Kousalová        | externist                              |
| <b>sustainability</b>        | <b>Lucie</b>   | <b>Schubert</b>  | <b>WMCZ   Head of Sustainability</b>   |
| <b>photographer</b>          | <b>Richard</b> | <b>Sekerák</b>   | <b>WMCZ   Head of Photography</b>      |
|                              | Alex           | Grulichová       | volunteer                              |
| <b>catering</b>              | <b>Markéta</b> | <b>Bokish</b>    | <b>WMCZ   Head of Catering</b>         |
|                              | Denisa         | Francová         |  |
|                              | Anna Paulette  | Mendez Narvaez   | volunteer                              |
|                              | Joy            | Agyepong         | volunteer                              |
|                              | Viktor         | Kraus            | volunteer                              |
| <b>registration desk</b>     | <b>Anna</b>    | <b>Mayfat</b>    | <b>WMCZ   Head of Registration</b>     |
| <b>administration</b>        | <b>Markéta</b> | <b>Bokish</b>    | <b>WMCZ   Head of Administration</b>   |
| <b>Friendly Space Policy</b> | <b>Barbara</b> | <b>Klen</b>      | <b>CEE Hub</b>                         |
|                              | Lucie          | Schubert         | WMCZ                                   |
|                              | Filip          | Knažek           | externist                              |
| <b>guest hosting</b>         | <b>Pavel</b>   | <b>Bednařík</b>  | <b>WMCZ   Head of Guest hosting</b>    |
| <b>online-participants</b>   | <b>Peter</b>   | <b>Zlabinger</b> | <b>WMAU</b>                            |
| <b>technician</b>            | <b>Martin</b>  | <b>Urbanec</b>   | <b>WMCZ [CEE Youth]</b>                |
|                              | Honza          | Myšák            | WMCZ [CEE Youth]                       |





# Conference vision



# Conference vision

- **Young people use Wikipedia as a trusted source of information.**
- **They know that they are welcome and can influence the wiki environment.**
- **The wiki environment is tailored to their needs.**
- **There is a sufficient network to support their long-term activities.**



## **Vision:**

Young people use Wikipedia as a trusted source of information. They know that they are welcome and can influence the wiki environment.

The wiki environment is tailored to their needs. There is a sufficient network to support their long-term activities.



# Program & Learning design of the conference

## Main elements:

### **PARTICIPATORY APPROACH**

- Participatory approach to preparation, delivery and follow up of the conference

### **UNCONFERENCE STYLE & FOCUS ON PARTICIPANTS AND RELATIONSHIPS**

- Unconference style, hands-on, experiential approach

### **100% FACILITATED PROCESS: MIX PROFESSIONAL & PEER FACILITATION**

- Facilitated guided process as an essential part of the program delivery mixed with peer facilitation for group work.

### **INDIVIDUAL APPROACH & PREPARATION**

- Individual preparation of participants ahead of the conference

### **MICRO-LEARNING**

- there needed to be a balance between the focus on personal development areas, research parts, and the general conference program

### **ONLINE TOOLS**

- During the conference, we used interactive tools such as [Slido](#) and others, and we also created our online planner.

### **ACTION/ FUTURE PLANNING**

- the program was accompanied by an element of individual planning

### **FUN & FRIENDSHIP**

- Informal parts of the conference were part of the experience, such as themed lunches, game nights with a program prepared by the CEE Youth Group



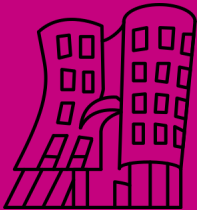
# Learning Journal

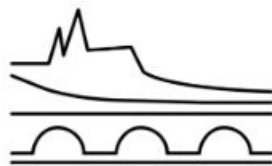
Participants were introduced to track their learning journey in a journal, both analog and digital.

- Sign in
- Fill a copy
- Save the personalised link!!
- Button “FINALIZE”: only at the very end!



