

East, Southeast Asia and the Pacific (ESEAP)

Virtual General Meeting # 6

February 13, 2021 (Saturday)

07:00-8:45 UTC

https://meta.wikimedia.org/wiki/ESEAP_Hub/Meetings

Agenda:

1. 07:00-07:10 UTC

Butch gives a quick update on what happened in the movement after Meeting #5, which is from January 10 till today;

([Wikipedia T20 & Asia Pacific Virtual Show](#), [Movement Strategy follow-up meetings](#), [Wikimania 2021 goes virtual / hosted by an at-large Wikimedia community](#), [CEO Katherine Maher leaving WMF](#), [approval of the Universal Code of Conduct](#), [Grants Strategy Relaunch](#), [WMF By-laws amendment / Community Board Seats](#), [Brand Strategy](#))

2. 07:10-07:30 UTC

[Wikimedia Foundation Board of Trustees/Call for feedback: Community Board seats](#).

Vanj Padilla will present and briefly facilitate the discussion.

Questions of system: ranked voting and quota system

Skills required

Trustee evaluation report

Suggestions: rotation

Feedback Form for groups:

<https://docs.google.com/forms/d/1PgNpxQroDw4z062lZa8oll1Eec7OfCYe-n7taClhNBU/prefill>

Please fill out.

3. 07:30-07:40 UTC

[Update on the Universal Code of Conduct](#) - Ramzy and Mervat presented

Member of UCoC Facilitation Team will brief ESEAP on the status of UCoC

Next stage is discussion on enforcements March - seeking more feedback.

Question to the group as to how we would like that discussion to be conducted.

There will also be a survey for all

Phase 2 round of discussion with Indonesia, Malay languages until end of Feb.

Outcomes expected are feedback for July 2021.

Aiming for as much feedback as possible on norms, culture etc. Aim of UCoC is more local enforcement.

Offered facilitation to those groups that have this as a focus particularly related to enforcement

Need to hear about scenarios that occur when there are issues of behaviour and to be able to brainstorm processes. Want as much feedback as possible.

In March will contact again for coordination of next discussion based on preferences of each group. Survey will be in March.

Hopefully UCoC not limited to affiliates. Some countries don't have them.

4. 07:40-08:00

Community Capacity Development

A member of the Community Development team will brief about Community Capacity Development and its role in a regional hub. - Asaf Bartov

Community Capacity Development

<https://meta.wikimedia.org/wiki/CCD>

Key capacities that some communities need and require support. ie one time intervention of some kind from WMF.

Have done some training programs to address this eg Wiki Arabia, Wikimania etc.

This program on hold.

Community Capacity Maps

<https://meta.wikimedia.org/wiki/CCM>

Aim of mapping to get regional perspectives on common gaps and needs to inform training. Not taken up much.

Wikilearn platform - online learning platform based on Moodle.

https://meta.wikimedia.org/wiki/Community_Development/WikiLearn

Piloting with Community Building and Anti Harrassment techniques courses

Testing interactive approach to training as well as self study

Courses have started but future courses will be offered. At the moment only in English but if it works will offer other languages. Materials will go on to commons.

Wikimedia clinics - a way to keep in touch and see and hear each other. Venue guarantees attention of Wikimedia Foundation staff. Open agenda. Connect and bring up whatever is on your mind / what you need advice on / an idea you'd like to share.

https://meta.wikimedia.org/wiki/Wikimedia_Clinics

Summary at the bottom of the page contains a digest of topics

Going to monthly basis. Tried a session at an ESEAP friendly time but not much response.

Wikilearn not yet available for everyone yet because of concerns re abuse, quality etc.
Keep communications open with ESEAP so we know about opportunities to engage.

