Newcomers session
A historical journey
into Wikimedia

Delphine Ménard - Wikimedia Conference 2018

Delphine Ménard - aka notafish

- Arrived in Wikipedia in 2004 (October) and an admin on the French Wikipedia 3 months later
- A soft spot for Commons (a somewhat dormant admin there)
- Organized the 1st , 2nd and 4th Wikimanias (Frankfurt – Germany, Cambridge – USA, Alexandria – Egypt)
- Chapters Coordinator for the Foundation 2005-2008 (as volunteer, and as staff)
- Treasurer of Wikimedia France in 2006 and 2009
- Board member, treasurer, vice-president of Wikimedia Deutschland 2010-2013
- Advisor to the Chapters Committee/Affiliations Committee
- Community elected FDC member 2013-2015
- Wikimedia Foundation Staff (Program officer) since 2016

Things you should keep in mind (my conscious bias)

- I am a woman
- I am a geek
- I was an editor (but I wrote an article a few months ago)
- I am now an employee
- I am not an American but I am still "from the Global North"
- I think that Wikimedia only works if it fosters and leverages differences and diversity
- I wouldn't have invested 10+ years of my life in the organisation if I didn't think it rocked and was worth the time.
- I'm in for the people

Why this session?

"If we don't think of Wikipedia as having a specific context and history, we won't be able to think about Wikipedia in a way that actually makes sense."
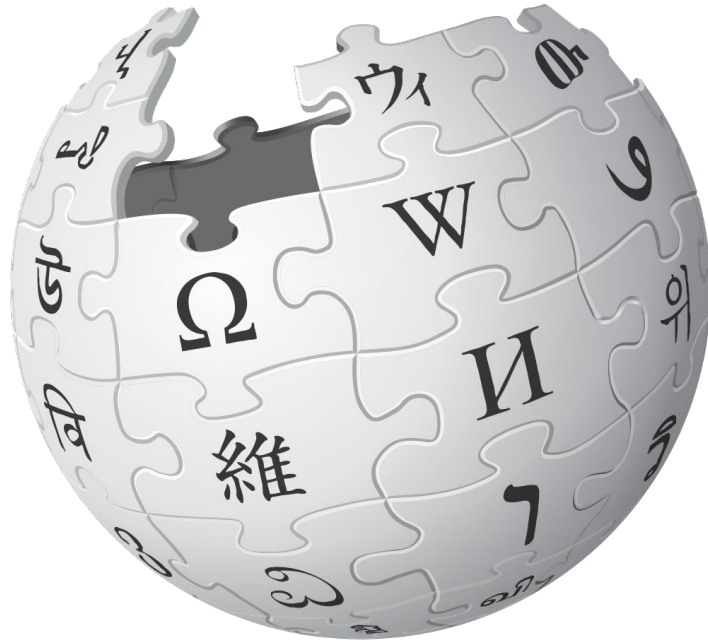
Britta Gustafson [[User:Dreamyshade]]

"Context is key."

Some person somewhere.

A bit of history

First, there was Wikipedia

And then, there was (the) Wikimedia (Foundation)

- Probably **2002/2003**: First fundraising action
- **2003** Wikimedia Foundation founded in Florida, as a recipient for funds.
  - Board: 2 trustees from Jimmy Wales' entourage, 2 Trustees from the community, Jimmy
- **2004** Wikimedia Deutschland founded

WIKIMEDIA

What is the Foundation?

- US based Foundation (non-profit 501c3)
- Non membership organisation (although it started as one)
- Board of 10 people
  - 3 community elected seats
  - 2 chapters selected board seats
  - 4 appointed seats
  - 1 founder seat

What are Wikimedia affiliates?

- Chapters
  - member associations
  - budgets between hundreds and millions of USD
- User Groups
  - to empower and engage people around the world to collect and develop educational content under a free license or in the public domain, and to disseminate it effectively and globally.
- Thematic organizations
  - independent non-profit organizations founded to support and promote the Wikimedia projects within a specified focal area

WIKIMEDIA
MOVEMENT AFFILIATES

What do Wikimedia organizations do do?