Digital copy





# WIKIMEDIA YOUTH CONFERENCE PRAGUE

16. – 18. MAY 2025

|                          | Time                | 15/05 Thursday   | 16/05 Friday   | 17/05 Saturday  | 18/05 Sunday   | 19/05 Monday |
|--------------------------|---------------------|--|--|---|--|--------------|
| Venue                    |                     | Adeba hotel<br>Pernerova 16<br>Praha 8 Karlín                                | Art & Digital Hub H40<br>Holešovičská tržnice,<br>Bubenské nábřeží<br>306/13   | Art & Digital Hub H40<br>Holešovičská tržnice,<br>Bubenské nábřeží<br>306/13  | Art & Digital Hub H40<br>Holešovičská tržnice,<br>Bubenské nábřeží<br>306/13                   |              |
| Breakfast                | 6:30 – 9:00         | No breakfast   | Breakfast (Adeba hotel, scholars)  |   |  |              |
|                          | 8:45<br>–<br>9:30   |  | Walk to the venue<br>Registration on venue                                     | Walk to the venue<br>(Walk and Talk)  | Walk to the venue  |              |
| Morning program I.       | 9:30<br>–<br>11:00  | Arrivals   | 9:45 Start<br><br>Landing, introduction  | 9:30 Start<br><br>Without sufficient support, young people may lose enthusiasm and burn out.  | 9:30 Start<br><br>Wiki and skills + future steps   | Departures   |
| Morning coffee break     |                     |  | Coffee break   |   |  |              |
| Morning program II.      | 11:30<br>–<br>13:00 |  | Getting to know each other   | Young Wikimedians do not always have enough support, or they may be underestimated by more experienced volunteers in the community. | Wiki and skills + future steps   |              |
| Lunch                    | 13:00 – 14:30       | No lunch   | Lunch out (Jatka 78, Bar Bublina)  |   |  | No lunch     |
| Afternoon program I.     | 14:30<br>–<br>16:00 | Arrivals   | The number of young people using Wikipedia is decreasing.                      | Individual grow as a leader   | Future steps & closing   | Departures   |
| Afternoon coffee break   | 16:00 – 16:30       |  | Coffee break   |   |  |              |
| Afternoon program II.    | 16:30<br>–<br>18:00 | 15:00<br>Registration at the Hotel<br>18:00                                  | The voice of young Wikimedians does not have enough space, it cannot be heard. | SKILLS MARKET - Individual grow as a leader   | (voluntary)<br>Prague Action bound   |              |
| Dinner & Social evenings | 18:30<br>–<br>...   | 18:30 – 23:30<br><br>voluntary refreshment & Eurovision watching (21:00) H40 | 18:00 – 22:00<br><br>Friday social event & dinner<br><br>Azyl 78 at Stromovka  | 18:30 – 23:30<br><br>Saturday social event & dinner<br><br>H40/ Archa+ (after 23:00)  | 18:30 – 20:00<br><br>Sunday Dinner voluntary<br><br>Hotel Fitzgerald<br>Vítkova 151/26, Karlín | No dinner    |

# Program



# Youth problems/ hypothesis within the network

1. The number of young people using Wikipedia is decreasing.
2. Young Wikimedians do not always have enough support, or they may be underestimated by more experienced volunteers in the community.
3. Without sufficient support, they may lose enthusiasm and burn out.
4. The voice of young Wikimedians does not have enough space, it cannot be heard.



## How to attract young people to Wikipedia?

### Problem:

1. The number of young people using Wikipedia is decreasing.
2. Young Wikimedians are not always well supported, or they may be underestimated by more experienced volunteers in the community.
3. Without sufficient support, the young Wikimedians lose enthusiasm and burn out.
4. The voice of young Wikimedians does not have enough space, it cannot be heard.



**Methodology**

**&**

**Approach to**

**Data Collection**



# Methodology & Approach to Data Collection

- The data collection during the conference was fully integrated into the program structure through a blended, experiential learning model, grounded in a Theory of Change approach.
- Each program block was carefully designed not only to generate discussion but also to contribute to a broader change process.
- The process moved from individual reflection to collective sense-making and action planning, aligning with the logic of identifying current challenges, envisioning desired outcomes, and mapping practical steps to bridge the gap.
- Participants engaged in hands-on experiences, followed by structured reflection and output collection.
- They worked in small groups, duos, or trios, led by peer facilitators from the CEE Youth Group who ensured balanced discussions and effective time management.
- All groups used a unified Slido template for collecting insights, while AI tools supported the cleaning of data and removal of duplicates.