5. 08:00-8:45 UTC (MAIN EVENT)

ESEAP [Hub Discussion](#)

Structure of the ESEAP Hub

- ESEAP Hub Secretariat
- ESEAP Hub Council

ESEAP Activity Plan till end of December 2022

- Capacity building
- Communications
- Community development
- Partnerships building
- Technical solutions (incubator, small wiki projects)

BRIEFER NOTES ON THE MAIN EVENT:

STRUCTURE OF ESEAP HUB

- ESEAP Hub Council (think of ASEAN)
 - How is the Council formed?
 - **representative of affiliates** within the region
 - affiliates who are connected to ESEAP hub will need a representative
 - individual member representation **from countries in the region without an affiliate** (these may be leaders of new/emerging communities)
 - volunteer role only
 - Liaison from WMF and specialist expertise - as members or observers
 - What is the role and function of the Council?
 - determine priorities and a work plan with the Secretariat
- ESEAP Hub Secretariat (how is this staffed and funded?)
 - WMF-employed contractor with responsibility for ESEAP Hub working in ESEAP timezone, working on agenda set by ESEAP Hub Council
 - What will the Secretariat do/position description?
 - awareness of regional issues
 - develop communication channels, including interpreters

ESEAP ACTIVITY PLAN

- What will the Hub do in the first year?

- Capacity building:
- Communications:
- Community building:
- Partnerships building
- Technical solutions
- Distributed 'centres' of expertise across the region coordinated, eg
 - small language projects
 - thematic groups, eg GLAM, Biodiversity, religions

ISSUES TO CONSIDER

- potential for conflict of interest for allocation of grants between regional council and individual affiliates

Next meeting: Saturday 13 March 2021

MINUTES FROM THE ACTUAL MEETING

Attendees Present:

Name (Country, affiliate/group(s))

- Alex L (Australia, WMAU)
- Alexander Imig (Japan, Japanese community)
- Amanda (Australia, WMAU)
- Asaf Bartov (Israel, WMF)
- Biyanto (Indonesia, WMID)
- Butch (Philippines, Singapore)
- Dody (Indonesia/Malaysia, WCUGM)
- Eugene (Philippines, WikiSocPH)
- Gngarra (Australia, WMAU)
- Irvin (Philippines, PhilWiki)
- Johnny (Philippines)
- Kaarel V. (Estonia, WMF)
- Lin Li-yun (France, WMTW)
- Mervat (Jordan, WMF)
- Pru (Australia, WMAU)
- Rachmat (Indonesia, WMID)
- Ramzy (Indonesia, WMF [for UCoC]/WMID)
- Taufik (Malaysia, WCUGM)

- Vanj (Philippines, WMF, Babaylan PH)
- Venus (HK, WMF)
- Victoria L (New Zealand, WUGANZ)
- Wafiq Aqil (WMCUG Malaysia)

Discussion Points:

Global movement updates:

- [Wikipedia20 & Asia Pacific Virtual Show](#)
- [Movement Strategy follow-up meetings](#)
- [Wikimania 2021 goes virtual / hosted by an at-large Wikimedia community](#)
- [CEO Katherine Maher leaving WMF](#)
- [Approval of the Universal Code of Conduct](#)
- [Grants Strategy Relaunch](#)
- [WMF By-laws amendment / Community Board Seats](#)
- [Brand Strategy](#)

[Wikimedia Foundation Board of Trustees/Call for feedback: Community Board seats.](#)

Vanj (WMF) talking about [Wikimedia Foundation Board of Trustees/Call for feedback: Community Board seats](#). Below is the idea of the WMF Board of Trustees about how to select/elect the Community Board seats.

- [Ranked voting system](#)
- Quotas
- Call for types of skills and experiences
- Vetting of candidates
- Board-delegated selection committee
- Community-elected selection committee
- Election of confirmed candidates
- Direct appointment of confirmed candidates

The community ideas:

- [Regional seats](#)
- [Specialization seats](#)

Presentation:

https://docs.google.com/presentation/d/1u7zY-2FJ-60oIBjULcVvxqsu0oSVeXswj8QnDQ2Wcjk/edit#slide=id.gbe21b5469e_0_22

Feedback Form :

<https://docs.google.com/forms/d/1PgNpxQroDw4z062lZa8oll1Eec7OfCYe-n7taClhNBU/prefill>

https://meta.wikimedia.org/wiki/Wikimedia_Foundation_Board_of_Trustees/Call_for_feedback:_Community_Board_seats/Reports

Butch responded by supporting the regional seat allocation and consideration matching with qualification that a board would need and rotation on underrepresented regions/ communities since seat/s are very limited.

