

Movement Strategy Tuning Session Q1 FY20-21



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MTP Priority OKRs



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Movement Strategy Integration

Objective:

Develop implementation plan by the end of Q2, in a participatory process

In July and August 2020 a **collaborative design group** with representatives from 8 regions, affiliate ED and chairpersons groups, and the Wikimedia Foundation convened to co-create an outline for the transition to implementation. The discussions focused on inclusivity and enabling active engagement, which is well aligned with the key results of the objective.

The group brought rich insight from different perspectives in the movement, but needed design support to get to sufficient details that enabled the Support Team to start the procurement process for event delivery. At the same time, the design for participation proved to be rather complex, increasing the forecasted workload of the Support Team - we needed to design and deliver smaller local events, which has caused some shifts in the overall timeline.

The **prioritization events** on local and regional levels kicked off at the end of Q1, which is generally aligned with the initial timeline. However, as per Design Group guidance, these are not the initially planned global events, that would have enabled us to create alignment and move towards a coherent implementation plan earlier. These events are now planned for mid-Q2 and there might be a spillover to Q3 depending on actual progress.

Target quarter for completion: Q3 FY20-21



Department:
Office of ED

Movement Strategy Integration



Key Results

	Year Goal	Q1 Status	Q2 Status	Q3 Status	Q4 Status
<p>Develop implementation plan with prioritized and sequenced initiatives by the end of Q2, in a participatory transition process with representatives from at least 100 affiliate reps, 100 online community participants, and all WMF departments</p> <p>Baseline: No implementation plan</p>	N/A	20.5%	-	-	-
<p>Support the development of 10 Movement Strategy initiatives by the end of Q4 with participation of at least 10 affiliates, 10 online communities, and all WMF departments</p> <p>Baseline: No implementation initiatives</p>	N/A	N/A	-	-	-
<p>Establish a multi-year funding plan to support the implementation of the recommendations by the end of Q3 for the whole deployment cycle (up to 3 years) of prioritized initiatives</p> <p>Baseline: No multi-year funding</p>	N/A	N/A	-	-	-

Drill Down: Movement Strategy

The situation

In previous years there has been a cycle of usual global and regional events that we used to advance global conversations. With the global pandemic we currently have only virtual options.

This means that we cannot fully rely on existing systems and there is need for innovation, which is sometimes challenging in our movement.

The impact

Organizing the global conversations around movement strategy implementation has been more difficult to set up than predicted.

We need to create the space for preparation and constructive conversations around demanding topics, which is more challenging in online space.

At the same time, affiliates are facing COVID-19 and annual planning related realities which reduce their capacity and bandwidth for participation.

Recommendation

Contingency plan for slower advancement of global movement strategy conversations:

- Prepare for spreading out the conversations in time and in size
- Prepare for reduced scope of the community driven implementation plan
- Actively facilitate conversations around the Interim Global Council



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Case study: Procurement for Global Online Events



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Virtual reality

- The work that previously happened in person is now happening online
- This has a significant impact on global complex conversations, like movement strategy - it is much more difficult to hold them in a constructive and engaging way in an online space
- We need to ensure quality through procurement process to enable equitable participation



Considerations

- Nowadays many claim to be “virtual facilitators” - ensure there is good understanding of the event concept and get a draft design with the proposal.
- Some vendors only provide the platform without facilitation. Options vary from Zoom wrappers to full software and might be interesting to explore.
- Good online facilitators have their hands full at the moment, so procurement needs to happen as early as possible.
- Ensure that proper onboarding is part of the proposal to welcome the facilitators to the wikiworld, so Wikimedians feel good at the events.

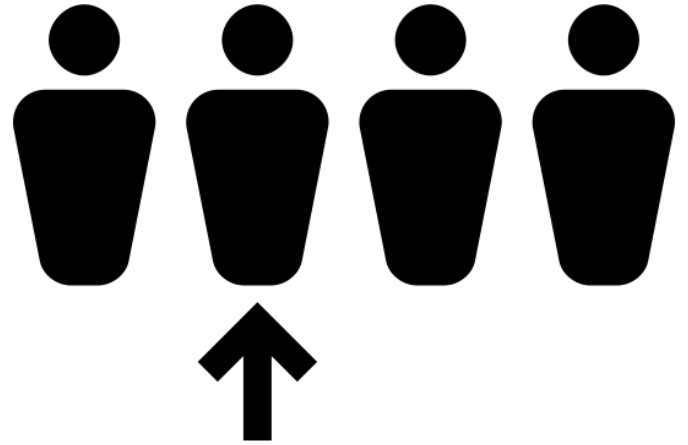


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from Noun Project

Our Selection

- Outreach to 19 vendors, 7 proposals facilitated, 3 of them advanced to a final round - this provided a wide pool for selection.
- Decision to select a facilitator that is adaptive and is a better cultural fit with collaborative approach.
- Demonstrated cultural awareness, understanding of inclusivity and human approach were important factors in selection
- Chosen facilitator uses whiteboard as a tool - visual tools are helpful in overcoming the textual barriers.

(We need to watch out for technical barriers, though)



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Thank you!

for enduring another session of movement strategy fun!



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Questions



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