MAP UP, RISE UP!
Session: Hubs presentation & Q&A
When: Friday 20th Oct

Agenda:
1. Movement Charter & Hubs - Ciell
2. CEE Hub - Barbera
3. DEI Hub - Camelia
Wikimedia Movement Charter
&
Hubs

Ciell
Movement Charter

Wikimedia could be a Better Place

2017-2021:
A big strategy with 10 big recommendations was created.
Recommendation 4: Ensure Equity in Decision-Making

Common challenges in one part of the movement can be different than in others. We aim for a movement with shared responsibilities and inclusion, where decisions are made locally.

To make this work, we will establish a Movement Charter to provide a sense of belonging, as well as clearly defining roles and responsibilities for current and future members of our Movement.
In plain English:

- We understand we are different, work in different countries, cultures, budgets and environments.

- We are one Movement: we share values and mission, we are global, so we need to share responsibilities and be open to diverse people.

- To make this work, we will write and ratify a document for the whole of Wikimedia: Movement Charter. It will clearly define rights and requirements for all the actors, show roles and help to implement strategic recommendations.
The **Movement Charter** is currently being drafted and will be proposed for movement wide ratification in 2024.

It will define roles and responsibilities for all the members and entities of the Wikimedia Movement, and will introduce new concepts like the Global Council and hubs.
The Movement Charter Drafting Committee
Topics addressed in the Charter:

- Global Decision Making Body: **Global Council**
- New supporting structures: **Hubs**
- Rights and responsibilities of volunteers and communities
- Role of Wikimedia affiliates
- Role of Wikimedia Foundation
- Wikimedia Movement values & principles
- Decision making, resource allocation, glossary and more
Regional and thematic hubs are structures for mutual support.

They empower existing and future Wikimedia communities to have the capacity and resources to make and implement their own decisions to meet their differing needs.

Hubs form a mutual support structure for the hub members and others within the Wikimedia movement to learn, share knowledge, develop best practices, and provide guidance and assistance to other hub members and communities.
<table>
<thead>
<tr>
<th><strong>Scope</strong></th>
<th><strong>Chapters</strong> promote the Wikimedia projects in a <strong>specified geographical region</strong></th>
<th><strong>Thematic organizations</strong> promote the Wikimedia projects within a <strong>specified focal area.</strong></th>
<th><strong>Wikimedia User Groups</strong> intended to be simple and flexible affiliates.</th>
<th><strong>Hubs</strong> (taken from <strong>pilot criteria</strong>): Organizational units in the Wikimedia movement supporting more than one volunteer community in a identified topical, regional, or linguistic scope.</th>
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<tr>
<td><strong>Focus</strong></td>
<td><strong>Geographical</strong></td>
<td><strong>Thematic &amp; worldwide</strong> empower and engage people <strong>around the world</strong> to collect and develop educational content under a free license or in the public domain, and to disseminate it effectively and globally. While there can be multiple user groups serving a similar or single focus area, there can only be one thematic organization covering their designated thematic focus area.</td>
<td><strong>anything, anywhere</strong></td>
<td><strong>- Regional hubs focus on supporting specific regions.</strong> <strong>- Thematic hubs focus on supporting global thematic areas.</strong></td>
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Eligibility requirements:

1. The mission of the organization must be in line with the mission and vision of the Wikimedia Foundation.
2. The organization must be a legal entity with a clear purpose, organizational structure, and governance.
3. The organization must have a legal presence in the region it serves.
4. The organization must be financially stable and capable of supporting the project.
5. The organization must be willing to contribute to the development of the project.
6. The organization must be able to demonstrate its ability to sustain the project.

Criteria for organization selection:

1. The organization must have a clear mission and vision that aligns with the project.
2. The organization must have a proven track record of successful projects.
3. The organization must have the capacity to implement and sustain the project.
4. The organization must have the financial resources to support the project.
5. The organization must be willing to contribute to the project.
6. The organization must be able to demonstrate its ability to sustain the project.

Model of Operation:

1. The project will be implemented in phases.
2. A project team will be established to oversee the implementation.
3. The project team will be supported by the community.
4. The project will be monitored and evaluated throughout the implementation.
5. The project will be scaled up based on the results of the evaluation.

Engagement with the community:

1. The project will involve the community in the planning and implementation phases.
2. The project will be designed to meet the needs of the community.
3. The project will be evaluated to ensure its success.
4. The project will be scaled up based on the results of the evaluation.
5. The project will be assessed to ensure its effectiveness.

