As a social movement, we will focus our efforts on the knowledge and communities that have been left out by structures of power and

A community of Organized Editors

and diverse communities. We will break down the social, political, and technical barriers preventing people from accessing and contributing to free knowledge.

2021

UNDERSTANDING WIKIMEDIA AFFILIATES SURVEY REPORT

WIKIMEDIA FOUNDATION

TABLE OF CONTENTS

Survey methodology

Sponsor	Wikimedia Foundation
Collector	Global Data & Insights Team
Survey tool	Qualtrics [XM]
Year started	2018
Sampling frame	Wikimedia affiliate primary contacts & a random sample of community members
Sample size	177 Affiliates as of 2020
Mode of administration	Online survey
Frequency	Annual survey

Purpose

Main objectives of the survey are to collect and analyse data about Wikimedia Affiliates with regards to:

- Composition of leadership structures.
- Type & frequency of programs conducted.
- Affiliate self-assessment of capacities/skills.
- Membership demographics.
- Membership experiences and awareness.

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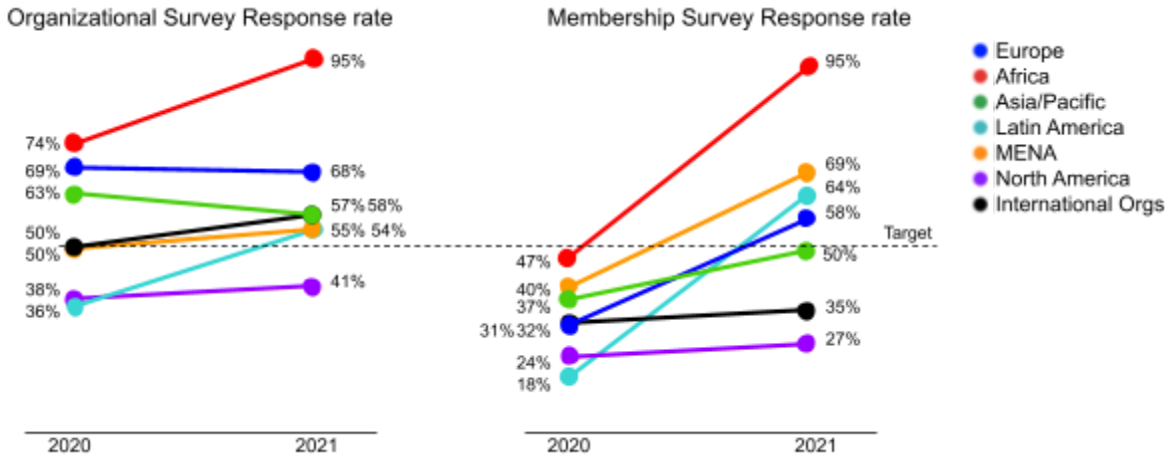
Published:
October 2021

Survey response rate

We have a combined total response of **958** community members. This is the highest response rate thus far for this survey, and more than the number of community members that attended Wikimania in 2019 [**723** total]

In general, both parts (Organizational & Membership) of survey response rates are above 50% for most existing affiliates, which makes the findings fairly representative of the Wikimedia affiliates. However, both the North region as well as International organizations need more interventions to improve response rates.



Glossary of terms

AffCom:

The Affiliations Committee advises the Wikimedia Foundation Board of Trustees and makes recommendations regarding the recognition and existence of Wikimedia movement affiliates.

Affiliate:

Incorporated or unincorporated independent open membership non-profit organizations recognized by the Affiliations Committee as working to support the international Wikimedia movement.

Affiliate capacity:

An affiliate organization's ability to conduct core functions that are required to achieve its mission. The affiliate leverages members time and skill as well as resources from partners, to build competence around an organization's specific core function.

Board / Board Members:

An elected group of individuals that has overall responsibility for the general management of a Wikimedia affiliate organization.

Community program:

A well defined activity that creates opportunities for Wikimedia community members and movement partners to collaborate on as well as promoting Wikimedia projects both online and offline.

Community spaces:

On-line or off-line opportunities for community members to congregate and collaborate.

GLAM:

A community program focused on partnering with Galleries, Libraries, Archives and Museums to facilitate release, documentation, and use of their content on Wikimedia projects.

Governance structure:

Organizational infrastructure made up of management models, committees, leadership groups, and/or individual roles and responsibilities for leading an affiliate in setting policies, procedures, values, and long-term planning to meet the mission of the organization.

Institutional resilience:

The affiliate organization's ability to sustain its mission and operations despite potential changes to its governance, membership, or other social or physical assets.

Member / Membership depth:

Individuals who join an affiliate organization with the intention of offering their participation, or support to the organization, often through volunteered time and skills, as official members. Membership depth represents the percentage of members that an affiliate organization can call on to assist with running programs and other activities compared with the total number of members enrolled.

Population frame:

A list of all eligible members of a population from which samples are drawn. It can be thought of as the pool from which samples are obtained.

Primary Contact:

Persons whose role is to serve as official point of contact between a Wikimedia affiliate and external bodies, such as the Affiliations Committee, the Wikimedia Foundation, on behalf of the Wikimedia affiliate.

p-value*:*

The probability of obtaining test results at least as extreme as the results that are actually observed. *A p-value less than 0.05 is considered to be statistically significant for the purposes of this report.*

Sampling unit:

An individual unit selection for the purpose of sampling from a population. Each unit being regarded as individual and indivisible when the selection is made.

Social climate:

The perceptions of a social environment that is shared by a group of people.

Statistical distribution *(Distribution)*:

An arrangement of values of a variable showing their observed or theoretical frequency of occurrence.

Statistical mean *(Mean)*:

The mean (or average) is the most popular and well known measure of central tendency. It can be used with both discrete and continuous data, although its use is most often with continuous data (see our Types of Variable guide for data types). The mean is equal to the sum of all the values in the data set divided by the number of values in the data set.

