



Global Conversations, Global Priorities

To make the transition from the publication of the recommendations to their implementation, we need a plan. Particularly, we need to understand what are some priorities that we should implement in 2021, and who is interested to do it. To create this plan, virtual events kicked off in September, starting small and local. On November 21+22, the results of these local, regional, and thematic discussions will be brought together to find global alignment, where we will begin to create a movement-wide plan.

Who has shared priorities

40 affiliates and communities representing all regions of the world, as well as thematic organization. People were asked to identify 1, 2, or 3 recommendations that should be prioritized, whether for them at a local level, or globally, for all of us.

The top 5 recommendations are very close to each other. When results are this close, no one recommendation is of higher importance than the other. There are some clear messages here. Connecting with the movement strategy principles, we want a movement that is people-centred, safe, and welcoming. A movement that is inclusive and participatory in allocation of resources and decision-making, one that communicates and collaborates well, where decisions are made close to those impacted most, with the required skills and capacity.

Useful links

- [The recommendations](#)
- [The initiatives](#)
- [The Global Conversations](#)
- [The priorities](#)



The priorities

Improve User Experience (Recommendation 2)

Initiatives:

- #11: Resources for newcomers
- #9: Methodology to improve the Wikimedia platform user experience
 - Research, design, testing and community engagement
 - Community engagement around product design and UX
 - Adaptable UX to various devices

General trends: resources for newcomers is the top prioritized initiatives.

Increase the Sustainability of our Movement (Rec. 1)

Initiatives:

- #2: Funding for underrepresented groups
- #1: Improve satisfaction and productivity, support contributors
- #3: Increase awareness about the Wikimedia Movement

Provide for Safety and Inclusion (Rec. 3)

Initiatives:

- #16: Code of Conduct
- #19: Safety assessment and execution plan, legal support
- #20: Local capacity for advocacy

General trends: the universal code of conduct was the top initiative under this recommendation, much more than the other two.



Ensure Equity in Decision-Making (Rec. 4)

Initiatives:

- #25: Regional & thematic hubs
- #24: Global Council
- #22: Movement Charter

General trends: People want distribution, representation, and greater involvement in decision-making. They want ways to access information, resources, and expertise more readily, more related to their context.

Invest in Skills and Leadership Development (Rec. 6)

Initiatives:

- #31: Global approach for local skill development
- #32: Leadership development plan
- #33: Skill development infrastructure

General trends: This is the only recommendation where all of the initiatives were ranked the same and prioritized equally. It is clear that building skills, developing capacity, and ensuring renewal in leadership roles is a priority for many communities and affiliates.

Honourable mention

Although **Identify Topics for Impact (recommendation 8)** was not in the top 5 recommendations by itself, initiative 37, high-impact topics and bridging content gaps was ranked amongst the highest across communities, affiliates, and thematic groups.