And:

1. A shared governance model will be developed to ensure the successful implementation of the project.
2. The project will be monitored and evaluated throughout the implementation.
3. The project will be scaled up based on the results of the evaluation.
4. The project will be assessed to ensure its effectiveness.
5. The project will be implemented in phases.

Note: The text is partially obscured and difficult to read due to the angle of the page.
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<td>• Public recognition of the group's affiliation</td>
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<td>• Receive large, but limited, quantities of Wikimedia merchandise for use in activities and outreach efforts.</td>
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<tr>
<td>• Exclusive use by a chapter of the Wikimedia name and brand within the group's geographic focus area.</td>
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<td>• Access to large and/or specific grants</td>
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<td>• If the use of Wikimedia trademarks is needed, the usual process of setting up trademark agreements will apply.</td>
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<td>• IF the hub pilot needs funding from the Wikimedia Foundation, its staff and Regional Grant Committee will assess the proposal and may suggest improvements to the proposed project, as per the Community Fund process.</td>
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<td>• Support from Movement Strategy team</td>
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<td>• Support from Movement Committees (Affiliations Committee, Regional Grant Committees) in an advisory role</td>
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Hubs: Responsibilities

Hubs must have a clearly described purpose in one or more of the areas below:

- Support cluster: service provision, capacity development, knowledge sharing, resourcing support.
- Coordination cluster: regional and thematic coordination around networking and communications.

Hubs should:

- Present analysis that a hub would provide added value to the movement.
- Collaborate with other Wikimedia organizations, including other hubs, informal groups, and individuals that seek their advice or ask their support.
- These structures will work toward standards of diversity, inclusion, accountability, and equity in decision-making as per the Movement Charter.

Hubs could:

- Organize themselves to do additional event coordination.
- Hubs are allowed to fundraise in coordination with WMF and affiliate fundraising programs.
Examples of pilot-hubs

- CEE - Regional Hub
- Arabic Language - Thematic hub
- Content Partnership - Thematic hub
- Education Hub - Thematic hub
Charter next steps:

- Continue conversations at regional and thematic events
- MCDC will reconvene in person in Q1
- Full charter draft expected in April 2024
- Join MCDC’s monthly drop-in sessions via Zoom & YouTube. The next session will be on November 2nd.
Thanks!

mcdc@wikimedia.org
meta.wikimedia.org/wiki/Movement_Charter
diff.wikimedia.org/tag/movement-charter
MAP UP, RISE UP!
The CEE Hub

Barbara Klen, CEE Hub Coordinator
What and where is CEE in Wikimedia context

- On Wikipedia you can find this info (https://en.wikipedia.org/wiki/Central_and_Eastern_Europe) and this map ->

In our WM context the CEE is:

- Central Europe with Germany and Austria as supporting communities
- Eastern Europe including the Caucasus and Russia
- Southeastern Europe including Türkiye, Greece, Cyprus
- Southern Europe (Malta)
WM CEE cooperation overview

- Shared history and culture (although much diversity too)
- Informal CEE network since 2011
- CEE meetings as a chance to really meet and get together (face to face) since 2012
- CEE Spring contest since 2015
- Wikimedia Strategy 2030 serves as a basis:
  - Invest in Skills and Leadership Development
  - Manage Internal Knowledge
  - Provide for Safety and Inclusion
  - Ensure Equity in Decision-making
  - Innovate in Free Knowledge
  - Coordinate Across Stakeholders
- First there was a CEE Hub research grant: final months of 2021-June 2022
- CEE Hub project grant: from July 2022
CEE Hub Project Biography

Date of birth: July 2022
Place of birth and focus: Central and Eastern Europe, more than 25 CEE communities

Status: Not an official entity / not incorporated

Contact info:
https://meta.wikimedia.org/wiki/Wikimedia_CEE_Hub

Expertise/3 areas of focus/3 pillars: Administrative, Programmatic and Communication

With whom Hub cooperates: CEE communities and affiliates, interested individuals from the CEE, WMF

Responsible people behind all the work: 2 staff members, 9 (10) SC members and 2 advisors
CEE Hub principles

- It belongs to all communities in the region, with equal access for everyone
- It is a network composed of WM organisations, Wikimedians and communities
- It is a network for knowledge exchange and collaboration; it’s not a political/representative umbrella organization
Project timeline since the summer 2022

- Temporary Steering Committee (SC)
- At the CEE meeting in Ohrid (N. Macedonia) presenting CEE Hub Year 1 plan, CEE Hub Steering Committee (and CEE Hub advisors) and CEE Hub Coordinator
- Employment/contracting: selection process, interviewing, onboarding
- Team (in our case 2 people) working on project specific activities in cooperation with the SC and wider CEE group
CEE Hub Year 1 Activities

