WELCOME

WIKIMEDIA
FOUNDATION

Universal Code of Conduct for the Wikimedia Movement

Why do we need a UCoC?

A broader picture:

- Over 50% of Wikipedias and around 20% of other Wiki projects have no conduct policies/guidelines.

- As per the Community Insights report (2018), 40% of over 250 people surveyed reported that existing conduct policies needed "Quite a bit" or "A lot" of improvement.

- About 22% of Wikimedians reported avoiding Wikimedia projects for one to three days because they felt unsafe.

Establishing Norms:
A Universal Code of Conduct

Objective: The Board of Trustees has recognized the need for a standard set of behavioral guidelines for the movement as a whole. Trust & Safety is working with communities to start building that set of guidelines. This project is in the early stages of discussion.

A Universal Code of Conduct for Wikimedians will foster ethical behavior, goodwill, and a good working atmosphere in the community.

Goals:

- Identify existing behavioral policies in the communities/projects.
- Find common values, and analyze discrepancies.
- Discuss the concept with community members at conferences and on Meta, and take their inputs.
- Incorporate the ideas and develop a comprehensive set of guidelines that work for all.

WIKIMEDIA
FOUNDATION

How do we do it?

What have we done so far?
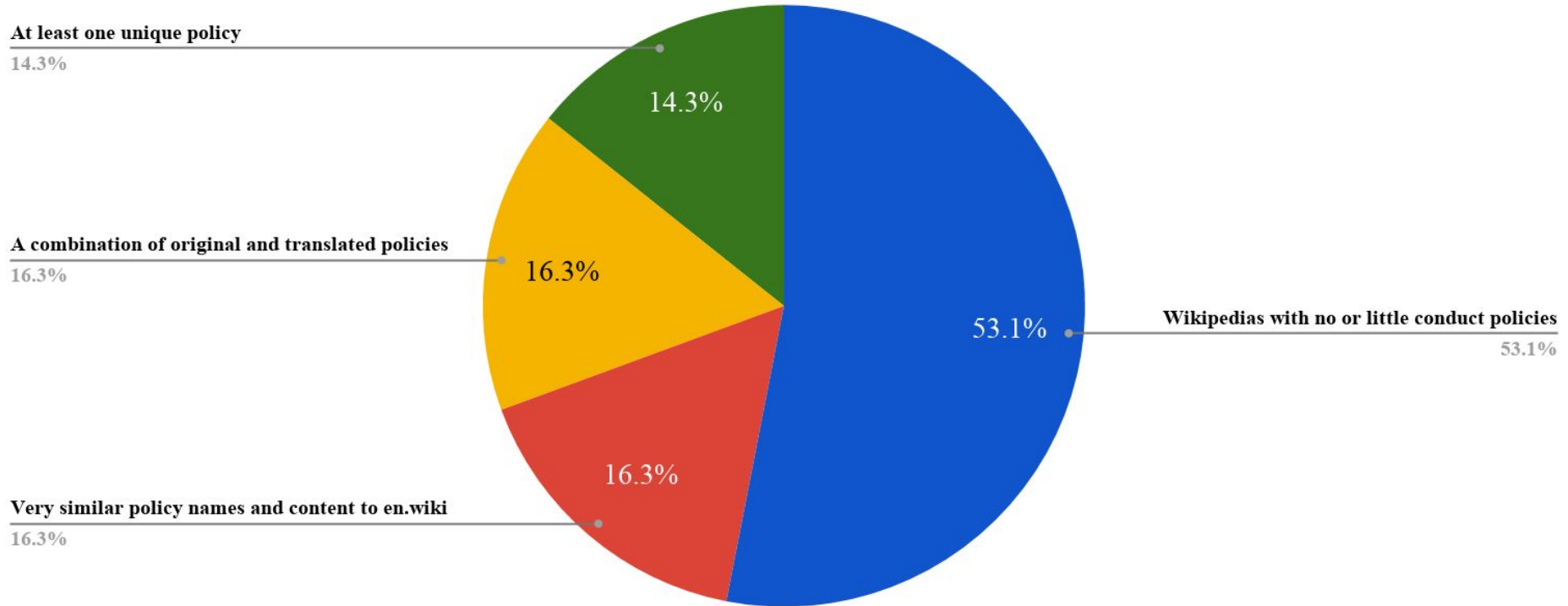
Collected ideas and studied practices:

Assembled community policies

- Gathered all conduct policies and behavioural guidelines from existing projects/communities.
- Started to identify which policies have been working really well and which ones have had problems.
- Analyze how various communities have prioritised policies differently.
- Assigned uniqueness quotient to projects based on their conduct/behavioural policies.
- Collected ideas at Wikimania

WIKIMEDIA
FOUNDATION

What have we observed?