Statistical significance:

In research, statistical significance is a **measure of the probability of the null hypothesis being true compared to the acceptable level of uncertainty regarding the true answer**. A claim that a result is statistically significant based on testing or experimentation means it is not likely to occur randomly or by chance but is instead likely to be attributable to a specific cause. The p-value is commonly used as a test statistic to determine statistical significance.

EXECUTIVE SUMMARY

The Affiliates Data Survey is an annual census conducted with all affiliates to better understand their composition, behaviors, and opinions. In its 2019-2020 annual plan, the Wikimedia Foundation allocated 32% of its total budget to directly support communities through grant programs, events, training and other partnerships, the lion's share of which was received by Wikimedia affiliates who represent the organized section of the Wikimedia community. This makes it ever more urgent for the Wikimedia Foundation to better understand affiliates in order to target the support affiliates need to meet our shared vision.

In early 2021 the Global Data & Insights team collected data from more than 958 individuals from across 117 Affiliates in 80 countries. These data help us to understand the institutions built by affiliates to organize community interactions, as well as the community spaces affiliates provide for their membership to prosper. They also tell us whether affiliates feel adequately resourced and supported to be effective strategic partners to the Wikimedia Foundation and the wider Wikimedia ecosystem. Going forward, a majority of this survey will be incorporated into the affiliates reporting forms, to ensure complete coverage of affiliates.

Key Findings

Affiliated editors have higher editing activity levels compared to non-affiliated editors

- The affiliated editor population had a higher percentage of active and very active members compared to that of unaffiliated editor population across all Wikimedia project comparisons.
- On average, Affiliated editors contributed more edits, more pages, and longer articles than unaffiliated editors across edit bins on 113 selected Wikipedia projects.

To attract and retain more diverse members, affiliates' institutional resilience could be bolstered through focused capacity development in the areas of communications, contributor development, and community governance.

- Chapters & Thematic organizations have reduced gender-gap amongst their board representatives and general membership, while User Groups continue to display very high presence of men in leadership structures even as they have a more diverse membership.
- User Groups have a better membership depth for running programs.
- Affiliates continue to lack confidence in their Community governance and Communications capacities, which hinder their ability to attract and retain diverse members.

To support affiliates as optimal social spaces, the Wikimedia Foundation should provide more support to programs and events focused on diversity and strategic content.

- Significantly more women members participated in this survey, even as more people opted not to disclose their gender when compared to 2020 participants.
- Members continue to experience a favourable social climate amongst affiliate spaces.
- Members continue to focus on flagship programs such as GLAM & Education compared to other diversity specific content or knowledge access programs.
- Members contribute to Wikimedia projects for altruistic motivations.

A community of organized editors

When a community member joins a Wikimedia affiliate of their choice, they express an intention of offering their participation, or direct support to the organization, often through volunteered time and skills to advance shared projects in support of the Wikimedia mission. The perennial question in the movement is whether these additional responsibilities impact an affiliate member's editing activity level. This question requires controlled trials to answer, which we are not currently in position to offer, so the next best question is whether affiliated editors have higher/lower levels of activity compared to non-affiliated editors at the moment.

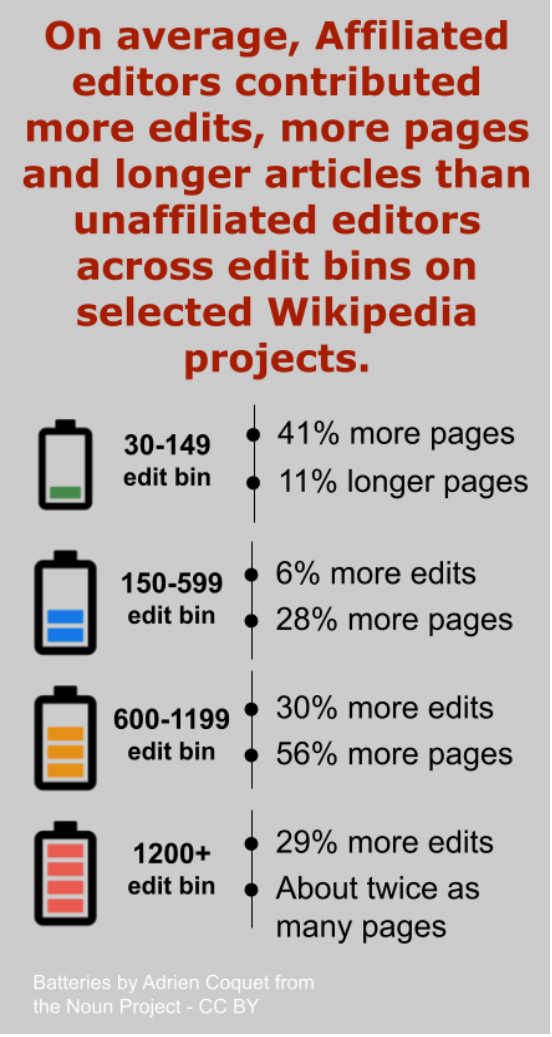
To answer this question, a total of 3,742 affiliated editors' usernames were harvested from affiliates membership pages on meta wiki, and 18,118 unaffiliated editors usernames were obtained from the Community Insights survey editor sample list. Wiki contributions were pulled for each username over the period of 12 months (from January to December 2020).