# Methodology & Approach to Data Collection

- Every participant had the opportunity to express their views through multiple, flexible engagement formats.
- The structured process ensured consistency in the questions asked across all sessions, although the depth and direction of discussion sometimes varied.
- The use of Slido allowed for real-time interaction and visualization of responses, creating a dynamic and inclusive environment.
- Beyond thematic discussions, the methodology intentionally captured reflections on skills, personal growth, and overall well being elements considered essential to any sustainable change process involving young people.
- This holistic approach not only collected data but also supported participants in identifying their role within the larger movement and visualizing pathways for impact at both local and global levels.



# Statement 1: The number of young people using Wikipedia is decreasing.

What can Wikimedia movement do about it?

## Key Insights:

- **Modernisation of platforms:** Participants called for redesigning Wikipedia's interface to be more youth-friendly, especially on mobile. The use of **AI**, chatbots, **video content**, and **gamification** was commonly suggested.
- **Leverage trends and platforms:** Strong consensus around using **social media**, short videos, and popular apps (e.g., TikTok, Instagram) to raise awareness.
- **Educational outreach:** Embed Wikimedia in schools and universities through **curriculum partnerships**, **workshops**, and **educator engagement**.
- **Youth-centred campaigns:** Organise **edit-a-thons**, **competitions**, and dedicated **youth programs**.
- **Better marketing & visibility:** Rebrand Wikipedia for Gen Z/Alpha, change the "old-fashioned" perception.

## Quotes:

"Rebranding Wikipedia in more attractive ways to remove the old-fashioned perspective that youth have about it."

"Make editing Wikipedia cool and approachable."



# Statement 1: The number of young people using Wikipedia is decreasing.

What can I individually do about it?

## Key Insights:

- **Peer advocacy:** Share Wikipedia's value among friends, family, classmates, and online followers.
- **Grassroots engagement:** Organise or participate in **local workshops**, **Wikiclubs**, and **school/university activities**.
- **Lead by example:** Become a mentor or role model in communities, especially for newcomers.
- **Promote on social media:** Active promotion using personal platforms, often tied to making Wikipedia "trendy."

## Quotes:

"Promote Wikipedia in my indigenous language."

"Include Wikipedia in TikTok. Promotion with social media."



## Statement 2: The voice of young Wikimedians does not have enough space, it cannot be heard.

What can Wikimedia movement do about it?

### Key Insights:

- **Formal youth representation:** Implement policies requiring **youth participation in governance** structures, roles, and decision-making.
- **Dedicated youth platforms:** Create **youth councils, communication channels** (e.g., Discord, Telegram), and **representation quotas**.
- **Leadership development:** Fund and support programs for **young leaders**, provide access to **mentorship** and **capacity building**.
- **Safe, inclusive culture:** Cultivate a Wikimedia culture that values young contributors and **trains older editors** to better interact with them.

### Quotes:

"Create global policies so young people can be heard."

"Spaces for youth coordination and representation should be required."



## Statement 2: The voice of young Wikimedians does not have enough space, it cannot be heard.

What can I individually do about it?

### Key Insights:

- **Mentorship and outreach:** Actively **mentor younger contributors**, co-create with them, and ensure they feel included.
- **Advocacy within communities:** Raise visibility of youth concerns in Wikimedia spaces and governance discussions.
- **Courage to speak up:** Express views confidently, even when older contributors dominate the space.
- **Empower peers:** Act as a bridge between local and global youth networks.

### Quotes:

"Raise this issue in Wikimedian and non-Wikimedian spaces."

"Make sure more young people are included."



## Statement 3: Without sufficient support, young Wikimedians may lose enthusiasm and burn out.

What can I do for myself?

### Key Insights:

- **Self-awareness & boundaries:** Set limits, take breaks, say "no", avoid perfectionism.
- **Balance:** Integrate personal life, hobbies, and wellness alongside Wikimedia work.
- **Self-motivation:** Focus on joy, passion, and personal growth.
- **Emotional regulation:** Journaling, reflection, and reaching out to peers were cited as key tools.

### Quotes:

"Remind myself I am doing this voluntarily."

"Celebrate small wins, connect with others, reflect."



## Statement 3: Without sufficient support, young Wikimedians may lose enthusiasm and burn out.

What can local groups/communities do?

### Key Insights:

- **Peer support systems:** Mentorship programs, buddy systems, and wellness check-ins.
- **Emotional support:** Host workshops or safe spaces focused on **mental health, burnout prevention, and community bonding.**
- **Recognition without pressure:** Appreciate contributions without assigning more responsibility as a "reward".
- **Diversify engagement:** Youth-friendly activities beyond productivity — games, team building, shared interests.