Wikipedia conduct policies distribution

At least one unique policy
14.3%

14.3%

A combination of original and translated policies
16.3%

16.3%

53.1%

Wikipedias with no or little conduct policies
53.1%

16.3%

Very similar policy names and content to en.wiki
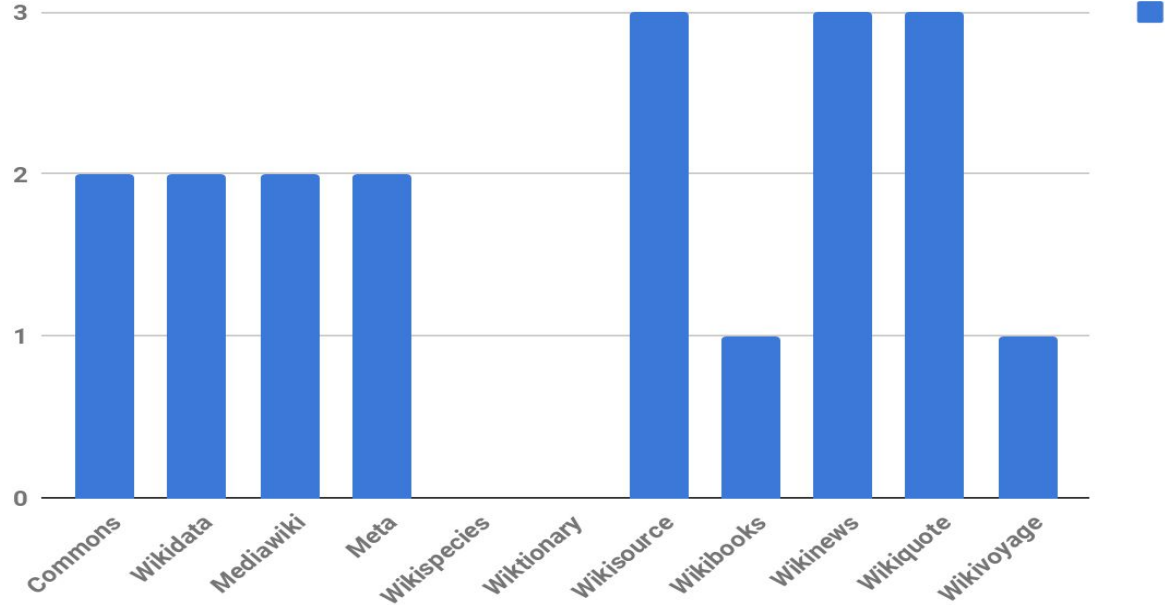16.3%

WIKIMEDIA
FOUNDATION

Other major projects

0 = No or little work done on policies

1 = Very similar policy names and content to Wikimedia Terms of Use

2 = A combination of original and translated policies

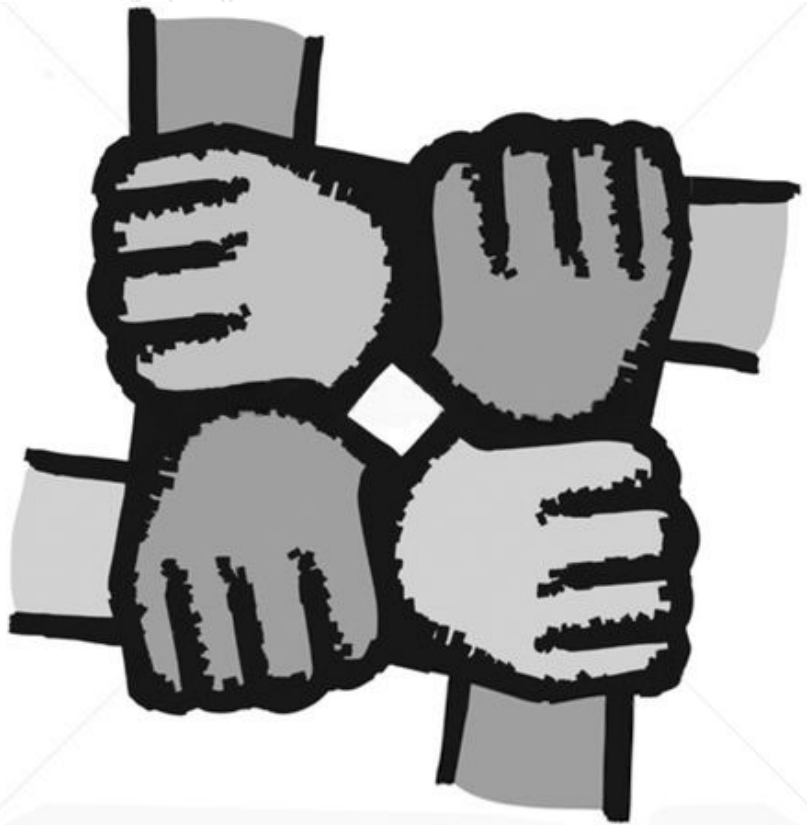3 = Completely separate structure and content

WIKIMEDIA
FOUNDATION

What's been presented so far represents only **ONE** of many ways to look at policy

What does UCoC entail?

WIKIMEDIA

WIKIMEDIA FOUNDATION

How to work together?

- Share ideas on discussion page on Meta.

- Group together at this conference to brainstorm further.

- Work directly with the Trust & Safety team.

- Leave your thought on the talkpage of Universal Code of Conduct on Meta

- Participate in the upcoming community consultation.

- A logo designing contest?

WIKIMEDIA
F O U N D A T I O N

freelancer [Public domain]

Challenges we are already aware of

- **Policies**

  - Different laws and implications

  - Different cultural backgrounds

- **Process**

  - Review of UCoC : Reviewing body, timeframe, etc.

  - Language: All-positive, or listing dos and don'ts

Exercise

What are the most important things that you believe *should* and *shouldn't* be in the UCoC?

THANK YOU

WIKIMEDIA

FOUNDATION