A population frame was created to organize affiliated editors into sampling units using affiliate type, geographic region, edit count bin and wikimedia project as factors. Sampling units with at least 30 editors were selected to create the final sampling frame, from which a random sample would be drawn. A minimum of 30 edits was selected, and 4 edit bins were created to represent activity levels of editors. The final list of affiliated editors was filtered down to 902 (24% of the total harvested affiliated usernames) unique editors. A final list of non-affiliated editors was drawn by randomly sampling usernames based on the final sampling frame of the affiliated editors, resulting in a total of 1,128 usernames. The following findings were made, when comparing the two samples:

- The overall editor to active editor ratio for affiliated editors on WIkipedia projects is 3.7 to 1 with 21% of editors active, 5% very active, while non-affiliated editors have a higher ratio of 6 to 1 and have a lower percentage of editors active (14%), and very active (2%) in comparison.
- Affiliated editors outperformed unaffiliated editors when looking at combined contributions across the 113 selected Wikipedia language projects, with 25% more edits (average of nearly 300 edits more) and 81% more pages created (average of 35 more pages).
- However, Affiliated editors wrote 17% shorter pages on average across selected Wikipedia language projects.
- Unaffiliated editors also out-performed affiliated editors on Wikidata, looking at the average number of edits, pages created and the length of pages in words.

Affiliated editors also performed better than unaffiliated editors within specific edit bins as shown on the info -graphic to the right.

In time, we hope to compare pre- and post- affiliation editor activity to help us better understand the impact on editing of affiliation, but we can confidently assert with the data we have is that the affiliated editor population had a higher percentage of active (26% to 14%) and very active members (6% to 2%) compared to that of unaffiliated editor population across all Wikimedia project comparisons. See annex A for specific project comparisons.



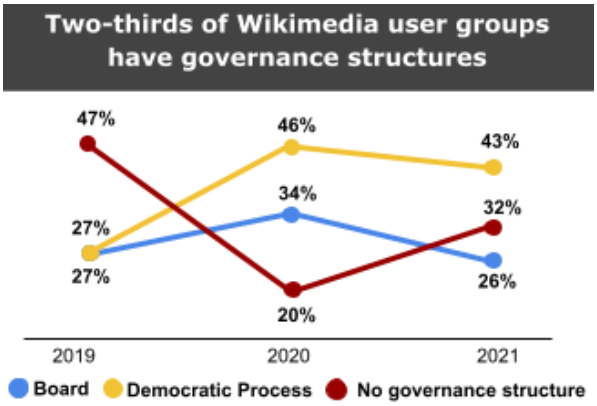
Affiliates as institutions

> ***"First life** [reading and editing], **then spaces** [discussing and congregating], **then buildings** [institutions] **- the other way around never works."***
>
> - Jan Gehl, (PPS. 2008)

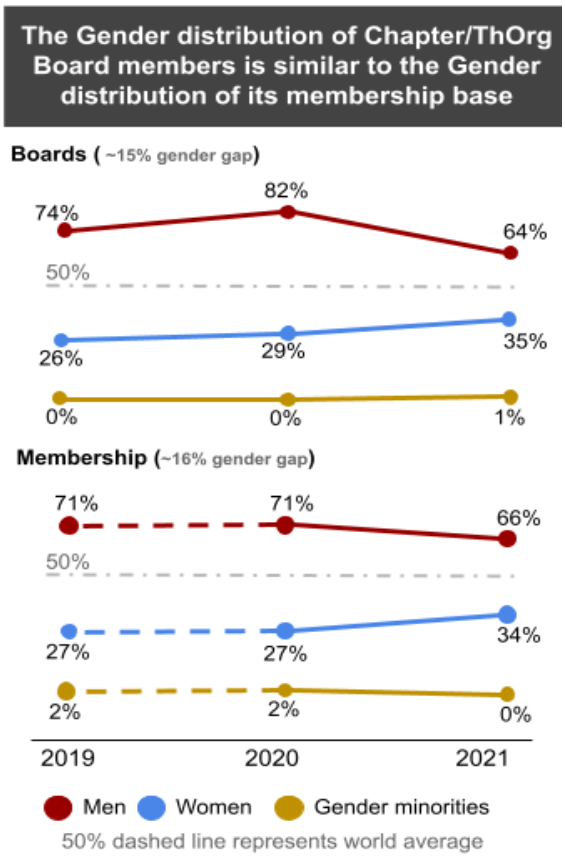
Wikimedia affiliates are an essential infrastructure for coordinated movement strategy. They act as both institutions that shape community structures; cultures and activities, and as spaces for the community to congregate and prosper. It is therefore strategic to understand and invest in their institutional resilience if we want to successfully meet shared movement goals. Over the last three years, the Global Data & Insights team has monitored indicators to understand the overall health of affiliate institutions and spaces.

Institutional governance

Affiliates identify themselves in two ways, the first being through structures they set up to govern themselves and the second being the people they elect into those structures. A majority of Wikimedia Chapters and Thematic organizations (ThOrgs) have elected boards, which is a requirement for recognition.



Wikimedia community user groups, on the other hand, continue to vary between having no governance structure (32%), using a democratic process (43%), and having an elected board (26%). There was a significant year-on-year change in governance structures amongst affiliates. [1a - 1i]



Gender representation in leadership structures continues to be imbalanced, as men are a majority on boards (64% of Chapter/ ThOrg boards and 70% of User Group boards are men) as well as being representatives of affiliate groups (66% of Chapter/ ThOrg primary contacts and 74% of User Group primary contacts are men).

There is an encouraging year-on-year change in Chapter/ ThOrg boards, with women now making up 35% (⬆6%) of board trustees; this makes the overall gender make-up of boards representative to that of the membership base and demonstrates some recent advancement towards achieving gender parity in these leadership structures.

The overall gender composition of user group leadership structures has shown no year-on-year change. However, men account for 52% (⬆8%) and women account for 43% (⬇11%) of user group members; this is a significant reversal in the overall gender composition from last year.

User groups showed a slightly better membership depth when compared to Chapters and Thematic organizations, which means they were better at engaging their membership base to participate, support and lead community related activities.

