Annual plan for 2020 for Wikimedia Sverige

For an overview of the Programs, Strategies and Goals, please see
https://se.wikimedia.org/wiki/Verksamhetsplan_2020/en

Context

Sweden is a digitized and tech friendly society which significantly lowers the threshold to engage people and organizations in our work. The country has a very strong and efficient welfare state and the governmental organizations invest massive amounts of money to digitize their material. However, many actors in Sweden lack a clear plan on how to most efficiently deliver the material to the general public. The Wikimedia movement has proved itself to be one of the most efficient and groundbreaking ways to achieve this and the interest to work with us is soaring. Despite high wages this is something that helps reduce the costs for the work we do, as we can move in at the late part of digitalization work and ensure that it is disseminated, rather than digitize material ourselves. The country's aim to be a leader in the tech field ensures that the learnings are frequently spread globally by the organizations we work with. We are enthusiastically following the important expansion of a global internet through different satellite constellations. The foundation for the Wikimedia platforms are based on Internet access, and if several billion people gain access to the Internet, it will affect our platforms and our work significantly.

In Sweden the labour force is highly skilled and there are good opportunities to attract talent to build a strong team, not least developers who could improve the MediaWiki software. This is a possibility that we would like to explore further in partnership with Wikimedia Foundation. As the workforce speaks English, adding international competence to the team is not an issue. As an EU country, hiring across the continent does not present major hurdles.

Through a new EU directive all governmental organizations in Europe will need to ensure the accessibility of all digital tools used by the organization from late 2019.[1] So even though the Wikispeech project at first glance does not connect directly to our tool developing efforts for the GLAM community of practice there will be a legal demand to have accessible tools in the public sector. Because of this we believe that this work will be a cornerstone to be able to develop long term partnerships. Furthermore, the skills to develop MediaWiki software will allow us to later focus on effectively integrating the tools developed directly into MediaWiki when deemed suitable.

The Sustainable Development Goals (SDGs) were adopted by the UN in 2015. They have had a major impact in Sweden where there is a general positive view of the UN institutions. The Goals make it easier for both the business community, the public sector and civil society to see what will be given political priority, not just in the near future but until 2030. Clarifying how the Wikimedia movement contributes to meeting these goals is therefore important and through the work with Wikimania, where the SDGs were the theme, we got off to a flying start. In line with the goals, Sweden has a feminist foreign policy, the authorities are obliged to work for an increased cooperation between each other and with society at large and the civil society is very engaged in the implementation. Sweden is also a major international aid donor. We believe that this will have a great positive impact on our work in the coming years.

The Wikimedia movement is working on developing a new global strategy and several working groups have developed suggested recommendations over the last two years. These will be implemented during 2020 and this will affect the association's activities in many different ways. A major and important area is decentralization and Wikimedia Sverige will take on a leadership role and develop the concept around thematic hubs together with the Wikimedia Foundation and the movement at large (see below under the heading General Direction).

General Direction

Over the years Wikimedia Sverige has developed its capabilities in GLAM and education, around technical projects, in diversity work, political lobbying and in support to the volunteers in the Wikimedia and wider free knowledge community. All of this work helps support the trust, use and visibility of our platforms. Many of the initiatives we run have an international dimension or focus to them.

With a growing team we intend to continue to have a strong focus on all of these areas in 2020. Overall our programs and projects continue and build upon previous years. However, we continue to strategically refocus the existing initiatives to align with and support the work in the planned Thematic hub (see below). In accordance with the direction taken

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[1]
https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=uriserv:OJ.L_.2016.327.01.0001.01.ENG&toc=OJ:L:2016:327:TOC

during the last years, the work will have a further increased international focus. We have realized that the composition of our team – and the context in which we are working – is giving us a possibility to take a leading role within the movement and to effectively support other Wikimedia affiliates and by doing so increase our joint efforts.

Wikimedia Sverige as a Thematic hub

We believe that we can help fill a gap that currently exists around technology and capacity building in our international movement. In partnership with Wikimedia Foundation we are working to become a **Thematic hub focused on supporting the GLAM community of practice across the world**.