- Meetings with CEE communities and active individuals
- Identifying potential new active Wikimedians (Bulgaria, Bosnia and Herzegovina, Cyprus...)
- Regular contact with the WMF staff and other relevant actors
- Mapping work processes: CEE Spring, Wiki Loves Earth, CEE meeting bidding and preparation procedure, CEE Hub Governance and SC election procedures, CEEM organisers selection, Fiscal Sponsorship selection criteria
- Purchasing on demand promo materials for communities, supporting organisation of regional meetings and knowledge-sharing
CEE Hub Year 1 Activities

• Establishing communication channels: Monthly Open Office hour, Catch Up bimonthly regional meetings, mailing lists, Newsletter.
• Organizing learning sessions: WLE, MS Grants...
• Initiating regional cooperation projects: CEE Youth group.
• Support upon request:
  → grant proposals preparation
  → event preparation
  → Montenegrin WP project status
  → supporting underrepresented groups in the CEE (youth, women).
Success Stories

In general: grant applications support, support to individuals/communities, learning sessions, organising communication channels

But what is this success really?

- From not having a contact person in a community to helping them submit their first rapid grant
- From talking to a group that noone has ties with to supporting their first rapid grant application (approved) and supporting their Wikidata training
- Being told that after our WLE it was easier to start their local campaign
- Being able to give out scholarships and enable more relevant people to joint the CEEM
- Not have CEE Youth in any plans - having CEE Youth Group and organising their in person meeting this November!
What could be better i.e. more concrete?

- CEE Hub governance defined
- CEE Hub logo designed
- Significant support for individual Wikimedians and unorganized CEE communities
- Benefit from funding outside the WMF
Lessons learnt

Building relationships with communities takes time

Communities without affiliates sometimes do not know/understand what kind of support they need or where they could be (in the future), therefore more frequent and proactive attempts are needed

Mapping work processes is time well invested

We cannot make everyone happy but if we have clear work processes and open communication, misunderstandings can be managed
Where are we now?

- At the CEE meeting in Tbilisi (Georgia) new SC and Year 2 plan were confirmed
- Together with the WMF staff (thank you Yop!) we are fine-tuning our Year 2 proposal which we are about to submit
- If approved, our new grant will start on December 1st 2023 or January 1st 2024
New CEE Hub Steering Committee members, location distribution

- SC members: 3 female and 7 male
- 2 CEE Hub advisors: both female
If the CEE Hub Year 2 grant is approved, what will be our challenges, what will be our new activities

- 35+ communities with different sizes and challenges
- Find the right balance in communication to avoid too much communication
- Spreading the hub's resources too widely and then not being able to have an impact with these resources

**Newly proposed activities:**

- Microgrants
- 1 new employee focusing on community building in 1-2 inactive/less organised CEE communities
- Planned support for the newly established CEE Youth group
ATTRIBUTIONS

https://en.wikipedia.org/wiki/Central_and_Eastern_Europe

https://meta.wikimedia.org/wiki/Wikimedia_CEE_Hub

Wojciech Pędzich, CEE Hub SC Meeting, Zagreb 2023 29.jpg

Family photo of the Wikimedia CEE Meeting 2023 - 3.jpg, Tbilisi State University, Georgia, Adem, Creative Commons Attribution-Share Alike 4.0

Wojciech Pędzich, Wikimedia CEE Meeting 2023, 40.jpg

Wojciech Pędzich, Wikimedia CEE Meeting 2023, 32.jpg

Wikimedia Foundation, Wikimedia Foundation logo - horizontal, CC BY 3.0

MAP UP, RISE UP!
Thank you!

barbara.klen@wmceehub.org
MAP UP, RISE UP!
Diversity, Equity And Inclusion Hub (DEIH) - Where are we right now?

Camelia Boban, DEIH proposer
When did we start talking about diversity?
Why Diversity matters for Wikimedia? (Wikimania 2013)

Diversity

Many in our community have rallied around the idea that diversity in the Wikimedia movement is essential to its mission. We have thought of numerous approaches to improving diversity, and begun testing them in different projects and regions.

This page provides some points for talking about the importance of diversity in Wikimedia, and aims to generate a clear call to action for anyone who wants to get involved in fostering increased diversity in the Wikimedia community. Help us broaden and deepen our community and our content!

Defining diversity

When we talk about diversity in Wikimedia, we refer both to having diversity in terms of our base of contributors and the content that we create. Diversity means both variety and difference, and its presence helps to foster inclusion and equity.

We aspire for the diversity in Wikimedia projects to be a mirror and a representation of the diversity of the world.