Asaf commented that while a diversity of representation on the board is important and desirable, it might not be as effective as may be considered in transmitting direct opinions of the region or group - the point of the role is to is to enrich the board's thinking about *all* business before it, by providing more perspectives. Board members are not "tribunes of the people".

Update on the [Universal Code of Conduct](#)

Approved text of UCoC: https://meta.wikimedia.org/wiki/Universal_Code_of_Conduct/Policy_text

Phase 1 report:

https://meta.wikimedia.org/wiki/Special:MyLanguage/Universal_Code_of_Conduct/Initial_2020_Consultations

Mervat: How to make sure that the conversation can go smoother about implementation on UCoC

Ramzy: facilitator of Malaysian and Indonesian community

Chinese, Japanese, and Vietnamese communities in the phase 1

Indonesian, Malaysian communities in the phase 2

Global enforcement plan for UCoC in July 2021, how to make sure the enforcement can be suitable for the local community.

NZ, Taiwan, Hong Kong, Indonesia affiliates are shown the interest in the cluster of providing safety and inclusion.

The WMF UCoC team provide the feedback form:

UCoC RfC at Indonesian Wikipedia:

https://id.wikipedia.org/wiki/Wikipedia:Permohonan_pendapat/Pelaksanaan_Kode_Etik_Universal

UCoC RfC at Malay Wikipedia:

https://ms.wikipedia.org/wiki/Wikipedia:Permohonan_pendapat/Penguatkuasaan_Tatakelakuan_Sejagat

Link for the general community: https://meta.wikimedia.org/wiki/Universal_Code_of_Conduct

Contact Person: Mervat at msalman-ctr@wikimedia.org

Community Capacity Development (Asaf Bartov)

Community Capacity Development (CCD) is an initiative that aims at identifying needs and ways to build capacity in different Wikimedia communities, and then initiating specific actions to build specific capacities in specific interested communities.

<https://meta.wikimedia.org/wiki/CCD>

<https://meta.wikimedia.org/wiki/CCM>

The Community Capacity Map is the self assessment tools to any affiliates or community to submit their self assessment in the page.

The CCD is currently being paused and the WMF team invests their time to the new program, WikiLearn.

https://meta.wikimedia.org/wiki/Community_Development/WikiLearn

Starting with two courses: Partnership Building and Identifying/Addressing Harassment Online Running as MOOCs on Moodle, materials will be adjusted due to feedback and released on Commons.