The work in 2020 will be about:

1. Increasing Wikimedia Sverige's organizational capacity to allow for substantial and rapid growth;
2. Developing a technical direction. In the direction the existing initiatives worked on by Wikimedia Sverige are included, e.g. smaller tools and Wikispeech;
3. Developing the thematic hub concept for the Wikimedia movement;
4. Ensuring support from within the Wikimedia movement and other key stakeholders for this initiative;
5. Developing a model to continuously involve, investigate, research, monitor and compile the needs from partner institutions regarding what type of tools they need and match it with existing tools to identify what we should focus on developing. The initial focus is on GLAM institutions;
6. Developing a path for long term sustainability;
7. Initiating the development of a set of requested technical solutions. We are starting with low-hanging fruit to stress test the organization and showcase the potential of the initiative;
8. Creating a method to educate and showcase the value of the solutions we develop for stakeholders and decision makers. This includes free knowledge actors that will spread knowledge and information further, external partners that need to use the tools, and VIPs that can ensure that the tools are being prioritized and that the institutions will work with us. This work is especially important in countries that as of yet do not have active Wikimedia affiliates to ensure diversity.

For the hub, the preparatory work of 1–6 and part of 8 will happen during the first half of 2020, with 7 and the practical implementation of 1–6 and 8 happening during the second half of the year.

This work is intended to support partnerships with external actors from across the world, especially for smaller Wikimedia communities. We will therefore cultivate strong partnerships both within the Wikimedia movement, and with external actors. We will deepen our cooperation with other affiliates in the movement. Depending on the size and geographical location of the affiliates, the cooperation will have different benefits and long term goals. With the larger organizations of the movement, e.g. Wikimedia Deutschland

and Wikimedia Foundation, we can share learnings and improve our technical capacity. Through the work with the hub we will have to find ways to continuously involve and co-create with other free knowledge actors across the world. In the first half of 2020 external organizations will be mainly Nordic GLAM institutions and large coordinating Intergovernmental organizations (IGOs), such as Europeana, UNESCO, ICOM, IFLA, CLIR and different EU wide networks where we have established contacts. When we reach the second half of the year we will have a plan on how to engage GLAM institutions and other actors from across the world, in close partnership with the Community Programs team at WMF.

How the rest of our activities ties into the hub

For us to effectively engage external partners in the development of the hub we need to engage them in the production of free knowledge and convince them about the benefits and philosophies underpinning our work.

We will therefore continue to invest in trainings, workshops, seminars and other types of outreach and educational activities. Through a number of planned projects (see below under the headline Projects) we will scale our capacity and the number of activities in this area. A strategic shift is that training provided by staff will be aimed to further the engagement and partnerships over time, i.e. providing a series of activities to partners and professional development. This would be a shift from organizing one-off events aimed at producing content. For the events focused on content production or as an introduction we will instead engage volunteers, and staff time will be directed to support the volunteers with coordination and logistics and with trainings for individual development and empowerment. This strategic shift will also affect the work with the educational sector with staff focusing more on open access and open educational resources and how the hub can support such material to be added and connected to the Wikimedia platforms and on supporting peer-to-peer learning and networks.

In 2020 we will also continue to support the work to make Wikimedia the "*essential infrastructure of the ecosystem of free knowledge*", i.e. efforts that organizations across the world can use, benefit from and build upon.

Our contribution to this is mainly twofold: (1) Develop the Speech Data Collection tools that are connected to the Wikispeech extension, as this will create a valuable dataset of speech recordings and annotations that is needed for Free and open source software (FOSS) solutions around text-to-speech and speech-to-text solutions; and (2) continue to develop a unique freely licensed resource of an inventory of GLAM institutions around the world on Wikidata, through the FindingGLAMs project. Efforts will be made to ensure that both of these initiatives will support the hub: accessibility is a must for external tools in Europe and will help position us in competition with commercial actors and the data about GLAM institutions will help ensure that we reach a significant amount of the potential partners we hope to engage, and in the process we establish partnerships with other Wikimedia affiliates.

Wikimedia is nothing without its community. To ensure continued support from the active volunteers and to engage more new volunteers, and not least to improve diversity, is a strategic priority for the association. We will increase the level of support to our online and offline volunteer community, and work for the community to grow. Volunteers will be engaged to contribute to activities *offline* with a focus on significantly increase the outreach done by the association. This will be in line with our volunteer strategy where volunteer groups will be organized and supported by the association (to allow them to innovate and lead in a number of areas). Volunteers from the global community will be provided with clearer paths to engaging in the projects led by staff, including engagement in a number of international campaigns (such as the WikiGap campaign) and support to international events. The *online* volunteers will be supported by addressing technical needs and with an increase in different types of support (grants, trainings etc.). This work with volunteer involvement will help to reinforce all efforts outlined.

