

WIKIMEDIA 2030 RECOMMENDATIONS IN BRIEF

This summary offers an overview of the major points of the Wikimedia 2030 [recommendations](#). These are supplemented by a [glossary](#) that explains complex terms, a [narrative of change](#), and a set of guiding [principles](#).

	Recommendation	Key concepts
1	Increase the Sustainability of Our Movement : Adopting equitable and long-term approaches for the continuous development of our Movement, taking into account consistency with Movement ethos and principles.	Sustainability; people-centered approaches, eg: investing in people's varied needs (newcomers and long-time contributors); equitable approaches for generating and distributing financial resources; exploring new opportunities for revenue generation.
2	Improve User Experience : Inclusive measures to enable everyone to contribute to and consume knowledge via Wikimedia projects.	Usability of products; wide range of devices; compliance with 'accessibility' guidelines; involvement of third party developers; peer connections ; cross-project functionalities; pathways to advance new project proposals; continuous assessment of User Experience.
3	Provide for Safety and Inclusion : Ensure proper conditions are in place to enable participation of all contributors without having personal and community security compromised.	Code of Conduct in collaboration with communities; baseline of community health responsibilities for healthy working atmosphere; incident reporting; rapid response and support infrastructure; user privacy tools; local capacity for advocacy, legal, and regulatory frameworks.
4	Ensure Equity in Decision-Making : Sharing of responsibility and accountability in decision-making and resource allocation. These discussions will have mechanisms to ensure all decisions are equitable among all Movement stakeholders.	Movement Charter; Global Council; regional and thematic hubs; participatory resource allocation; defined roles and responsibilities for different Movement actors and good practice guidelines; open pathways to leadership roles.
5	Coordinate Across Stakeholders : Ensure equitable information exchange, learning, knowledge transfer, and networking opportunities to facilitate better engagement, faster reaction, and greater support across our Movement.	Define responsibilities across the Movement; Spaces for communication and collaboration within our Movement and with partners; Technology Council; engaging technical contributors and developer communities; coordination for developing new technology
6	Invest in Skills and Leadership Development : Invest in individuals and organizations to develop skills that are crucial for the Movement's health and growth.	Local skills development with global coordination; develop diverse initiatives for a wide range of skills based on mapped assets and needs; peer-learning networks; incentivize skill development; leadership development plan; technological infrastructure for learning.
7	Manage Internal Knowledge : Making sure internal knowledge is easy to capture, discover, consume, and adapt. Ensure internal knowledge has high utility for all users and shall facilitate learning and growth.	Nurture culture of documentation; develop knowledge-base system creating access to learning assets of the whole Movement; knowledge accessible in multiple forms; provide dedicated staff.
8	Identify Topics for Impact : Understand how our content is consumed and encourage improving the coverage of priority topics - to be identified collectively - while respecting the inalienable freedom of Wikimedians to contribute according to their interests.	Understand impact of Wikimedia content on people's lives; understand misuse and abuse of projects (misinformation, disinformation); shared understanding of impact; initiatives to fill content gaps; building capacities for content creation and quality writing.
9	Innovate in Free Knowledge : Explore and expand the range of free knowledge projects and content formats to stay relevant in the changing world, provide access to the sum of all human knowledge, and address gaps to move towards knowledge equity.	Identify policies that act as barriers to access; inclusion and preservation of all forms of human knowledge; tools to make free knowledge content accessible in various formats; reuse of our content on platforms beyond Wikimedia.
10	Evaluate, Iterate, and Adapt : Provide for resources, expertise, and mutual accountability across the Movement to monitor, analyze, and learn from our activities so as to check and adapt progress and to improve self-awareness, development, and efficiency.	Evaluate and iterate implementation of Movement Strategy; evaluate external conditions to adapt; iterate change processes and adopt policies and procedures based on evaluations; share results widely; joint analysis, evaluation, and learning across the Movement and impacted stakeholders.