### Quotes:

"Don't reward good work with even more work."

"Create safe spaces to talk and appreciate efforts, not just results."



## Statement 3: Without sufficient support, young Wikimedians may lose enthusiasm and burn out.

What can the Wikimedia movement do?

### Key Insights:

- **Normalise wellness:** Embed wellbeing into Wikimedia culture through institutional programs.
- **Funding & training:** Offer mental health resources, training, and stipends to ease pressure.
- **Recognise and uplift:** Celebrate young contributors publicly and **amplify youth-led initiatives.**
- **Structural inclusion:** Design leadership positions for youth, promote empathy, and decentralise decision-making.

### Quotes:

"Cultivate a culture of caring, friendship, and balance."

"Encourage others to take a break."



## Statement 4: Young Wikimedians do not always have enough support, or they may be underestimated by more experienced volunteers in the community.

What more can I do as a community member?

### Key Insights:

- **Mentorship:** Offer editing guidance, answer questions, and provide emotional support.
- **Empathy & patience:** Avoid harsh criticism, respect learning curves, and promote a culture of good faith.
- **Normalise youth participation:** Encourage young contributors to speak, participate, and take initiative.

### Quotes:

"Don't be too harsh on newbies. Everyone has to start somewhere."



## Statement 4: Young Wikimedians do not always have enough support, or they may be underestimated by more experienced volunteers in the community.

What more can I do as an organizer?

### Key Insights:

- **Youth-focused programs:** Organise WikiClubs, edit-a-thons, and learning camps with youth-friendly approaches.
- **Train-the-trainer:** Empower young people to teach and mentor others.
- **Model inclusivity:** Ensure event planning and facilitation reflect youth language, values, and styles.

### Quotes:

"Leadership roles should transfer after terms. Give youth hands-on experience organising."



## Statement 4: Young Wikimedians do not always have enough support, or they may be underestimated by more experienced volunteers in the community.

As an organizer, what can the Wikimedia movement do to help me?

### Key Insights:

- **Financial support:** Provide travel grants, project funding, and scholarships tailored to youth needs.
- **Infrastructure & tools:** Improve user interfaces, outreach tools, and notification systems.
- **Resource sharing:** Offer centralised training materials, mentorship structures, and global dashboards.
- **Representation:** Ensure youth are **visible in movement leadership**, and that their perspectives shape programming.

### Quotes:

"Set standards to ensure young voices are heard."

"Create communication pages newcomers can navigate."



## Bonus Questions:

How does contributing to Wikimedia projects help young people develop valuable skills?

What opportunities for growth does the Wikimedia movement offer to those who get involved?

- **Hard Skills:** Research, writing, sourcing, critical thinking, public speaking, language, and event planning.
- **Soft Skills:** Leadership, communication, teamwork, intercultural competence, empathy, adaptability.
- **Career Readiness:** Project management, digital literacy, and confidence to teach others.

### Quotes:

"Wikipedia gave a noble purpose to skills like networking."

"We learned how to manage and create initiatives from scratch."



## Bonus Questions:

### How do you take care of your well-being? What do you do?

- **Offline Activities:** Sports, nature, travel, cooking, art, and pets.
- **Emotional Regulation:** Therapy, journaling, prayer, music, mindfulness.
- **Community Support:** Engaging with others, talking about problems, “turning off” after stressful moments.

#### Quotes:

"When Wiki gets too hot, I walk away."

"Cuddles, Pokémon Go, sauna — anything that brings balance."



# Most Frequently Mentioned Concepts

| Concept                     | Observations   |
|-----------------------------|--|
| <b>Mentorship</b>           | The most dominant theme. Participants repeatedly emphasised the need for <b>mentor-based guidance</b> , both peer-to-peer and top-down, at all levels (movement, group, individual). |
| <b>Social media</b>         | Strongly associated with modernising outreach, visibility, and appealing to Gen Z/Alpha audiences. Platforms like TikTok were explicitly referenced.                                 |
| <b>Governance inclusion</b> | Youth participants want <b>decision-making power</b> — seats at the table, not just symbolic presence.   |
| <b>Safe spaces</b>          | Participants want environments free from judgment or toxicity, to support open dialogue and personal development.  |
| <b>Mental health</b>        | A growing concern. Burnout and emotional safety were frequently linked with support structures.  |
| <b>Training</b>             | Often mentioned in relation to organisers and movement efforts to build capacity. Participants want skill-building not just in editing, but also in organising and leadership.       |