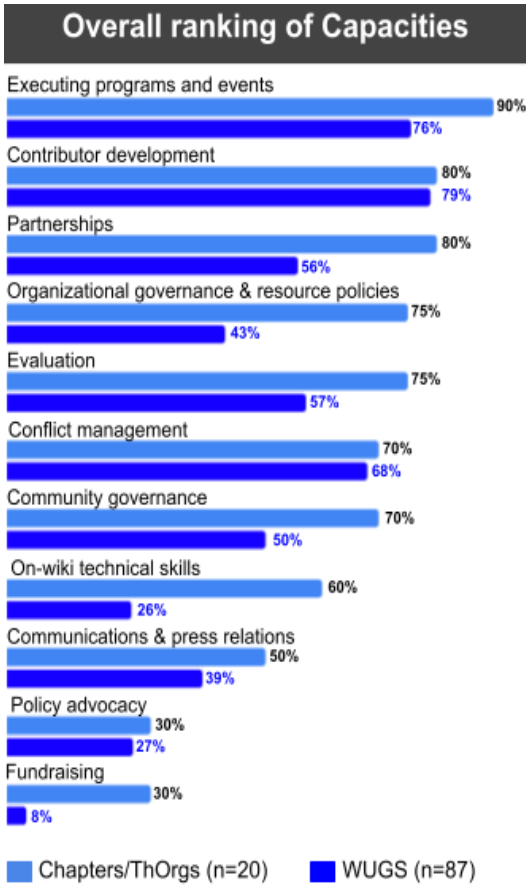
Institutional Culture

Affiliates have created their own rules of engagement amongst their respective membership communities, as well as dealing with conflict within the affiliate landscape. These rules have evolved in cultural norms that guide how members are admitted into these institutions, how their opinions will be canvassed when making a group decision and how conflict internally amongst members or externally with other institutions are resolved. There were no statistically significant year-on-year change in institutional culture indicators and we continue to see:

1. Two-thirds of affiliates require that members sign up as well as meet a certain threshold of relevant on-wiki activity to join as members and participate in community activities.
2. Chapters and Thematic Organizations use more formal processes for decision-making, while User Groups employ both formal processes and less formal processes, to make group binding decisions.
3. Chapters and Thematic Organizations are more prepared than User Groups to intervene on internal conflicts using both formal and informal conflict resolution mechanisms.

Institutional Capacities

The affiliate's ability to run its affairs, more often than not, is a function of suitable leadership, adequate resources and availability of members who can carry out the affiliate's mission and vision (Bartov, A., & Houston, S. 2016). Affiliate primary contacts were asked to assess their organizations against eleven institutional capacities and the following was found.



Affiliates were most confident in their ability of executing programs and events (ranked 1st by Chap/ThOrgs and 2nd by WUGs), developing new contributors (ranked 2nd by Chap/ThOrgs and 1st by WUGs) and building partnerships (ranked 3rd by Chap/ThOrgs and 5th by WUGs). They were significantly less confident in all other capacities related to higher-level organizational development.

There was a statistically significant year-on-year upward trend to the Contributor development capacity to 2nd rank overall up from 4th rank (⬆12%) by Chapter/ThOrgs, while this capacity remained at 1st rank (⬆11%) amongst User Groups.[2] A new capacity of On-wiki technical skills was introduced to the survey this year and, we found that in general all affiliates were

less confident about this capacity, where Chapter/ThOrgs voted this capacity at 8th rank and User Groups voted it at 10th rank out of 11. There were no statistically significant year-on-year changes observed in the mean and distribution of other capacities as ranked by affiliates.

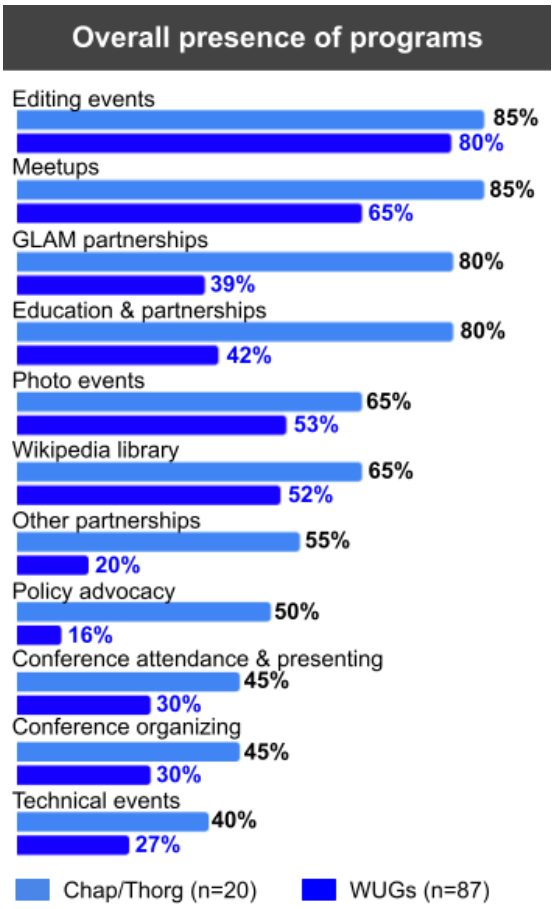
Community Programs

Organized community members have set up their affiliate organizations for the purposes of advancing the Wikimedia movement and its participation in knowledge creation and dissemination (Affiliations committee, n.d.). On average, we found that more (23%) Chapter/ ThOrgs run programs at a monthly cadence than User Groups (8%).

Affiliates found creative ways to continue with their normal community programs during the pandemic and generally managed to hang on to the top four programs they ran between 2018 and 2020.