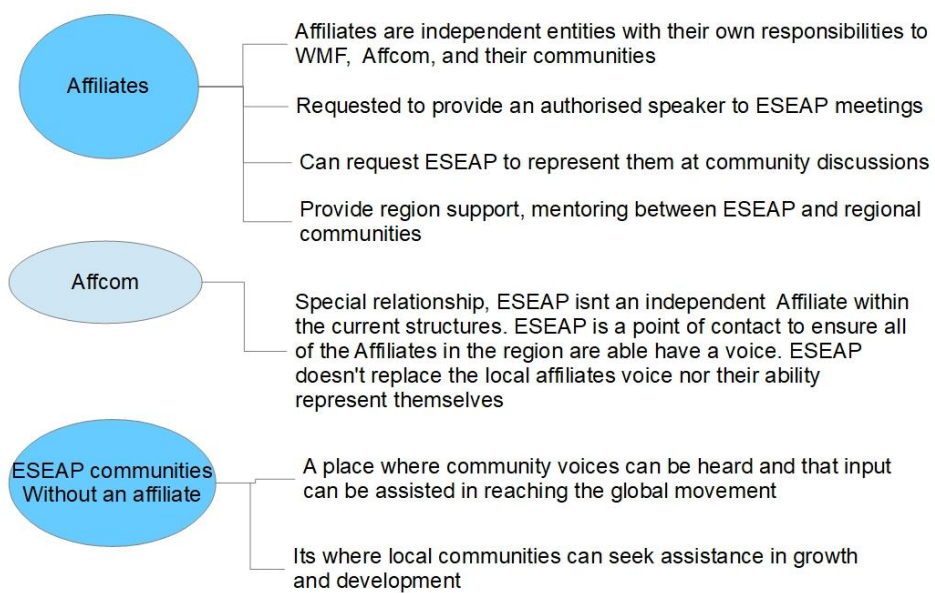
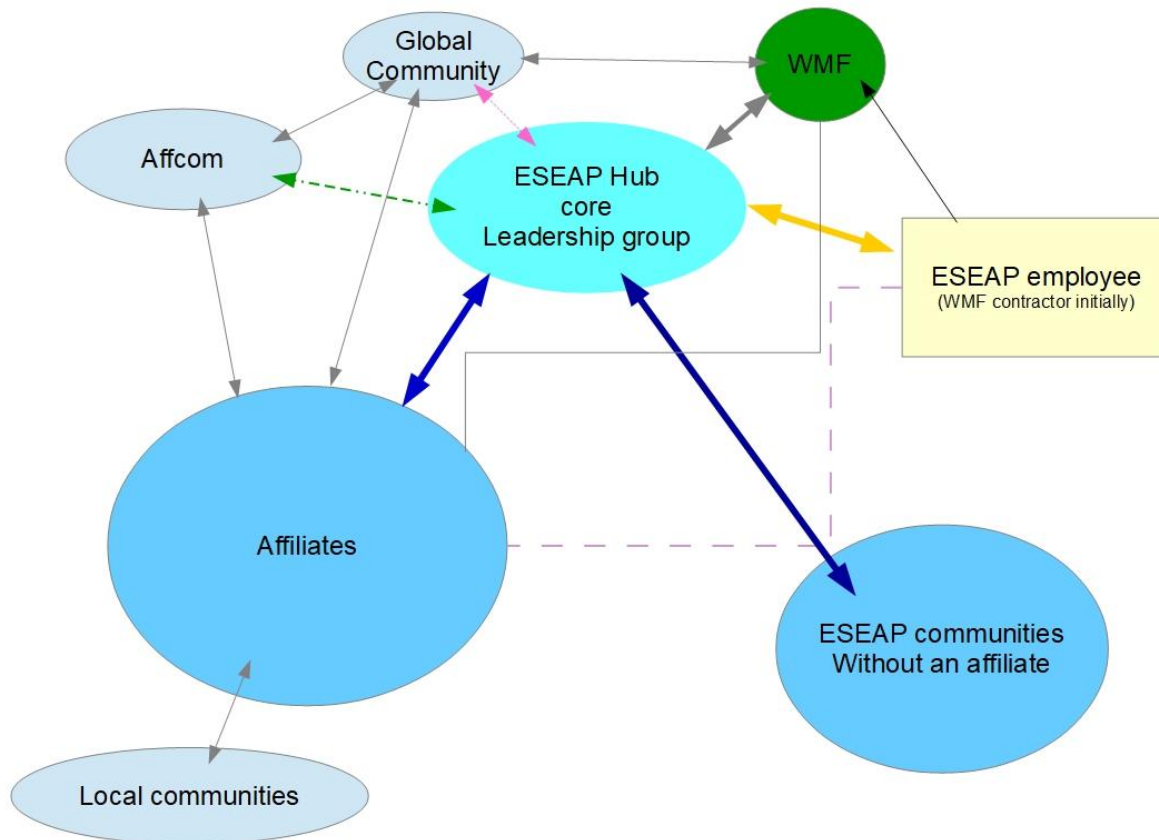
Enrolments have closed, but materials will be made available.

Not quite ready to open the platform to affiliates for several reasons including moderation.

https://meta.wikimedia.org/wiki/Wikimedia_Clinics

Wikimedia Clinic is another program from WMF because of the pandemic, a place to share thoughts and get attention from WMF staff. Not recorded and intended to be informal. Time zones are generally not ideal for the ESEAP region, an experiment in the time zone was poorly-attended, but Asaf is happy to run another in a suitable time.

ESEAP Hub Discussion



ESEAP Hub
core
Leadership group

Leadership group of 4-8 people, chosen by the community

Responsibilities:

- Organise regular ESEAP meetings
- Attended global communities discussion
 - Represent local affiliates at these
 - Represent ESEAP communities
 - Report back
 - Represent global discussions to ESEAP
- Oversee contractor/employee activities
- Point of contact for the ESEAP community
- Support developing communities, facilitate the growth of affiliates
- Organise ESEAP wide events
- Ensure communication across the ESEAP region
- Facilitate skill sharing between communities

ESEAP employee
(WMF contractor initially)

Contracted by the WMF to support ESEAP hub, initially for 12-18 months while the hub establishes and obtains its own funding. The contractor would follow instructions from the ESEAP leadership group.