# Lower-Frequency but Valuable Ideas ("Solo Voices")

- **Gamify the experience** – proposed to increase engagement through interactive, youth-friendly design.
- **Check-ins & team building** – ways to ensure ongoing motivation.
- **Youth conferences** – distinct from general Wikimedia events, these were framed as safe, empowering spaces.
- **Say no / rest** – individual empowerment themes about setting limits.
- **Support systems/youth networks** – structural suggestions for sustainable engagement.
- **Leadership opportunities** – proposed formal pathways for young people to grow into leadership roles.
- **Research** – emphasised as a needed tool to understand local youth disinterest or retention issues.



# Sustainable report

–

## Green event in Wikimedia movement



# Sustainable report - Green event in Wikimedia movement

An important part of the process has been a careful and repeated assessment of possible areas, which we have direct influence on. In practice that means going through the production of the event and identifying what we can and can't influence in each of the areas.

The usual areas of assessment for events are:

- **logistics - people and material transport**
- **accommodation**
- **venue**
- **food & catering**
- **materials & equipment**
- **waste management**
- **energy provider & consumption**
- **PR and merchandise**



# Sustainable report - Green event in Wikimedia movement

## Sums up of the specific solutions:

- engagement of participants into the process - there is very individual sensitivity for each of us, what we can work on, deepening that sensitivity was one of the aims.
- Ahead of the event we prepared a set of recommendations on how to individually approach participation in such event from the green perspective [https://meta.wikimedia.org/wiki/Youth\\_Conference\\_2025/Sustainable\\_Event](https://meta.wikimedia.org/wiki/Youth_Conference_2025/Sustainable_Event).
- briefing on the spot - part of the introduction session in plenary was explanation what we tried to implement and what can be done by anybody taking part in the event.
- reusable cups with name tags, where everybody took care of their own cup during the event.
- enough recycling stations at the venue.



# Sustainable report - Green event in Wikimedia movement

## Sums up some of the specific solutions:

- minimize production on useless unsustainable merchandize - one valuable branded products, set of design stickers and easy to take stuff even for those travelling with hand-luggage.
- reusing as much of our equipment as we have - e.g. lanyards and pouches partly still from Hackathon in 2019 and other events.
- choosing catering with delivery in returnable dishes, borrowing real dish sets for the event instead of disposables.
- micro-learning workshop on organising the Green Events run by Lucie Schubert - pass on the spirit, behind the scenes element to engage participants more into reflecting and acting in their own activities in future.
- distributing the leftover food to asylum seekers (moms & kids) next to the hotel and others - we tried to minimize the food waste of already produced and placed catering.



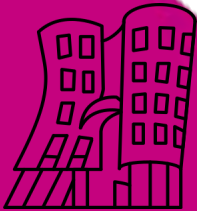
# Sustainable report - Green event in Wikimedia movement

## General learnings and recommendation towards other Wikimedia events:

- include a question on sustainability into funding applications for events & conference (or in general) - not to scare people and put more duty on organisers, but in order to raise awareness it matters.
- provide with sufficient support to organisers - coaching, training, guidance, help with assessment.
- establish, promote and use some sustainable fund extra to usual funding options, to put organisers in comfort to sort out externalities connected to learning and assessing the green events.
- make a yearly impact report of the movement.



# NEXT STEPS & Regional Youth Plans

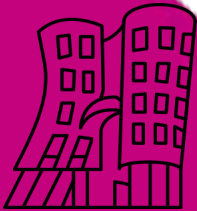


# Next steps

Globally – Global Wikimedia Youth conference every other year

## Wikimedia Youth Conference, Global Youth Wikimedians gathering:

- We (as founders and organizers) do not consider this type of event to be annual; it should be held **every other year** or **every three years**.



# Next steps

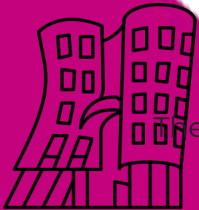
Regionally – Regional meetings of young Wikimedians could take place between global conferences.

