

WELCOME



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Universal Code of Conduct for Wikimedia Movement

Feb. 2021



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Establishing Norms: A Universal Code of Conduct

The Movement Strategy process has recognized the need for a standard set of behavioral guidelines for the movement as a whole.

Contributors need to work in a good working atmosphere in their communities. They need to be protected against incivility, toxic behavior and harassment. Newcomers often face increased pressure. If our movement is to continue to thrive, we need to address these behaviors on our projects and build a culture that is more welcoming and inclusive to all.

Trust & Safety is managing the UCoC project with cooperation with wiki-communities and affiliates to build that set of guidelines.



What have been done so far?

The Process – Phase 1

Starting in June 2020, Foundation staff, volunteers and affiliates engaged in a community-centered effort to get to a working draft of a “binding minimum set of standards across all Wikimedia projects,” as requested by the Wikimedia Board of Trustees in May.

The Trust & Safety–UCoC team hosted local discussions in 19 languages, reached out to communities and affiliates across our movement of varying sizes and expertise, and invited additional feedback through a global survey and discussions on Meta-Wiki.

The first draft of the code was created by a diverse committee of volunteers and staff. After a powerful community review, staff and volunteers presented a draft Universal Code of Conduct to the Board of Trustees.

Board of Trustees ratified the Code of Conduct on February 2nd 2021.



**What are we doing
now?**

The Process – Phase 2

Phase 2 focuses on:

- The best way to implement the UCoC; to guarantee it is equitably applied across the movement and work harmoniously with the community processes and people already working on these issues.
- Ensuring that communities have safe and effective escalation pathways to deal with toxic behavior as well as more long term work on conflict resolution to reduce toxic behavior before it occurs.

Determining responsibilities and outlining clear enforcement pathways involves broad input from communities across the Wikimedia movement.



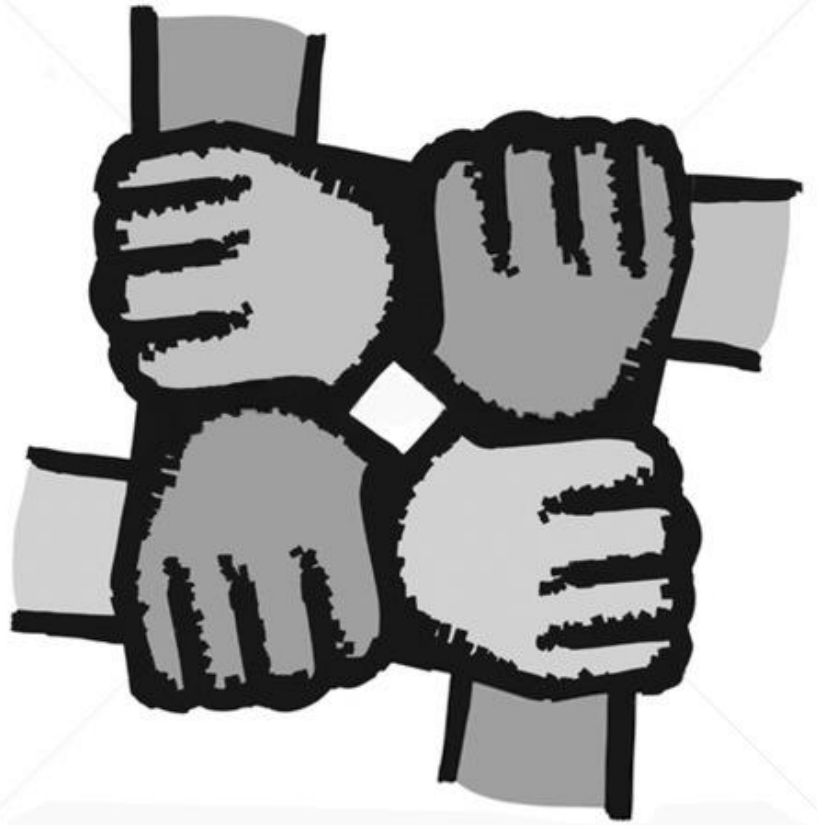
The Process – Phase 2

Universal Code of Conduct Phase 2 Timeline			
	Event/Milestone	Date	Status
Investigate key enforcement questions	Local community consultations	Jan. 2021 – Mar. 2021	Ongoing!
	Affiliate consultations	Late February – March 2021	Upcoming
	Meta-wiki consultation	March 2021	Upcoming
	Targets of Harassment report	April 2021	Upcoming
Create & approve enforcement proposal	Drafting committee: enforcement policy proposals	April – mid-May 2021	Upcoming
	Meta-wiki consultation on enforcement proposals	Mid-May 2021	Upcoming
	Drafting committee: finalize enforcement proposal	June 2021	Upcoming
	UCoC enforcement proposal submitted to Board of Trustees	July 2021	Upcoming

More about phase 2: [https://w.wiki/\\$fm](https://w.wiki/$fm) (on meta)

How to work together?

- Participate in the upcoming community consultation, through your affiliate.
- When discussions are open on meta, please share your ideas.
- Take the survey.
- Work directly with the Trust & Safety team.



For more information, Questions or inquiries, please email us:

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THANK YOU



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