- Various degrees of activities but mainly:
  - Contributor support (workshops, material, grants etc.)
  - GLAM coordination
  - Education programs
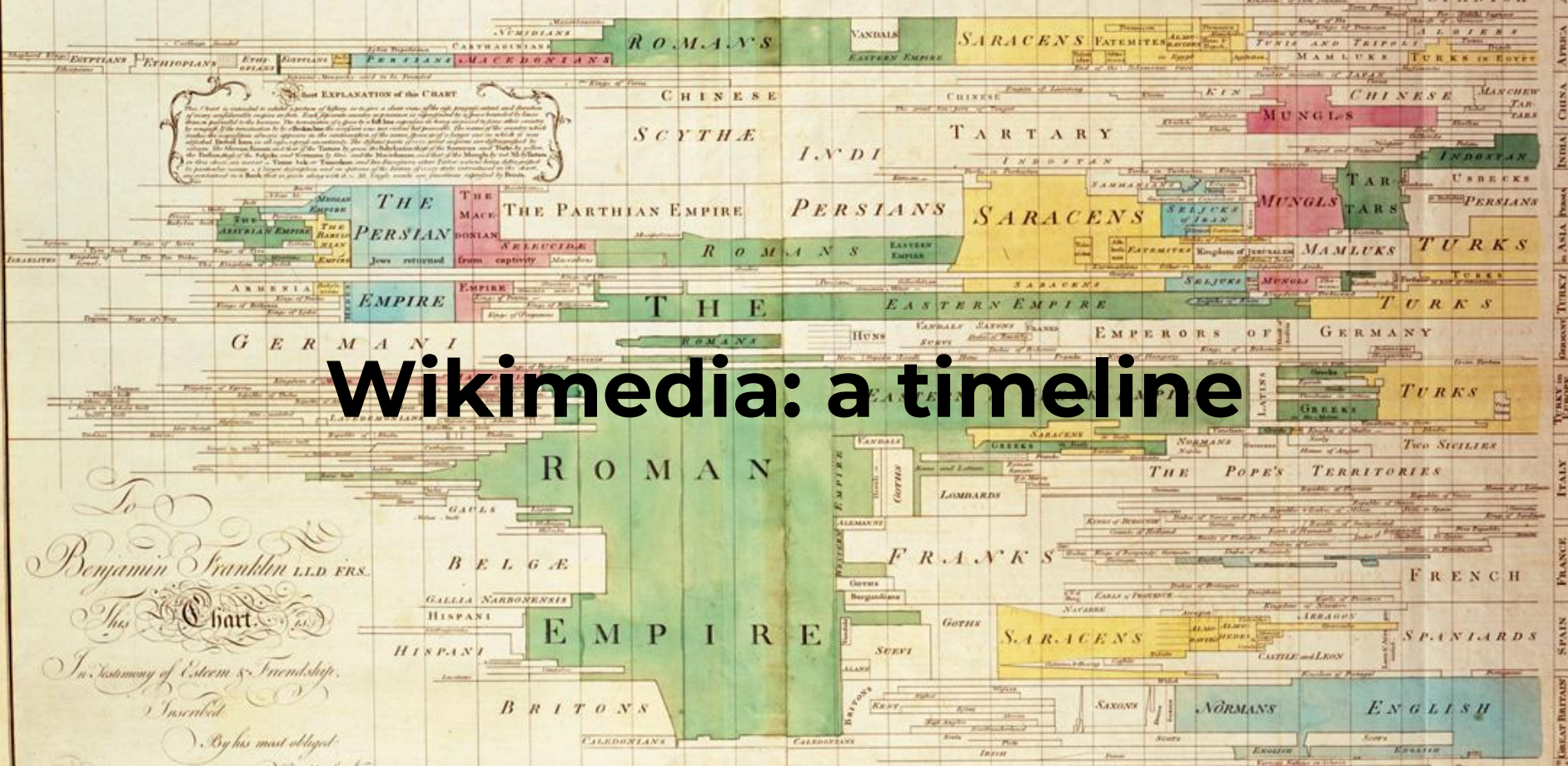 - PR and brand awareness
    ...{insert here what you do}

By Рөстәм Нурыев - Own work, CC BY-SA 4.0,

Par Yeniajayiii- CC BY-SA 4.0

Wikimedia: a timeline

Timeline and facts

- **2003** - Wikimedia Foundation
  - Foundation has no dedicated staff.
- **2004** - Wikimedia Deutschland, Wikimédia France
- **2005** - Wikimedia Italia, Serbia, Polska
- April **2005**: Habemus Papam
- August **2005:** First Wikimedia international conference
- **2006**: First employee, and then first Executive Director for the Foundation, who was also the General Counsel

Timeline and facts

- **2006 -** Creation of the Chapters Committee (now Affcom)
  - recognition process
  - Trademark conversations / Fundraising
- **2007** - Reorganisation of the Foundation: Second executive Director
  - Move to San Francisco
- **2009**: Start of the first strategic planning process
- **2010**: Introduction of the first C-levels at the Foundation (structuration)

Timeline & facts

- **2010/2012 -** Movement roles project
- **2011** Wikimania 'Haifa letter'
  - Wikimedia Foundation Board of Trustees letter regarding fundraising accountability - fundraising will be limited to a few countries
- **2012**: New affiliation models
- **2012**: Creation of the FDC

Timeline and facts

- **2012** - Narrowing focus
  - Focus on grants vs specific programs (India/Brazil)
    Focus on technology
- **2012-2013** - Wikimedia Chapters Association starts and ends
- **2013** - Governance Review process of Wikimedia UK
- **2013** - Recognition of Amical Wikimedia
- **2013** - Board decision regarding FDC freeze and Chapter moratorium (Wikimedia Belgium is the last chapter approved)

Timeline and facts

- **2014** - 3rd Executive director at the Wikimedia Foundation
  - Growing pains
- **2016** - 4th Executive director: Katherine Maher
- **2016** - The Wikimedia Foundation has a budget of around 65 million USD and 250+ staff
- **2017** - Derecognition of chapters

Timeline and facts

- **2017** - Phase I of the strategy process: we came up with a [strategic direction](#)

By 2030, Wikimedia will become **the essential infrastructure of the ecosystem** of free knowledge, and anyone who shares our vision will be able to join us.