## Regional Hubs:

- Participants at the Youth Conference in Prague drew up plans for continuing regional cooperation and also worked at the regional level. However, they will need support here.
- **Regional hubs** offer a logical support structure, just as the **CEE Youth Group** was established and is organized on the initiative of the **CEE Hub**. If it is not possible to use the regional Hub platform, **another regional platform, cooperation, or initiative, such as a strong affiliate**, can serve a similar purpose.
- At the CEE Hub level, we organize **support meetings with other Hubs**, where we would like to support their work with regional youth. We work with the WMF team responsible for supporting Hubs: the team is led by Jessica Stephenson.
- We are preparing a **space where we can map and support regional youth work** so that we can support each other.

Regional Action Plans: created in conference by conference participants:

The young participants of the conference have created their regional plans, so don't forget to involve them!



# Next steps

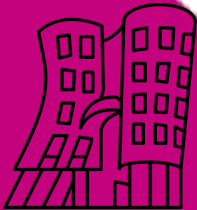
## At the community level

### **Wikimedia chapters | communities:**

- Supporting local young people and connecting them to other horizontal structures is something that will boost their individual motivation and community activity.
- It is good to highlight the merits of young volunteers.

### **Individuals/ Conference participants:**

- Each conference participant had the opportunity to create their plan for voluntary involvement over the next 6–12 months.
- We want to continue to support them in fulfilling this plan, at least through online meetings of conference participants.



# Regional Youth Plans

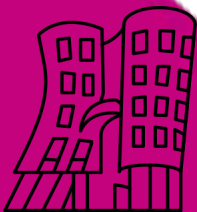
- Call for spaces to meet, regularly online but also within regional /thematic conferences
- Support from affiliates for their work - resources, leadership spaces, programmatic support.
- Youth representation in hub governance
- Youth leading programmatic work that engages youth (Wiki Clubs) - intraregional and cross-regional collaborations
- Train the trainers for youth to bring in newcomers.

... 5 participants typing

One action step I want to implement after coming home:

Join at  
**slido.com**  
**#3475 817**

groups abroad learned logo  
implementation project people  
Keep in touch with all of you! ❤️ students everything  
Meetups unified try tools joint high  
make Organising events Create Ukrainians  
new program training ESEAP Youth sharing use teacher  
Wikipedia Hugging Create a NWE group school Spring  
Poland Create a LATAM youth group school Student Club Meeting  
group interesting youth proposal let  
create) learning  
Write a Diff post about conference! 🗨️

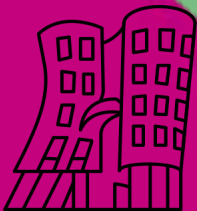


# Regional Youth Plans

## ESEAP

- Establish youth group and present it at the Summit in May 2025.
- Trying to get youth representation in the hub governance. *“The hub Theory of Change does not include anything on youth”*
- Seek resources to have a preliminary youth meeting at the ESEAP Conference in 2026 (like the Wiki Women Summit)
- Develop skills in youth and more experienced Wikimedians to work together

*“Give me thousand seniors and I can uproot a volcano, but give me 10 youth and I will shake the world”.* Seniors have experience and care, youth have the energy, we need both.



# Regional Youth Plans

## Central Asia

- Regular calls to share experience amongst youth
- Do collaborate work writing content about the region

Apply for grant to organise training workshops for trainers.

## North and Western Europe

- Create a regional group organising by language and country and a coordination group
- Seek support from affiliates
- Periodical video calls
- Yearly youth meeting and establish youth coordination group to meet at Wikimania in Paris 2026
- Shared social network channel
- Discussing age limit for the regional group
- Use Central Notice banner to recruit new people



# Regional Youth Plans

## Sub-Saharan Africa

- Create a youth group
- There is a lot of motivation, but not a lot of representation (only 2 at people at the conference)
- Seek support from more youth groups that are already established.
- Create youth groups in communities that are underrepresented today (no user groups or chapters)

## South Asia

- Need to increase representation
- Organise youth through the college participation in Wiki Clubs
- Engage youth in the India Conference next year



# Regional Youth Plans

## Latin America

- It is not only about increasing youth participation in leadership, but youth can help shape the future of the Movement in the region promoting greater inclusivity and better represent linguistic and cultural diversity (for instance indigenous languages)
- Promote projects that represent local realities and diversities.