Why it matters for Wikimedia

Our goal is to share the sum of all human knowledge with every person on the planet. Having diverse contributors and content is necessary to achieve this. Where we are missing important voices, we may also be missing important context and information.

The basis of our projects is to create “free content that anyone can edit, use, modify, and distribute.” Diversity directly connects to Wikimedia movement values of freedom, accessibility, quality, independence, openness, transparency, and community.

The more points of view we have, the better able we will be to reflect the full diversity of human knowledge, and to represent it completely and fairly. Each person is a part of the human crowd, and each person should be represented in developing humanity's shared source of free knowledge.
Diversity Conferences: 2013, 2016, 2017

Wikimedia Diversity Conference 2016
Washington, DC

Join us on June 17-18 at the international conference for diversity in the Wikimedia movement!

What is the Wikimedia Diversity Conference?

The Wikimedia Diversity Conference is designed to facilitate conversation and action on issues of diversity throughout the Wikimedia movement. The conference will feature speakers, panels, and workshops that outline the case for diversity and consider ways to address the movement's key diversity challenges.

The conference will be held at the National Archives in Washington, DC on June 17-18, 2016.
Diversity Working Group -> Recommendations

Movement strategy working groups are currently undergoing a transition as the process moves from drafting recommendations to synthesizing those recommendations into one coherent set. We are still in an open consultation phase at the moment, but you can review the draft recommendations below.
Welcome to the landing page for the diversity space at Wikimania 2019 in Stockholm!

_valkommen till målsidan för mångfaldsutrymmet på Wikimania 2019 i Stockholm!

Benvenuti nella pagina dello spazio per la diversità a Wikimania 2019 in Stoccolma!

**Background**

The Diversity Space at Wikimania will be on Saturday August 17th and Sunday August 18th, 2019. It is being organized by Wiki Donna User Group and other wikimedians interested in diversity.

Through mini-keynotes, lightning talks, case studies, skills training, identifying critical challenges and group brainstorming sessions, the space will employ a number of approaches to engage Wikimedia community members, and those new to the movement, in how to improve content and participation in every type of diversity (cultural, language, geographical, gender, generational, abilities, and others).

These may include updates on cross-wiki projects, practical workshops, sharing of experiences, and pitches by external partners regarding further collaborations.

The event is open to everyone.

**Contact**

The space leaders for this space are:

- Camelia (camelia.boban@gmail.com)
- Compl1089 (email)
- Sam (email)
- Natha (email)
- Rosie (email)

You can reach us on our talk pages or with the email links.
Research: Categories of diversity

Categories for diversity

There exist some specific categories that are especially relevant for diversity as they tend to be underrepresented on Wikipedia. To achieve more diversity in content and fight for knowledge equity, it is necessary to represent all the different 1) places (geographical entities), 2) peoples (characteristics such as gender, sexual orientation, religious groups, ethnic groups, and indigenous group), 3) cultural concepts for each group of people and place, and 4) languages (national, indigenous and marginalized) of the world on Wikipedia.

The geography gap manifests itself mainly by a lack of articles about specific geographical entities (whether they are continents, countries, etc.) in most of the Wikipedia language editions.

The gender gap manifests itself mainly by a lack of articles (biographies) about women in most of the Wikipedia language editions when compared with articles about men.

An ethnic group or ethnicity is a category of people who identify with each other usually on the basis of presumed similarities such as common language, ancestry, history, society, culture, nation or social treatment within their residing area.

The sexual orientation groups gap manifests itself mainly by a lack of articles (biographies and any topic) about LGBTQ+.

The religious groups gap manifests itself mainly by a lack of articles about people coming from every religion in every Wikipedia language edition. There is also a gap in knowledge about the topics that relate to every religion.

The culture gap manifests itself mainly by 1) a lack of representation of topics of a language cultural context in its language edition and 2) the lack of sharing or coverage of articles in other language editions that represent their cultural context.

The language gap manifests itself in a lack of a Wikipedia language edition for all the languages that are spoken in the world. Depending on the language status (e.g. minoritized), the number of speakers (e.g. a minority or a majority of the population), among other factors, it will be more difficult to engage speakers into becoming contributors. It is necessary to understand every linguistic situation. We created this page to provide statistics and analysis to see which languages could obtain their Wikipedia more easily.