Responsibilities:

- Documentation of ESEAP activities
- Create and maintain a skill knowledge base
- Ensure Social media outlets are regularly updated with all activities in the community including affiliate events
- Regular information flow to the communities, in multiple languages
- Maintain an ESEAP calendar

Feedback from group on ESEAP Hub Structure

NZ: Positive way forward. Small group. Working towards affiliation status, and still early. Would be excellent to be able to feed into groups and as backup.

Alex (Japan): Seems like an opportunity - will need to discuss further with Japanese group.

Eugene: ESEAP Hub will certainly help with the decentralization goal of the Movement Strategy.

Ramzy: Good idea for ESEAP. Contracted person/staff from WMF is good.

Venus: Agree with hub idea. Question about who has authority in the hub and how to manage volunteer roles?

Johnny - if hub could be a place for people who don't have an affiliate it would be good as many people don't have one.

Pru: Need mechanism and timeline for feedback

Asaf: Need to consider practicalities and how it will work in practice. Volunteers overseeing employee can be a big challenge. Issues of disagreement, how will people get chosen, etc need to be part of proposal.

Kaarel: Different perspectives from communities. Some want research first vs emergent and trial and error approach. Staff member could try things out but taking more time and doing research could work too. But still need plan in place re getting info from communities. Staff person can trial things but still need plan in place to ensure efficient use of time. WMF doesn't have structure in place for where someone would sit within organisation. WMF knows this is the expectation of some in community. Timeframe would be around July 2021 to set up in WMF. Have some funding that could be allocated but depends on how ready the group is. New fiscal year probably better.

Need to publish concept doc. Looking for volunteers to work on this before next meeting in March 13.

Chat:

Persev Padilla2:59 PM

Vanj Padilla, Philippines (She/Her)

Pru Mitchell3:00 PM

Pru Mitchell, Wikimedia Australia (She/Her)

You3:00 PM

Butch Bustria (Filipino @ Singapore)

Gnangarra g3:00 PM

Gnangarra(him/he) -- Perth Wau

Victoria Leachman3:00 PM

Victoria Leachman, New Zealand she/her

Mervat Salman3:00 PM

Mervat, WMD (Trust and Safety) - Amman, Jordan (She/her)

WMF I mean :)

Biyanto Rebin3:00 PM

Hello, hello

Hello Victoria, welcome to our ESEAP meeting

I'm so happy someone from NZ can come to our event :)

Ramzy Muliawan3:01 PM

Hi there! Ramzy (WMF) - Pekanbaru, Indonesia

Victoria Leachman3:01 PM

Thanks Biyanto

Li-Yun Lin3:02 PM

Li-Yun Lin (Jamie), Wikimedia Taiwan, she/her

You3:03 PM

https://docs.google.com/document/d/1x0q6Dh71bpvylIm-TBm0TCAT-vxp_N4l6JtvRxPr_ZY/edit

Mervat Salman3:03 PM

9:00 am here

Eugene Alvin Villar3:04 PM

3:04pm here

Pru Mitchell3:06 PM

Welcome Kaarel just starting with report on the past month

Kaarel Vaidla3:06 PM

Thank you, Pru!

Biyanto Rebin3:07 PM

Hello guys, I will help to take note, since sometimes I can't catch up sentences if the speaker speak too fast, please do help me to take a note if you're willing too. Thank you!

Pru Mitchell3:07 PM

Hi Amanda, welcome. You can see who and where people are from back up the chat

Amanda Lawrence3:08 PM

thanks pru

Biyanto Rebin3:08 PM

Our agenda and minutes of meeting

https://docs.google.com/document/d/1x0q6Dh71bpvylIm-TBm0TCAT-vxp_N4l6JtvRxPr_ZY/edit#heading=h.cbqad6kbsr26

Kaarel Vaidla3:09 PM

Regarding WMF ED/CEO transition from email to Wikimedia-I from Katherine: "A C-level Transition Team of Jaime Villagomez, Amanda Keton, and Robyn Arville, our two board officers and chief people leader, will take up key responsibilities and decision making around planning, community, and people, and work closely with the broader C-team and VP leadership cohort."