## North America

- Work within the Conference to mobilise youth
- Work within the hub proposal

## Tejiendo WikiJuventud(e) LATAM: conectando voces jóvenes en el movimiento Wikimedia

16 June 2025 por CorralesH

[Translate this post](#)



# Regional Youth Plans

## Iranian wikimedians

- Regular place for youth to gather.
- Replicate some of the programmatic work (such as Wiki Clubs and use of oral sources and notability policies)

## CEE region

- Revive some of the regular meetups
- Cross-country cooperation, particularly around Wiki Club methodologies and between language communities (ie Poland and Ukraine)
- Create telegram groups around common projects and collaborations on Wiki

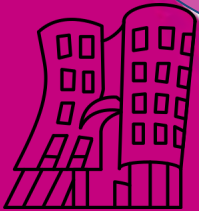


# Ideas and local individual action plans

“My idea is to organize joint events and campaigns with other Wikimedia communities in order to foster greater cooperation and exchange of knowledge. These events could include edit-a-thons, awareness campaigns, and training sessions that bring together diverse contributors to work on common goals, such as increasing content about underrepresented topics and engaging more young people.”

“My idea is to create a network of school-based Wikimedians groups that collaborate on editing projects, awareness campaigns, and training sessions throughout the year. I plan to start by launching a pilot group in my own school, organizing workshops to introduce students to Wikimedia, and then gradually expanding the model to other schools in my region through partnerships with educators and local Wikimedians.”

“One of my ideas is to start by creating a Wikipedia club at one of the Armenian schools in Lebanon and allowing children of different grades and who are eager to know - to participate. This can be helpful in both directions, where it enhances their research abilities but also enriches Wikipedia with the different interests of everyone.”



# Feedback from participants



# Feedback from participants: after the conference



# Feedback from participants

**Key Insight:** Participants were highly satisfied, inspired, and motivated to act.

## Highlights:

- **Overall rating:** 4.58 / 5 — overwhelmingly positive feedback.
- Participants praised the **inclusive, safe, and empowering atmosphere**.
- Most felt **more confident, better connected, and motivated** to take on leadership roles.
- Networking, peer-led sessions, and personal development workshops were cited as major strengths.
- Minor improvement suggestions: **more diverse food options, clearer scholarship communication, and enhanced accommodation logistics**.

## Takeaway:

The conference **successfully inspired and equipped young Wikimedians**, translating reflection into concrete motivation and future plans.



# Feedback from participants

Many participants described the **scholarship process** as **Easy to follow, Well-communicated, Supportive and youth-friendly**. Several attendees expressed **gratitude and admiration for the coordination and helpfulness of organizers**. While the majority found the process smooth, some participants raised critical points as **a need for expectations of applicants to be communicated more clearly and a desire for guidance about how to strengthen applications**.

Many participants **felt well-prepared and supported**. Satisfaction was especially high among returning conference-goers. However we saw **a need for a more detailed pre-event guide distributed earlier. A lack of social media presence before the conference and about participants was also noted**.

**The venue's atmosphere and physical layout contributed positively to participants' overall experience.** Adding a Silent room to a Conference space contributed to the overall well-being.

Overall the participants were **satisfied with the accommodation and food provided**. Many appreciated the **variety of fresh and healthy food**. For the future is good to consider providing food from other countries to support more diversity and cultural exchange (example, African or Middle East cuisine).



# Feedback from participants

A strong number of respondents found the discussion **session on topics about *Youth usage of Wikipedia is decreasing and Young Wikimedians lack a voice*** to be helpful, enjoyable, and relevant. Participants appreciated the **safe space for open conversation and youth-led dialogue**. An opportunity to hear multiple points of view, across regions, languages and experience levels contributed to a feeling of solidarity and shared challenges. On the other hand, others were surprised or even conflicted by the framing of the issue because it contradicted their personal experiences.

Participants expressed that the **session about wellbeing with a focus on the risk of burnout among young Wikimedians without sufficient support** gave them a rare opportunity to reflect on:

- Their personal boundaries, motivations, and resources
- The role of mental wellness in sustaining activism
- Their own strengths and wellbeing gaps

Participants **valued the attention to mental wellbeing**, often overlooked in community-driven spaces. However there were participants for whom the session did not meet the needs due to the format lacking depth or emotional discomfort.