The most significant slides down the program ranks were on Technical Events (⬇21%) amongst Chapter/ Thematic Organizations and Conference Organizing (⬇13%) amongst User Groups, sliding down 6 places to be ranked last. [3a-3e]

In general, Affiliates in economically affluent areas tend to run programs at a more frequent cadence.



So what?

To strengthen affiliates as effective institutions for building a diverse and inclusive movement:

- *AffCom should continue to encourage affiliates to adopt gender equity in community governance structures.*
- *The Wikimedia Foundation should prioritize capacity building in communications, contributor development, and community governance amongst affiliates.*

Affiliates as community spaces

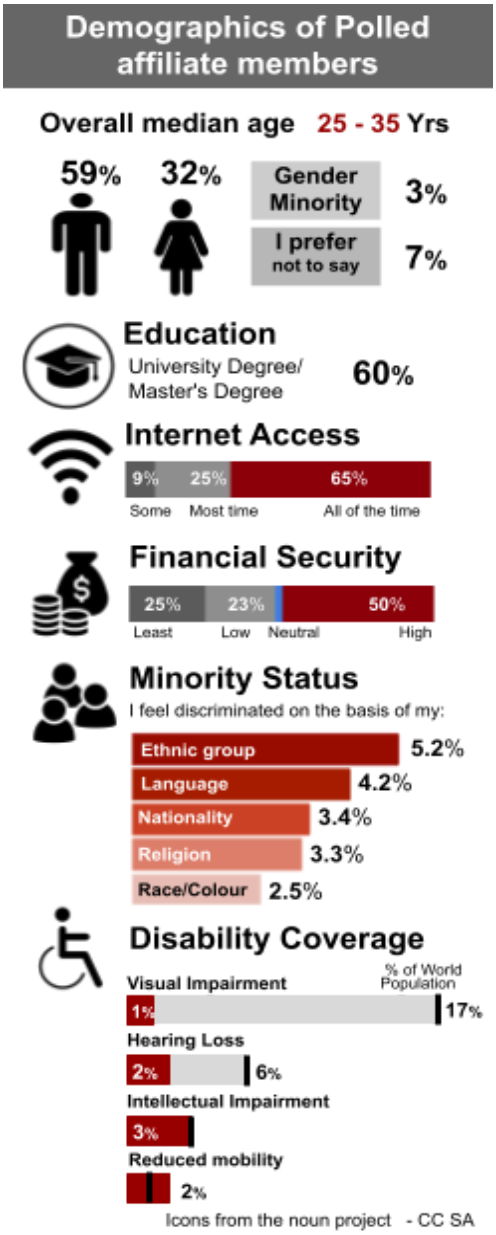
> ***"Cultures and climates differ all over the world, but people are the same. They will gather in public if you give them a good place to do it."*** - Jan Gehl, (PPS. 2008c)

Affiliates have become invaluable as public spaces for community members to meet in person and to continue that meeting online. This year, 755 community members from 80 countries started the survey while 638 completed the survey. Affiliate primary contacts worked together with evaluators to implement a randomised sampling of their members in accordance with the designed sampling frame. This experimental participatory sampling strategy yielded a 67% year on year increase in membership participation. Most of these members have been with their affiliate between 3-5 years (39% User Groups and 26% Chapters/ThOrg), and belong to one affiliate (42% User Groups and 59% Chapters/ThOrg). Responses have been weighted to the affiliate they represent so that all affiliates are counted equally in the data summaries that follow.

Demographics

Affiliates strive to provide welcoming public spaces for a diverse population of the community. However, the overall demographic profile of polled affiliate members who responded to the survey suggests that there is room for improvement, to get affiliate membership to reflect the world. Even so, the following insights were observed:

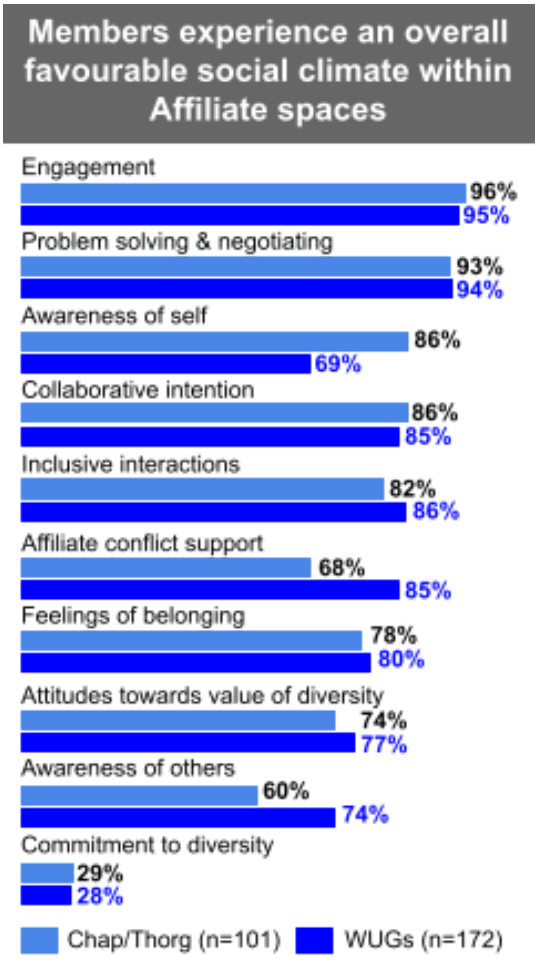
- Most affiliate members were between the 18 - 44 years age group (90% User Groups and 79% chapters/ThOrg).
- Significantly more women members (⬆11%) participated in this survey (37% User Groups and 27% Chapters/ThOrg). 5% more people opted not to disclose their gender when compared to 2020 participants.
- Most affiliate members have a University degree (32% for both User Groups and Chapters/ThOrg) or masters degree (28% for both User Groups and Chapters/ThOrg).[4]
- A quarter of the affiliate members are financially insecure (27% User Groups and 21% Chapters/ThOrg) and may be making relatively significant investments to participate in the movement.
- Most affiliate members who identified as minority felt discriminated against on the basis of their ethnic group.
- Very few members responding to the survey reported living with visual impairment and hearing loss; this differs significantly from world averages (Wagner, L. 2021, May 28).