The work around long-term financial and organizational sustainability of the organization will continue. Wikimedia Sverige now has an agile organization with a focus on utilizing the APG funding to further external grants and other revenue sources. We intend to keep this use of APG funding for 2020 as well. We will grow the sources of long term grants and funding, increase the amount of volunteers, members, and visibility through the use of bold projects that push the border for what Wikimedia affiliates have strived to do. The project grants we design and apply for are intentionally reshapable to allow for us to include new opportunities during the project. We have proven that we are efficient in bringing in funds to our movement, but our organization is still very much dependent on the APG. In 2020 we will continue our push to change this. We have updated our financing plan for 2020 and have identified 10 ways to continue to improve the association's financial situation. However, not all will be pursued in 2020 and we believe that the following three avenues are the most important to ensure sustainability:

1. Developing a long term strategic partnership with Wikimedia Foundation around the Thematic hub focusing on supporting the GLAM community of practice.
2. Apply for general operating support from major grant givers in Sweden, initially the Swedish Postcode Lottery will be approached about this. We have prepared for this application in 2019 and expect to know by mid 2020.
3. Increase in donations and membership fees through campaigns. We will use our new website and newsletter and work to implement a new donation system. Our final decision on what software to use will be informed by discussions with WMF's fundraising team and WMCH and WMFR, both of whom are themselves investigating what donation systems to use.

To share our experiences and thoughts after working with grant giving organizations for many years, one staff member will participate in the *Resource allocation* working group as part of the *Strategy process*, until it is finalized in the first half of 2020.

We intend to continue to support a diverse movement by activities dedicated to increasing participation from underrepresented groups and increasing their visibility on the

Wikimedia platforms by making content available. In 2020 activities are being planned to engage more female and non-binary volunteers (e.g. through WikiGap) and to make it possible to contribute using e.g. visual or neurological impairments (e.g. through Wikispeech).

For long term protection of the project we will continue to invest in public awareness and lobbying campaigns. As a member of the European Union, lobbying efforts towards Swedish politicians can have a global effect. We believe that the positive view on Wikipedia will be beneficial when trying to convince the Swedish government and parliament to support free knowledge in different ways, not least around Freedom of Panorama and the work around the copyright directive.

Programs

We will keep our four programs active:

PROGRAM	Access	Use	Community	Enabling
DESCRIPTION	Where we ensure that more material is available for the projects	Where we work to get more people to use the material and to know about it	Where we support our active volunteers and grow and diversify the group	Where we ensure that our organization is working well and keep developing in a number of areas

Strategy

Wikimedia Sverige's 4 year strategy ends in 2020. The four programmatic areas have identified strategies that guide the work.

Access		Use	
The chapter shall increase the knowledge about free licenses and increase access to free resources.	The chapter shall promote the increased use of free licenses.	The chapter shall promote high confidence in and increased use of the Wikimedia projects and free knowledge.	The chapter shall promote high usability of the Wikimedia projects.

Community	Enabling

The chapter shall support active users with expertise and other resources.	The chapter shall promote an inclusive climate and low barriers of entry for new users.	The chapter shall be competent.	The chapter's work shall be transparent.	The chapter shall strive for organizational stability.

Goals

Grants metrics

Program	Participants	Newly registered	Content pages	Comments
Access	1,000	250	25,000	We expect Participants (1,500 in 2019) and Newly registered (350 in 2019) to decrease compared to 2019. We will initiate trainings for librarians which will add to the numbers, but overall we are switching focus from editing driven events into more long term strategic partnerships which, in a few years, will have a drastic positive effect on the Content pages we contribute to.

Most content pages will be on Wikidata and Wikimedia Commons through batch uploads. Depending on the size of datasets/media file collections this might be significantly different. Due to the type of projects this year we will likely upload less short term and hence we have reduced the number of content pages. |
| Use | 500 | 50 | 500 | The numbers are the same as 2019. Participants will take |

				part of presentations about Wikispeech and Knowledge in Crisis Situations with one event focused on adding content.
Community	1,000	500	15,000	We expect an increase in Participants for WikiGap, but will not organize Wikimania which reduces the Participants overall (3,000 in 2019). Based on the number of Newly registered during WikiGap (a goal of 300 in 2019) we expect the number to increase significantly. We are also increasing the number of created Content pages fifteenfold compared to the goal of 2019 based on the expected output from WikiGap.
Enabling	-	-	25	Improved pages on Outreach and Meta, especially connected to sharing lessons we learnt from Wikimania and research.
TOTAL FOR ALL PROGRAMS	2,500	800	40,525	

Grantee-defined metrics

Diversity: The number of unique participants and/or organizers of activities conducted or supported by Wikimedia Sverige who belong to underrepresented genders in the Wikimedia movement in Sweden. These groups are defined as women and people identifying themselves as something other than male or female.