# Feedback from participants

A strong group of participants **described specific behavior changes or actions they planned to take, suggesting that the session about Respect, Tolerance & Supporting Each Other successfully translated reflection into commitment: more inclusion of newcomers, initiating mentorship programs, prioritizing youth voices.** The responses show concrete impact and motivation to improve local communities.

The session **effectively raised awareness about youth under representation and lack of support and on the other hand it showed that the content didn't apply to some well-functioning communities.** The session might benefit from more regional/contextual framing and concrete tools for implementing inclusivity.

Most participants found the sessions **“My Skills as Wiki-Leader” highly useful, with many citing new insights into their skills and role as wiki-leaders.** Many participants found the session genuinely valuable, well-structured, and empowering featuring such key characteristics as:

- Helped clarify their role or strengths as wiki-leaders
- Reinforced their motivation or leadership potential
- Provided practical development tools



# Feedback from participants

The most common response was that the session about **future action plans** helped participants feel:

- More focused and inspired
- Energized to take initiative
- Grateful for dedicated planning time

This indicates that the session fulfilled its purpose of giving participants a structured opportunity for reflection and momentum for action. Many left feeling motivated, with concrete plans and stronger regional connections. Some suggestions included a clearer session continuity with more guidance or support in transforming reflection into action and expanded time slots.



# Feedback from participants: 3 months after the conference



# Feedback from participants (after 3 months)

**Key Insight:** Three months later, participants report **lasting growth, progress, and continued motivation**.

## Highlights:

- Many launched **local projects**: edit-a-thons, outreach programs, mentorship initiatives.
- Stronger ties within the **CEE Youth Network** — participants began **cross-border collaborations** and sharing resources.
- Reported increased **confidence, leadership skills, and community engagement**.
- Challenges remain:
  - **Time constraints** balancing school, work, and Wikimedia activities.
  - **Funding gaps** delaying some projects.
  - **Need for continued mentorship** and follow-up support.

## Takeaway:

The conference had a **sustained impact** — empowering young Wikimedians, fostering collaboration, and sparking initiatives that continue to grow despite structural challenges.



# Documentation



# Documentation\_DIFF

- [How Wikimedia Youth Conference Empowers and Inspires — Self-reflection from my experience in the Wikimedia Youth Conference 2025](#), 30 May 2025 by Wiki Asmah
- [Not Alone After All – My story from the Wikimedia Youth Conference](#), 7 June 2025 by Annidafattiya
- [You in YOUth: Lessons from Wikimedia Youth Conference 2025](#), 10 June 2025 by Allen Marx 12
- [Connection and Longing In Between: Takeaways from the Wikimedia Youth Conference in Prague 2025](#), 11 June 2025 by MaxixKatana
- [The Conference Where “We” Mattered Most: Wikimedia Youth in Prague](#), 12 June 2025 by CosmicCodex
- [Youth energy turned into a conference: Wikimedia Youth Conference 2025 Prague](#), 14 June 2025 by Kurmanbek
- [Youth Conference 2025: Friendship, Funny, and the Future](#), 16 June 2025 by Aspere
- [Weaving WikiJuventud\(e\) LATAM: Connecting Youth Voices in the Wikimedia Movement](#), 21 June 2025 by CorraleH
- [Wikimedia Youth Conference: a place where youth energy and dedication meet – a report from the Greek attendees](#), 14 July 2025 by NikosLikomitros
- [Make way for the youth: a diary from the Wikimedia Youth Conference](#), 17 June 2025 by Sciking



# Documentation\_videos

[TikTok:

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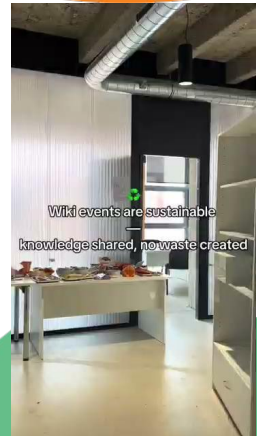
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@cee\_youthgroup] Youth

conference\_Sustainability



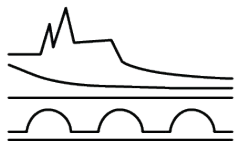
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# Thanks for your attention!

Klára Joklová, WMCZ ED & Wikimedia Youth Conference 2025 organizer

[klara.joklova@wikimedia.cz](mailto:klara.joklova@wikimedia.cz)



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