There are several tools to bridge these gaps (e.g. gender is addressed by WigiG, Delenez, and WDCM Biases dashboards). In this page you can read more about the definitions, community initiatives and tools to bridge the gaps.
Diversity, Equity and Inclusion Hub

Diversity, Equity and Inclusion Hub

About  Background  Goals  Resources  Participants  Meetings  Next steps

The Diversity, Equity and Inclusion Hub (DEIH) is a Wikipedia hub initiative for affiliates and volunteers who are working on equity, gender gap and gender communities, minorities, languages, culture, ethnicity, age, disability, in one word: diversity in Wikimedia projects. The idea of a hub with the focus on diversity started looking back to all the work done by the Wikimedia Diversity Working Group and Wikimedia Community Health Working Group during the Wikimedia 2020 Movement Strategy process, from the cycle 1 to the cycle 2, and then the Harmonization Sprint and writing the 10 recommendations (first of all the Provide for Safety and Inclusion), till the UCoC.

It is also a look to any kind of diversity presentations, reports, panels, sessions and projects during WikiWomenCamp, Wikimedia Diversity Conference, CEE and others regional meetings, strategy calls, SWAN and people deeply involved. And of course Wikimedia. It is also a recognition of all the hard work the community in any continents is doing on this front.

Common initiatives

- Art + Feminism campaign
- Wiki Loves Pride campaign
- Women in Climate Change campaign
- Planetary Science Wiki Ed-a-thon
- Wiki Loves Sport campaign
- Wiki Loves Fashion campaign
- Interwiki Women Collaboration campaign
- Feminism and Folklore campaign
- International Roma Day campaign
- She Said campaign
- CEE Women campaign
- 1 Day 1 Woman campaign
- ...
What do we know? Gaps

- Gender gap
- Cultural gaps
- Geographical gaps
- Ethnicity gaps
- Minorities gaps
- Language gaps
- Different abilities gaps
- Generational gaps

Username: Camelia.boban
What do we know? Affiliation

- ? on 136 affiliates is working on diversity:
  - ? on gender gap
  - 2 on disability
  - ? on language diversity
  - etc
- ? on 38 chapters is working on diversity
- ? on 2 ThOrg is working on diversity

Username: Camelia.boban
Why having a DEIH?

- Common scope and actions
- Same needs for projects & community
- Same challenges
- Deal with harassment on our projects
- Not all the affiliates have governance, staff and capacity building
DEIH scope Purposes

- Unity of purpose and actions (increase the diversity, engage users, involve partners, promote capacity building, good practices dissemination)
- Having the same opportunities in resources
- Mutual aid (financial, human resources, expertise)
- Avoid fragmentation and the groups isolation
- Having a better and complete communication
- Everybody see the own efforts known and recognized by the community
DEIH resource model

- A commons fund for the hub expenses
- 5-10% of the budget as participation from the big group to the common fund (WMF + chapters, as they benefit from the banner fundraising). Otherwise UGs and little groups have no access to the fundraising
- Support in different ways (training, translations, conflict mediation, staff)
- Mutual aid
- Crowdfunding
DEIH governance
Model proposal

- Joining who is working on the diversity of any kind
- Joining who want to be part, but only if starts to work on the diversity
- Any chapter, ThOrg, UG, project
- Every member have one representative elected by vote
- Steering Committee (max 9)
Risks

- No interest/participation (no desire to participate in the affiliates infrastructure)
- Seeing the own hub as the holder of absolute truth
- Individual or group identification as part of another structure (linguistic, territorial)
- Overlaps with other hubs
- The scope is seen as too large
- Scope seen as non realizable/utopic
- Different development scale between the group members of the hub
- Risk to replicate the same entities we already have
- A non-profit legal entity is needed.
Benefits

- Embrace the intersectionality
- Avoid conflicts
- Not a competition between small, medium and big affiliates/groups, but a collaboration for a common scope
- Avoiding the actual power model
- Envolve active projects that don’t want to become an affiliate
- DEI is a well identified acronym for partners
Links (selection)

- **Diversity (Wikimania 2013)**
- **Wikimedia Diversity Conference (WDC) 2013, 2016, 2017**
- **Diversity Conversations (WDC 2017)**
- **Strategy/Wikimedia movement/2018-20/Working Groups/Diversity**
- **Strategy/Wikimedia movement/2018-20/Working Groups/Community Health**
- **Diversity Space @ Wikimania 2019**
- **Equity Knowledge - WikiDonne User Group's approach**
- **Wikimedia Affiliates Data Portal**
- **Gender Gap on Wikimedia Resource Center**
- **Wikipedia Diversity Observatory: Meta Page, Commons video, CCC**
- **Wikimedia Movement Affiliates**
- **Etherpad (DEIH @ WWC 2023)**
- **Diversity, Equity and Inclusion Hub minutes**
Thanks!
camelia.boban@gmail.com
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