

# WIKIMEDIA STRATEGY 2030 IN BRIEF

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

	Recommendation	Key concepts
1	<a href="#">Promote Sustainability and Resilience</a> - 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 “premium” API
2	<a href="#">Create Cultural Change for Inclusive Communities</a> - Foster an inclusive, welcoming, safe, and collaborative environment for sustainability and future growth.	Movement Charter, Code of Conduct, governance documents, evaluation
3	<a href="#">Improve User Experience</a> - Research, development and testing new features to enable everyone – whatever their gender, culture, technological background, or physical and mental abilities – to enjoy a fluid, effective, and positive experience.	Improved learning, participation, onboarding, contribution, and retention.
4	<a href="#">Provide for Safety and Security</a> - 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, training
5	<a href="#">Ensure Equity in Decision-Making</a> - Ensure a diversity and richness of perspectives, by “focusing 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, defined movement roles
6	<a href="#">Foster and Develop Distributed Leadership</a> - Train, support and retain socially- and technically-skilled individuals from different backgrounds that reflect the diversity of the global communities.	Movement leaders, knowledge management, transfer of expertise
7	<a href="#">Invest in Skills Development</a> - Foster technical and people-centered skills - e.g. communication, conflict resolution, intercultural dialogue.	Self-directed learning, trainings, mentoring
8	<a href="#">Manage Internal Knowledge</a> - Establish a user-friendly knowledge base for internal knowledge and learning assets, with dedicated staff for content curation and peer matchmaking.	Knowledge base of movement learning assets, culture of documentation, dedicated staff
9	<a href="#">Coordinate Across Stakeholders</a> - Cooperate and collaborate with different stakeholders to advance towards more equitable decision-making, with relevant training and enabling systems.	Dynamic governance, documents, collaboration systems, Technology Council
10	<a href="#">Prioritize Topics for Impact</a> - Track and understand how we affect knowledge consumers’ lives and prioritize initiatives and areas of content for maximum impact.	High-impact topics, content gaps, goals of knowledge
11	<a href="#">Innovate in Free Knowledge</a> - Innovate in different content formats and technologies along with experimenting with policies for knowledge inclusion.	Evolution in capturing and sharing knowledge types
12	<a href="#">Evaluate, Iterate, and Adapt</a> - Continually evaluate progress toward internal and external goals, socio-technical processes and structures.	Criteria for evaluation, mutual accountabilities
13	<a href="#">Plan Infrastructure Scalability</a> - Create a fluid infrastructure to serve our needs as we grow; establish protocols, communication, and roles and responsibilities to invest sufficient resources for scalability.	Support spaces for movement, partners, and external third parties