Non-participant audience: The number of people that are in the audience at a presentation or lecture regarding a Wikimedia relevant topic given at an external (i.e. a non-Wikimedia movement) conference. This is used as a proxy for reach/awareness.

Goals

We intend for our goals to stay the same as in 2019.

Projects

We intend to continue working on many of the same projects during 2020 as we have in 2019. We will refocus all of the projects to ensure that they support the work to become a movement leader and thematic hub for GLAM community of practice. This strategic refocus will not be finalized during the year, but we intend to find the paths forward for each of the projects and determine if and how they should continue in the future. This work will in itself be important as we during 2020 will develop a new long-term strategy for the chapter.

In the **Access program** we will continue with all the projects we worked on during 2019. We have received a number of large grants for the year, most importantly the *Thematic hub* project, and expect to apply for two externally funded projects connected to the library sector in the second half of the year.

In the **Use program** we will continue with all the projects from 2019. We have received funding for *Wikispeech – Speech Collector 2019* in which most work will happen in 2020.

In the **Community program** all the projects we had in 2019 will continue. The project *A Community for Everybody 2020* will have a clear focus on the gender gap.

The **Enabling program** will increase substantially due to the work with the preparations of the Thematic hub. Furthermore the work with an enhanced donation system and an increase in work to engage members and new volunteers are key priorities. We will continue engaging actively with other Wikimedia affiliates in the Northern Europe region and with affiliates across the world, especially with regard to GLAM work.

Budget and grant request

For a complete budget for 2020, see https://docs.google.com/spreadsheets/d/1GxwVacU4o0w4xXeRpknZ2iczzeMPLqTwFGZSyD09O9g/edit#gid=10423305 Please note that the budget might be altered significantly depending on what the agreement with WMF regarding the thematic hub initiative will look like; and if Wikimedia Sverige becomes a selected beneficiary of funding from the Swedish Postcode Lottery.

Wikimedia Sverige is requesting 2,950,000 SEK through the APG for 2020 (FDC funding).

Projects

We will continue with the following FDC funded projects from 2019:

ACCESS	COMMENTS
Wikipedia in Education 2020	This project aims to engage the educational sector in contributing to free knowledge and to develop ways for us to work together. 2020: As previous work has laid a strong foundation with many established partnerships and good knowledge about Wikimedia amongst educators the project will now shift focus. Work will be aimed at forming long-term strategic partnerships, affecting policies, developing insights through research and building capacity for other actors (non-staff) to work with educators across the country. More specifically, the project will increase the work around Open Educational Resources (OER) and Open Access in Sweden. We will start planning for a national OER meeting to further engage the Swedish OER network and highlight the value of Open Access and work to bring more scientific material and sources to the Wikimedia platforms. Through the hub the relevant tools can be developed. Furthermore we will continue to support educators to implement Wikipedia based assignments where students improve Wikipedia as part of their curricular activities. We will actively highlight and communicate Wikipedia in classroom settings. Less staff focus will be directed to support educators to organize events, but instead focus will be directed to support peer-to-peer learning and to empower volunteers, students and WiRs to work with educators.
GLAM 2020	This project maintains continuous interaction with GLAM partners and seeks out new collaborations. It also serves as an umbrella project for smaller projects funded by individual GLAMs. 2020: Staff will continue to support our existing partners and organize outreach to new potential partners. During the year we will work to re-energize our strategic partnerships with central and strategic actors and provide a series of trainings and educational activities for the GLAM staff across Sweden. Our partners will be invited to engage in the thematic hub as experts and stakeholders. We will also start the work to create material that can be internationalized to spur GLAM activities abroad.
Presentations 2020	This project includes different presentations by WMSE staff, that are paid for by an external organization. The project exists to

