Listening Tour: Overview

Purpose: To listen and seek to understand, as well as to ensure more informed decison-making. To learn from a range of voices across the movement, including those interested to share.

Channels: Many. See Listening Tour Meta page.

Participants: Analytics compiled to track participants but no specific targets were set. The participant profile grew organically depending on who reached out.

Timeline: Conclude first phase in January, finalise letter reporting out themes by end of January. Continue in 2022 with more listening, even if this phase of the tour ends.

Summary: Total of 275 conversations with people from 55 countries. Total of 17 community-organised events with 768 people (includes some overlap with individual interactions).

Individual Conversations (events not included)

Category	# People	% of Total
Communities	136	49%
Staff	127	46%
Other (Partners & Former Foundation)	12	4%
Grand Total	275	100%

Events with Communities (listed chronologically)

Event	Region	# Participants
Wikimedia South Africa	Africa	18
Afrocrowd, Wikimujeres, LGBT+	Multiple	10
German Language WikiCon	Europe	30
East, Southeast Asia and the Pacific	Asia+Oceania	49
WikiCon North America	North America	76
Wiki Arabia	Middle East+	33
Community Affairs Committee	Multiple	45
WikidataCon	Multiple	76
Wiki Indaba	Africa	66
Wikimedia Central & Eastern Europe	Europe	56
WikiNaija (Nigerian Communities)	Africa	80
Wikitongues Language Diversity	Multiple	16
LatAm Stop (Spanish + Portuguese)	Latin America+	57
WikiConvention Francophone	Multiple	25
Wikisource Birthday	Multiple	71
MediaWiki User Group	Multiple	26
South Asia & Final Open Call	Asia	34
Grand Total		768

Onboarding Sessions with Foundation Staff

Department/Team	Session
All Staff Meeting	December 2
C-Team + VPs/Department Heads	Onboarding sessions in October and November
Advancement	Meetings driven by support for year-end fundraising
Communications	November 17 (leadership group) + team meetings
Finance & Administration	Meetings driven by support for annual planning process
Legal and Public Policy	Meetings driven by support for Board of Trustees
Product	Onboarding sessions in October and November
Talent & Culture	November 17 (entire team) + leadership sessions
Technology	Onboarding sessions in October and November
Foundation Staff in Africa	In-person + virtual meetings with Africa-based staff

Geography — # of locations = 55

Number of people per location & per category

Location	Communities	Other (Partners & Former Fdn)	Staff	Grand Total
Algeria	2			2
Argentina	4			4
Australia	4		1	5
Austria	1			1
Bahrain	1			1
Bangladesh	1			1
Belarus	1			1
Belgium	1	1	1	3
Brazil	6		1	7
Canada	2		4	6
Chile	1			1
China	1			1
Croatia	1		1	2
Estonia			1	1
Finland	4		1	5
France	3		3	6
Gaza	1			1
Germany	5		5	10
Ghana	5		3	8
Greece			1	1
Hong Kong	1			1
India	15		4	19
Indonesia	2			2
Iran	1			1
Israel	1		2	3
Italy	1	1	2	4
Jamaica	1			1
Japan	1			1
Jordan	4			4
Kenya	1		4	5
Korea	1			1
Malaysia	1			1
Mexico	5			5
Morocco	2			2
Netherlands	2		2	4
Nigeria	1		6	7
Northern Macedonia	1			1
Norway	1			1
Palestine	1			1
Peru	1			1
Philippines	2			2
Poland	1		2	3
Portugal	2			2
Russia	2			2
Singapore			2	2
South Africa	7		5	12
Spain	7			7
Sweden	2		1	3
Switzerland			1	1
Syria	1			1
Tunisia	2			2
Ukraine	1			1
United Kingdom	5		6	11
United States	15	10	67	92
Uruguay	1		1	2
Grand Total	136	12	127	275