Social climate

Affiliate members were asked to answer a set of questions about specific experiences in their community spaces, to better understand their perceptions about their social environment in the Wikimedia ecosystem. Our 2021 set of social climate measures included a few factors looking at multiple items to understand:

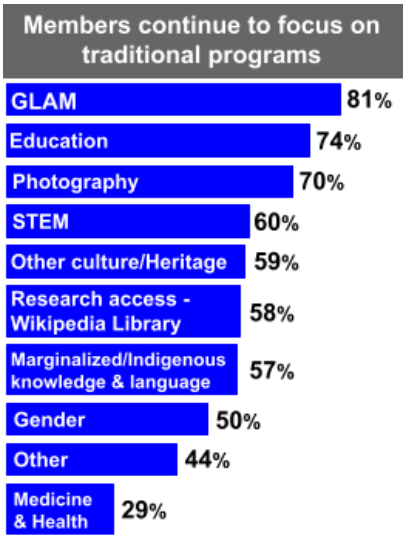
- *Do community members experience an environment that supports free and open expression of ideas among members of different backgrounds?* **(Inclusive Interactions)**
- *To what extent are members aware of their motivations* **(Awareness of Self)** *and that of others?* **(Awareness of Others)**
- *How do members feel about their affiliate's ability to support them when a dispute or conflict occurs among members?* **(Affiliate conflict support)**



In addition, we explore additional aspects including:

- *How much do members feel that others are interested in building successful cooperative relationships?* **(Collaborative Intention)**
- *How much do community members identify with, are inspired by, and promote being a part of the Wikimedia movement and its projects?* **(Engagement)**
- *How respected do people feel as a part of the Wikimedia movement, its organizations, and decision-making processes?* **(Feelings of Belonging)**
- *How much do community members feel that others seek fair solutions and are willing to talk through competing personal interests?* **(Problem Solving & Negotiating)**
- *How committed are members to diversity as individuals?* (**Attitudes towards value of diversity)**
- *How members perceive the committed affiliate leaders to diversity?* **(Commitment to diversity)**

While affiliate members continue to express satisfaction about the social climate that is created by affiliates, they had a significant doubt about their affiliate's to commitment diversity.[5a - 5i]



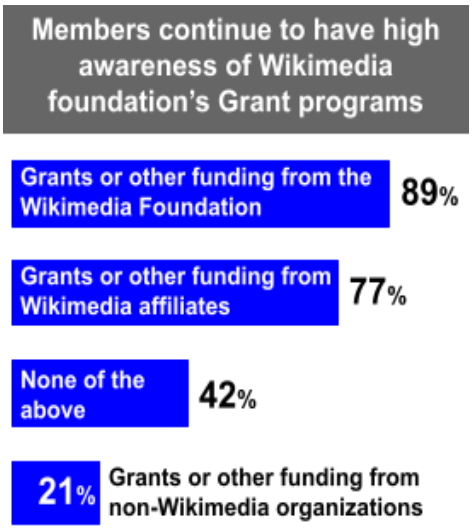
Programmatic areas of focus

Affiliate communities continue to lead organizing/outreach work that grows the Wikimedia movement through programmatic activities which support communities to engage new audiences and bring high quality contributors and content to our projects.

Affiliate members continue to focus on GLAM, Education and Photography programs, which are traditional staple programs for all affiliate types, while Gender (53% User Groups and 46% Chapters/ ThOrg) and Medicine & Health programs (30% User Groups and 29% Chapters/ ThOrg) continue to be rated low on the focus spectrum. There is clearly a need for consistent and widespread initiatives to support the programmatic focus reported by affiliate members. There

were no statistically significant changes in neither the means nor the distributions in a year-on-year overall analysis of programmatic focus.

Awareness of resources



Affiliate members were more aware of grants and funding from Wikimedia Foundation than grants from other Wikimedia affiliates or non-Wikimedia organizations. However, they were quite aware of both. Importantly, this survey was conducted before the grant refresh and does not apply to the new grant programs.

Compared to those polled in 2020, 22% more affiliate members were aware of affiliate-to-affiliate grants, while 31% more were aware of any funding resources. However, there was a slight improvement (⬆10%) in the awareness of grants or other funding from non-Wikimedia organizations. This lack of awareness of alternative funding sources continues to present a sustainability risk for the movement, as it limits the affiliate's ability to diversify its funding sources.

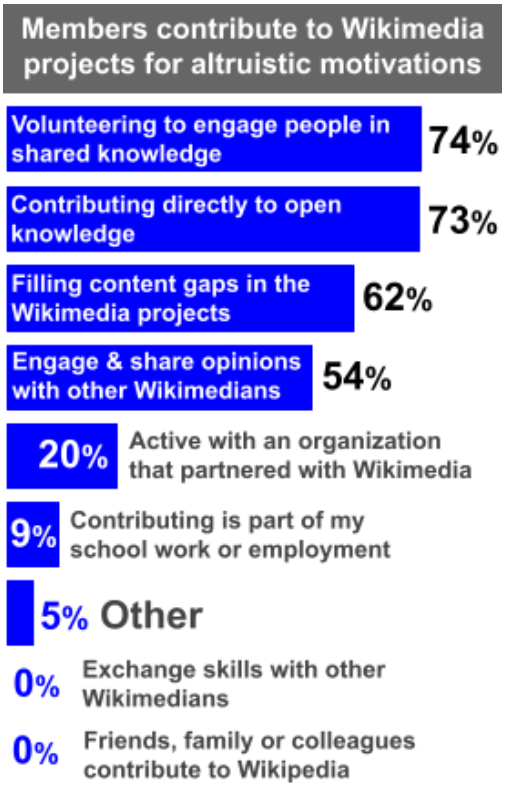
There were no statistically significant changes in either the means or the distributions in a year-on-year overall analysis of awareness of resources amongst affiliate members.