	simplify taxation of our work.
	2020: No difference from last year.
Advocacy 2020	Through this project we ensure that the Internet user perspective and the free knowledge perspective are heard in the legislative process and by politicians. The project is funded by donations and membership fees to keep them separate from FDC funded projects.
	2020: We will focus on improving knowledge amongst decision makers about FoP and how the Copyright Directive might influence Wikipedia. We will aim to create a network of Swedish organizations that have a stake in these issues to work together. Furthermore, we will support the work done by staff in Brussels, financially but also by providing insights into the Swedish implementation and sharing the material we create (as Sweden has gotten further in the implementation process than most countries in the EU). We will aim to support the coordination of policy work with the cultural heritage sector amongst issues relevant for both parties. There is currently a lack of coordination which limits the effectiveness of our work. Such a model, if successful, will be valuable to scale to other countries as part of the efforts in the Thematic hub.

USE	COMMENTS
Trust Making 2020	We will support students and faculty to investigate the attitudes and trust amongst different groups in society (a specific focus will be on our own membership base).
	2020: We will establish a process on how to work with the university sector. We will coordinate with the team at the Swedish Internet Foundation who will write the next yearly report about "*Svenskarna och Internet*" (*The Swedes and the Internet*).
Visibility Making 2020	This project aims to coordinate our communication work and build up the platforms that we use. Much of the actual communication efforts (social media posts, blog posts and press releases) are developed as part of the projects that they cover. This project coordinates the publication of the material and ensures that it is consistent in quality and design.
	2020: We will develop a reporting format for our communication work. We will keep our blog and social media accounts active with general communication to ensure awareness about our

	work. The website will be updated regularly through the work in this project.
Bug Reporting and Translation 2020	The main purpose of this project is to decrease the number of errors in the software used on the Wikimedia projects by reporting bugs and correcting erroneous translations in the software. 2020: The main focus remains: continuous bug reporting, including capturing bugs encountered by participants in our events. This year we will investigate different ways for the technical staff to directly support all our staff with bug reporting. We will develop a concept for a translate-a-thon at free knowledge events or GLAM events to internationalize the software we build as part of the Thematic hub.
Knowledge in Crisis Situations 2020	Through previous collaborations, the value of free knowledge in crisis situations has been identified as an interesting area for the association to operate within. Both to take part of the enormous amount of material that various aid organizations and the like develop, and also to provide people who, for various reasons, are in a crisis situation with freely licensed material. At present, the knowledge of those working in the sector is very low. In this project the methods and material needed to change this are created. 2020: The focus will be on: (1) developing basic material on how aid organizations can use Wikimedia and freely licensed map resources in their work; (2) organizing or taking part in events to strengthen our network and to convince aid organizations of the value of releasing their own material under a free license; (3) organization of events to identify the connection between Wikimedia/free knowledge and the Global Goals; (4) investigating how we can work with researchers in this area.

COMMUNITY	COMMENTS
Community Support 2020	This project is directed directly towards the Swedish Wikimedia community, and consists of a technology pool, the possibility to apply for grants, money for purchasing of books, sponsorship for photography accreditation to events etc. 2020: Support the organization of Wikimedia camps, which will help build the volunteer capacity. Continued support of low maintenance events such as wikifika and wikipub. Continued support with technology, book and project grants and accreditation to photographers.

Development Support 2020	The project focuses on giving technical (development) support to the Swedish-speaking volunteer community by solving technical problems that they have asked us to work on. 2020: This is the third year we are working on the community wishlist. This year we will focus on finalizing and expanding the development work we have initiated, developing a structure and routine for how we can ensure the maintenance of what is developed. The maintenance routine will also inform the development work in the Thematic hub. Towards the end of the year a new wish list might be organized depending on the needs and resources.
Wiki Loves 2020	The project aims to coordinate Wiki Loves Earth 2020 and Wiki Loves Monuments 2020. 2020: We aim to support the community to handle more of the planning and running of the competitions, so that we can focus more on outreach to partner organizations.
Diversity Support 2020	This project focuses on inviting diverse participation in Wikimedia's activities and platforms. 2020: We will be coordinating the international campaign WikiGap for the third time. This year we aim to engage more international partners in the coordination, e.g. aid organizations and UN agencies. We will support a number of local WikiGap events with partners at universities. We will engage volunteers that helped out during Wikimania to support the WikiGap events.