We, the Wikimedia contributors, communities, and organizations, will advance our world by collecting knowledge that fully represents human diversity, and by building the services and structures that enable others to do the same.

We will carry on our mission of developing content as we have done in the past, and we will go further.

Knowledge as a service: To serve our users, we will become a platform that serves open knowledge to the world across interfaces and communities. We will build tools for allies and partners to organize and exchange free knowledge beyond Wikimedia. Our infrastructure will enable us and others to collect and use different forms of free, trusted knowledge.

Knowledge equity: As a social movement, we will focus our efforts on the knowledge and communities that have been left out by structures of power and privilege. We will welcome people from every background to build strong and diverse communities. We will break down the social, political, and technical barriers preventing people from accessing and contributing to free knowledge.

Timeline and facts

- **2018**: 37   Chapters, 86 user groups, 1 thematic organization
- **2018**: Phase II of the strategy process
  - How to get into it and why (the train)

Of train and bridges

- The (organizational) train has been going for 15 years now
- We can't stop the train, but we must make it easier to have people be part of the journey

Random considerations of a long time wikimedian about all the organizational things

- We need you
- We make mistakes, and sometimes learn from them
- We still have a long way to go
- Our mission deals with the core of what it is to be human: culture, language

If nothing else, this is what you might want to take away

- Wikimedia is
  - Not as unique as we think it is
  - Made of people, behind the nicknames
  - About sharing and exchanging
  - As diverse as diverse can be and yet...not that diverse

- Also, let us never forget where we come from...
  - we were all small once
  - we may make mistakes, even very big mistakes

Questions, remarks[*]?

[*] Seddon I am looking at you.

Merci, Thank you, Danke

Talk to

dmenard@wikimedia.org
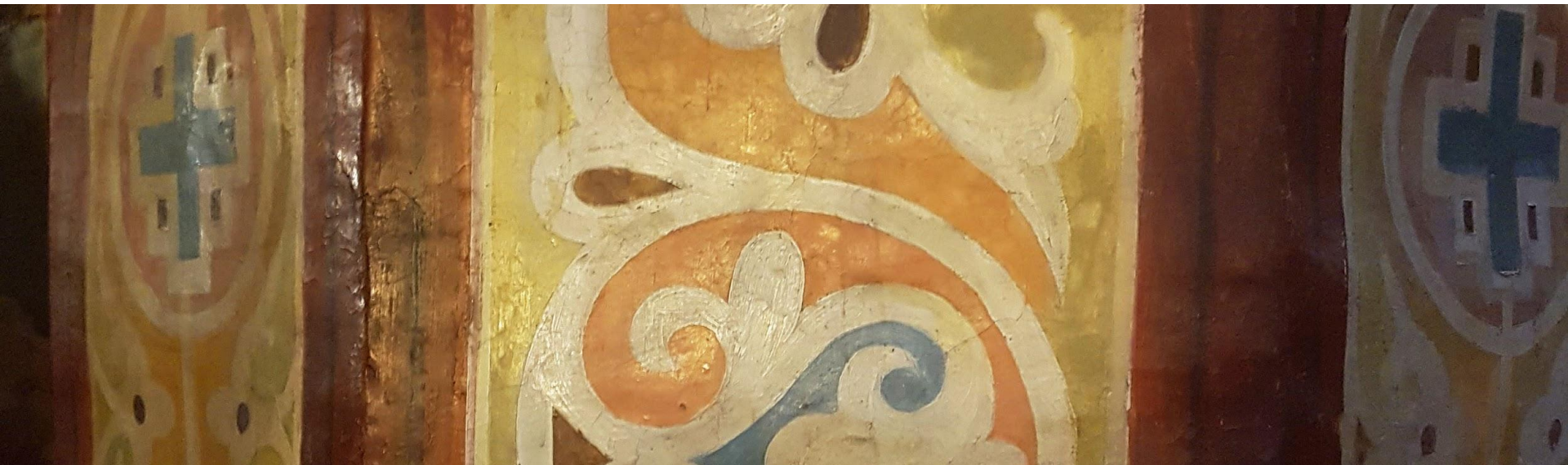
Wikimedia resources

- Meta resources
  - Learning patterns
  - Reports (annual plans, project reports...)
  - Grants & microgrants
  - [Wikimedia_Resource_Center](#)
- Conferences
  - Regional conferences (CEE, WikiIndaba...)
  - Wikimedia Conference
  - Wikimania
  - Hackathons

WIKIMEDIA
META-WIKI