Contributor motivations

Affiliate members were asked to answer a set of questions about their motivations for contributing to Wikimedia projects.

The majority of members contribute to Wikimedia projects for altruistic reasons, including volunteering to engage people in shared knowledge (53% User Groups and 46% Chapters/ ThOrg) and contributing directly to open knowledge (53% User Groups and 46% Chapters/ ThOrg).

Interestingly, almost two-thirds of the members cited that they were contributing to fill content gaps in the Wikimedia projects (suggesting some propensity towards being involved in organizing/leading programs), while just above half contributed to being able to engage and share opinions with other Wikimedians. Additional research is required to understand secondary motivations, such as the need to be part of a community or the need for recognition and fulfillment.



So what?

To improve the quality of membership experiences in affiliate spaces:

- *AffCom should encourage affiliates to strengthen their commitment to diversity by intentionally recruiting members of diverse demographics.*
- *The Wikimedia Foundation should allocate more resources to create diverse and strategic content programs to meet affiliate programmatic focus.*

Appendix A: Wiki Contributions outcomes table

Table Key: ↑ = Affiliated editors performed ***Better*** than Unaffiliated editors
↓ = Affiliated editors performed ***Poorer*** than Unaffiliated editors

Sample	Edit Bin	Live edit count	Live Page Count	Average page length	% Active Editors	% Very active Editors
Wikidata proportional Sampling	30-149	↓ 95% *p* : 0.00	↓ 96% *p* : 0.00		Affiliated	Affiliated
	150-599	↓ 94% *p* : 0.00	↓ 91% *p* : 0.00		66%	20%
	600-1199	↓ 87% *p* : 0.01		↑ 812% *p* : 0.00	Unaffiliated	Unaffiliated
	1200+	↓ 60% *p* : 0.00			32%	5%
WIkidata stratified sampling	30-149	↓ 93% *p* : 0.00	↓ 96% *p* : 0.00			
	150-599	↓ 92% *p* : 0.00	↓ 86% *p* : 0.00			
	600-1199	↓ 93% *p* : 0.00	↓ 97% *p* : 0.00			
	1200+	↓ 68% *p* : 0.00				
enwiki proportional Sampling	30-149		↑ 8% *p* : 0.00	↑ 290% *p* : 0.00	Affiliated	Affiliated
	150-599				44%	8%
	600-1199			↑ 149% *p* : 0.04	Unaffiliated	Unaffiliated
	1200+	↑ 43% *p* : 0.04			13%	2%
enwiki stratified sampling	30-149	↓ 40% *p* : 0.05				
	150-599	↑ 68% *p* : 0.00				
	600-1199	↑ 22% *p* : 0.04	↑ 68% *p* : 0.00			
	1200+		↑ 163% *p* : 0.01			
eswiki proportional Sampling	30-149		↑ 82% *p* : 0.046		Affiliated	Affiliated
	150-599	↑ 22% *p* : 0.04	↑ 145% *p* : 0.00	↑ 25% *p* : 0.04	32%	8%
	600-1199		↑ 341% *p* : 0.00		Unaffiliated	Unaffiliated
	1200+		↑ 194% *p* : 0.01		9%	1%
ruwiki proportional Sampling	30-149		↑ 141% *p* : 0.01		Affiliated	Affiliated
	150-599				28%	7%
	600-1199	↑ 36% *p* : 0.040	↑ 105% *p* : 0.04		Unaffiliated	Unaffiliated
	1200+				11%	2%
frwiki proportional Sampling	30-149		↑ 163% *p* : 0.02		Affiliated	Affiliated
	150-599		↑ 115% *p* : 0.01	↓ 3% *p* : 0.03	27%	5%
	600-1199		↑ 822% *p* : 0.01		Unaffiliated	Unaffiliated
	1200+	↑ 89% *p* : 0.02	↑ 97% *p* : 0.03		13%	2%
Mixed Set A stratified sampling	30-149				Affiliated	Affiliated
	150-599	↑ 32% *p* : 0.00		↓ 54% *p* : 0.03	21%	5%
	600-1199	↑ 21% *p* : 0.01			Unaffiliated	Unaffiliated
	1200+				13%	2%
Mixed Set B stratified sampling	30-149					
	150-599	↑ 33% *p* : 0.01				
	600-1199	↑ 42% *p* : 0.00	↑ 42% *p* : 0.01			
	1200+					
Mixed Set C stratified sampling	30-149					
	150-599	↑ 20% *p* : 0.00				
	600-1199	↑ 49% *p* : 0.00	↑ 163% *p* : 0.04			
	1200+	↑ 79% *p* : 0.01	↑ 209% *p* : 0.02			

Appendix B: Endnotes

Below are methodological endnotes corresponding to in-text references.