ENABLING	COMMENTS
Organisational Development 2020	This project aims to improve the functioning of the organization and the efficiency of its work through targeted activities against identified bottlenecks. 2020: We will improve, clarify and update our documentation and policies and start preparations on a few new policies identified as currently missing. We will investigate technical systems for donations on our website to simplify the time needed to process the donor data when scaling up our fundraising campaigns. The goal is to broaden the financing. We will also continue to simplify our IT environment to make it more maintainable. As part of this project we will also develop the next 4-year strategy for Wikimedia Sverige.
Exchange of Experiences	The project's aim is to ensure that we share our experiences and

| 2020 | learn from other affiliates through available events and platforms.

2020: We will take part in international Wikimedia events to build capacity and stay committed to supporting the emerging Wikimedia Northern Europe collaboration. As part of this project we will also investigate what an exchange program between Wikimedia affiliates could look like. The work to improve documentation and supporting material for Wikimania will be done as part of this project. |
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| Association Involvement 2020 | The project aims to increase the number of members and volunteers, and to find tasks and the necessary support to keep them engaged and develop a new membership management system.

2020: Organize the Wikipedia Day, the General Assembly and the Membership Meeting. We will develop a volunteer strategy during the year to keep existing volunteers and engage new ones. We will continue to engage members via improved communications capacities such as our newsletter. |
| FOSS for the Association 2020 | Here we investigate how we can support the development of the FOSS tools that we use as an organization. Through the project we will engage consultants to solve the specific issues so that we can improve the FOSS alternatives.

2020: Having launched our new website using Wordpress we will continue to support the development of the freely licensed theme and of missing plugins. For 2020 we are launching a platform for donations which might be a FOSS solution, and if so we will investigate how it can be improved. |

Projects funded mainly through external project grants

We will work on the following projects that are financed through project grants:

ACCESS	COMMENTS
Samsyn 2018	We work with six universities in a three year long externally funded project called Samsyn. The goal is to create a wiki with Swedish nomenclature for university outreach available to all universities in Sweden. We have set up the wiki, which is the central tool for the whole project, and we provide training for staff at the partnering universities on how a wiki works. At the end of the project suitable parts will be included on the Wikimedia platforms.

	2020: The project has moved into a phase of becoming more public and our role is to keep facilitating content creation and feedback from partners and to bring the material onto the Wikimedia platforms.
FindingGLAMs 2018	This is a major global externally funded project aiming to add information about and from GLAM institutions from around the world, and the collections they hold, to Wikidata, Wikipedia and Wikimedia Commons. The global collection of information about the GLAM institutions will be the first one of its type and will provide a service for the GLAM sector, for organizations working with crisis situations and for Wikimedia affiliates to find potential partners. Case studies regarding batch uploads and other activities with different type of GLAMs will be developed to summarize the learnings and analyse the effect and future possibilities. 2020: The project started in August 2018, and will continue until February 2020 (the original end date was in November 2019, but the project has been extended). During the year we will focus on organizing a campaign to collect data about GLAM institutions, organize an event for UNESCO to identify new and existing datasets, upload a few remaining existing datasets about GLAM institutions, and write case studies and improve documentation based on this.
Strategic inclusion of library data on Wikidata 2019	A continuation of the 2019 project (carried out August 2019–August 2020) aiming to further improve the interconnectedness between open library data and Wikimedia data. 2020: In addition to further developing ideas and tools that were prototyped in the previous project – such as uploading more open library data to Wikidata and investigating how it can be automatically updated and maintained – we will strive to increase the usage of the data on Wikipedia. This will be achieved by engaging with the community and developing tools and solutions that best fit their workflow. We will also engage with the National Library staff by providing support around the Wikimedia platforms and creating opportunities to improve their internal tools by taking advantage of the increased interconnection with Wikidata. At least one hackathon will be organized to create an arena for development in this area.
Strategic inclusion of library data on Wikidata 2020	A possible continuation of the 2019 project (which is ending in August 2020). This iteration of the project would focus on enabling stronger ties

	between the National Library and the Wikimedia platforms, by investigating how the National Library can benefit from the Wikimedia platforms in making decisions about digitizing their materials. The library data project is particularly interesting in the context of the thematic hub, as the project allows us to investigate what support a national library needs to share their content. Their interest in including the Wikimedia platforms in their work gives us an opportunity to gather experiences and develop workflows that both other GLAM institutions and Wikimedia affiliates can learn from and build upon.
Regional libraries 2019	This project trains librarians on how to engage with the Wikimedia platforms. We prepare digital training material for the public librarians in Sweden that they will use to improve their digital skills. The training material will be included in a learning platform created by the National Library. Furthermore, continuous training, different events and trainings at libraries across Sweden will be organized and two campaigns will be held. targeted toward engaging library staff to contribute to the Wikimedia platforms. 2020: After the launch of the educational platform in late 2019 and initial training of a large number of librarians a number of training events in person will be organized where the librarians will be empowered to organize local activities at their libraries across the country.
Regional libraries 2020	This is the potential continuation of the project *Regional libraries 2019*, if a continuation of the grant is secured. 2020: The project will start in the second half of the year and focus on scaling the efforts of training librarians across the country.
Free music on Wikipedia 2019	To make Sweden's historical music treasure available, we focus on including structured information about music and audio files on Wikimedia projects. This includes making available collections that are digitized which contain material that has an extinguished copyright, or high quality contemporary recordings performed by professional musicians that release their work. 2020: We will upload a collection and write a report about the work and how the MediaWiki software and extensions can be improved in the future.
GLAM 2020 (externally financed)	In addition to the aims of the GLAM 2020 project described above, it also serves as an umbrella for projects funded by

	individual GLAM institutions, where they want help with a certain task within a limited time period. These projects are usually aimed at making a particular collection of images or data available through the Wikimedia projects, at increasing the Wikimedia competency of an institution by having a staff member embedded at the institution over some timespan or by building bespoke tools to facilitate the interaction, or the analysis thereof, between the GLAM and Wikimedia. 2020: We will continue to offer the possibility of doing such projects, the exact nature of these depend of the need of the individual GLAMs. The National Heritage Board, the Technical museum, the Nordic Museum, and the National Historical Museums are Swedish GLAM institutions that have been identified as very likely candidates.
Thematic Hub 2020	This is the continuation of the project *Thematic Hub 2019 – Blueprinting*. The project starts in July 2020 and the exact focus is still to be determined during the Blueprinting.

USE	COMMENTS
Wikipedia and the SDGs 2019	The project aim to engage more people in the work done by Wikimedia in the area of the Sustainable Development Goals (the SDGs). Most work will happen in the late part of 2019. 2020: The final parts of the communication campaign and the report outlining the work will take place.
Wikispeech – Speech Data Collector 2019	The main aim of the project is to further develop the MediaWiki extension Wikispeech so that it is possible to collect speech data through crowdsourcing. This can be used to improve the quality of the text-to-speech software and to extend it to more languages in the future. Furthermore, it will be a resource and a service to the entire FOSS community. The project continues into 2021. 2020: Initial architecture of the tool will be done with the assistance of Wikimedia Deutschland, who will also be involved with code review and technical feedback throughout the project. In 2020 we expect initial development of the Speech collector to start along with continuous improvements of the Text-to-Speech component developed in the original Wikispeech project so that it can be launched as a Beta feature in Swedish, English and Arabic. The learnings gained and processes developed to work together from developing this MediaWiki extension will be used

	to further the work with the Thematic hub.
Wikispeech for AI 2020	The aim of Wikispeech for AI 2020 is to act as a reference and tester for a larger project aiming to use AI to create a free text-to-speech voice suitable for reading longer texts. 2020: Investigate how speech data collected through *Wikispeech – Speech Data Collector 2019* can be used to train AI to create a better voice and to test if such a voice improves the Wikispeech experience. During the year Wikimedia Sverige will support the project by sharing insights into the content created through *Wikispeech – Speech Data Collector 2019*.

ENABLING	COMMENTS
Thematic Hub 2019 – Blueprinting	This project is aimed at exploring how Wikimedia Sverige can become a Thematic hub and prepare the organization to scale accordingly. The expectation is that the project will continue with the project *Thematic Hub 2020,* which is starting in July 2020 after an agreement has been reached with Wikimedia Foundation. 2020: We will engage an organization consultant to support this organizational change. We will investigate how to structure the hiring process for developers to be able to improve the speed of new hires. We will also engage an HR consultant to be able to scale the team in a good and timely way. As our organization will quickly grow we *might* have to change office space. We will also engage lawyers to investigate some outstanding questions about contracts etc. Through the project we will participate at a number of Wikimedia events and events targeting the GLAM communities. We will produce a white paper outlining the next steps of the hub, covering sustainability, governance, engagement of stakeholders, research findings, the technical direction and more.