Affiliates institutional structures (p. 5 - 7)

1. When comparing prevalence of governance structures across affiliate tenure, we found a significant correlation with affiliate tenure ($\chi2(5) = 38.344$, $p = .000$) with significant differences in tenure between groups with no process (mean rank = 85.11, $p = .005$) or informal discussion process (mean rank = 60.81, $p = .012$), and/or popular vote (mean rank = 83.07, $p = .001$) compared to Full democratic processes to the board (mean rank = 120.56), or between informal discussions and board voting (mean rank = 129.49, $p = .000$). Arranged in descending order of average tenure in years, in 2020 we found:
    a. Board voting processes: mean = 6.7years; N = 76 affiliates
    b. Full democratic process to board: mean = 5.6 years; N = 18 affiliates
    c. Partial democratic: mean = 4.9 years; N = 13 affiliates
    d. Popular vote by the membership: mean = 4.15 years; N = 37 affiliates
    e. No decision process reported: mean = 4.1 years; N = 32 affiliates
    f. Informal discussions as a group: mean = 2.7 years; N = 27 affiliates

    In 2021 when looking more narrowly at single select response options (forced choice) between no governance structure, a democratic process, and an elected board we again found significant differences in medians ($\chi2(2) = 18.391$, $p = .000$) and distributions ($\chi2(2) = 22.510$, $p = .000$), this difference related primarily to groups having an elected board (mean rank = 73.43) and those without and having either no process (mean rank = 42.00, $p = .000$) or a democratic process (mean rank = 45.21, $p = .002$):
    g. Elected board process: mean = 5.9 years; N = 41 affiliates
    h. Democratic process: mean = 2.6 years; N = 40 affiliates
    i. No process: mean = 2.7 years; N = 28 affiliates

2. When comparing the ranking of Contributor Development as a capacity amongst affiliates between 2020 and 2021, an Independent-Samples Mann-Whitney *U* test found a significant change in the distribution ($\chi2(X) = 4974.50$, $p = 0.018$), while the difference in medians did not reach significance ($p = 0.057$).

3. When comparing an overall prevalence of program types amongst affiliates between 2020 and 2021, an Independent-Samples median and Mann-Whitney *U* tests were used to identify significant differences for the following program areas:
    a. Presence of Conference Attendance and Presenting n distribution ($\chi2(1) = 2563.0$, $p = 0.000$) while a change in medians could not be calculated.
    b. Presence of Wikipedia Library
    medians ($\chi2(1) = 5718.5$, $p = 0.000$) and in distribution ($\chi2(1) = 12.382$, $p = 0.000$). Demonstrating a higher mean rank in 2021 (107.46), compared to 2020 (mean rank = 82.10)
    c. Presence of Other Partnerships
    medians ($\chi2(1) = 2893.00$, $p = 0.000$) and distribution ($\chi2(1) = 23.645$, $p = 0.000$). Demonstrating a lower mean rank in 2021 (81.54), compared to 2020 (mean rank = 116.14)
    d. Presence of Policy and Advocacy
    medians ($\chi2(1) = 3721.00$, $p = 0.008$) as well as in distribution ($\chi2(1) = 6.28$, $p = 0.012$). Demonstrating a lower mean rank in 2021 (89.14), compared to 2020 (mean rank = 106.17)
    e. Presence of Meet-ups in distribution($\chi2(1) = 3875.50$, $p = 0.024$) while a change in medians could not be calculated. Demonstrating a lower mean rank in 2021 (90.56), compared to 2020 (mean rank = 104.31)

Affiliates community spaces (p. 8 - 10)

4. When comparing education levels self-reported by affiliate members, an Independent-Samples Mann-Whitney *U* test found a statistically significant change both in medians ($\chi2(1) = 125.261$, $p = 0.000$) and distributions ($\chi2(1) = 142960.00$, $p = 0.000$). Demonstrating an increase in mean rank in 2021 (591.58), compared to 2020 (mean rank = 181.60).

5. When comparing overall rating of social climate factors self-reported by affiliate members between 2020 and 2021, an Independent-Samples Mann-Whitney *U* test found the following about the medians and distributions:
    a. Change in Collaborative Intention were seen in distribution ($\chi2(1) = 12636.00$, $p = 0.025$) while a change in medians could not be calculated. Demonstrating a decrease in mean rank in 2021 (189.77), compared to 2020 (mean rank = 206.99).
    b. Change in Self-Awareness was seen in distribution ($\chi2(1) = 18938.50$, $p = 0.000$) while a change in medians could not be calculated. Demonstrating an increase in mean rank in 2021 (207.62), compared to 2020 (mean rank = 98.19).
    c. Change in Problem Solving was seen in distribution ($\chi2(1) = 15904.00$, $p = 0.000$) while a change in medians could not be calculated. Mean ranks were not output (i.e., could not be calculated).
    d. Change in Engagement was seen in distribution ($\chi2(1) = 14782.50$, $p = 0.001$) while a change in medians could not be calculated. Demonstrating an increased mean rank in 2021 (196.15), compared to 2020 (mean rank = 177.05).
    e. Change in Feelings of Belonging was seen in distribution ($\chi2(1) = 11744.50$, $p = 0.005$) while a change in medians could not be calculated. Demonstrating a decreased mean rank in 2021 (184.92), compared to 2020 (mean rank =209.56).
    f. Change in Affiliate Conflict Support was seen in distribution ($\chi2(1) = 11186.00$, $p = 0.000$) while a change in medians could not be calculated. Demonstrating a decreased mean rank in 2021 (184.44), compared to 2020 (mean rank = 215.91).
    g. Change in Inclusive Interactions was seen in distribution ($\chi2(1) = 15503.00$, $p = 0.012$) while a change in medians could not be calculated. Demonstrating an increased mean rank in 2021 (200.55), compared to 2020 (mean rank = 177.57).
    h. Change in Individuals Commitment to Diversity was seen in medians ($\chi2(1) = 80.161$, $p = 0.000$) in distribution ($\chi2(1) = 5884.50$, $p = 0.000$). Demonstrating a decreased mean rank in 2021 (161.52), compared to 2020 (mean rank =262.54).
    i. Change in Valuing of Diversity was seen in distribution ($\chi2(1) = 47799$, $p = 0.001$) while a change in medians could not be calculated. Demonstrating a decreased mean rank in 2021 (175.73), compared to 2020 (mean rank = 204.26).

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