Pru Mitchell3:09 PM

Biyanto - this part is all well-linked by Butch. We can help with next section notetaking

Pru Mitchell3:11 PM

Gideon - can you mute your mic

Li-Yun Lin3:12 PM

Hi all, stomachache makes me feel very weak, I prefer to stay silent today...

Gnangarra g3:14 PM

sorry

Biyanto Rebin3:18 PM

I'm so sorry, Jamie, I hope you can get better soon

Biyanto Rebin3:20 PM

Van, can you share the presentation to us?

I want to link the presentation to our minutes

Thank you!

Persev Padilla3:20 PM

ok Biyan I will share it.

Biyanto Rebin3:21 PM

Thank you so much! You can put the link in our minutes

Persev Padilla3:21 PM

Feedback Form :

<https://docs.google.com/forms/d/1PgNpxOroDw4z062lZa8oll1Eec7OfCYe-n7taCIhNBU/prefill>

https://meta.wikimedia.org/wiki/Wikimedia_Foundation_Board_of_Trustees/Call_for_feedback:_Community_Board_seats/Reports

Irvin Sto. Tomas3:25 PM

What is the point of having a representation from a Community and not represent them on the Board?

Eugene Alvin Villar3:25 PM

+1 to Asaf's point

Gnangarra g3:26 PM

+1

Eugene Alvin Villar3:26 PM

Not having a person from your country/region on the Board does not mean that you are powerless or voiceless

Irvin Sto. Tomas3:26 PM

Community elect somebody from their own region, especially those underrepresented, to bring their concerns up there.

Dody Ismoyo3:27 PM

+1 to Asaf

Irvin Sto. Tomas3:27 PM

Regional representation is pointless then. Just my opinion.

Asaf Bartov3:27 PM

the point, Irvin, is to enrich the board's thinking about *all* business before it, by providing more perspectives. Board members are not "tribunes of the people".

Venus Lui3:28 PM

+1 to Asaf

Ramzy Muliawan3:40 PM

Approved text of UCoC: https://meta.wikimedia.org/wiki/Universal_Code_of_Conduct/Policy_text

Phase 1 report:

https://meta.wikimedia.org/wiki/Special:MyLanguage/Universal_Code_of_Conduct/Initial_2020_Consultations

Persev Padilla3:42 PM

Hi Biyan, This is the link to the

slide:https://docs.google.com/presentation/d/1u7zY-2FJ-60oIBjULcVvxqsu0oSVeXswj8OnDQ2Wcjk/edit#slide=id.gbe21b5469e_0_22

Ramzy Muliawan3:42 PM

UCoC RfC at Indonesian Wikipedia:

https://id.wikipedia.org/wiki/Wikipedia:Permohonan_pendapat/Pelaksanaan_Kode_Etik_Universal

UCoC RfC at Malay Wikipedia:

https://ms.wikipedia.org/wiki/Wikipedia:Permohonan_pendapat/Penguatkuasaan_Tatakelakuan_Sejagat

Biyanto Rebin3:42 PM

Thank you, Vanj

Pru Mitchell3:43 PM

Welcome Taufik - we are discussing Universal Code of Conduct

Taufik Rosman3:43 PM

Thank you

Biyanto Rebin3:43 PM

Can I have the link for general community?

Mervat Salman3:44 PM

[msalman-ctr\(_AT_\)wikimedia.org](mailto:msalman-ctr(_AT_)wikimedia.org)

https://meta.wikimedia.org/wiki/Universal_Code_of_Conduct

Asaf Bartov3:45 PM

<https://meta.wikimedia.org/wiki/CCD>

Asaf Bartov3:47 PM

<https://meta.wikimedia.org/wiki/CCM>

Asaf Bartov3:50 PM

https://meta.wikimedia.org/wiki/Community_Development/WikiLearn

Pru Mitchell3:54 PM

https://meta.wikimedia.org/wiki/Wikimedia_Clinics

Alexander Imig4:00 PM

or not of knowlegde

Dody Ismoyo4:01 PM

many people are not aware of that. even me, this is the very first time i've heard about it

it looks like wikimedia clinic has some kinda overlap with online wikipedia meetup? but probably the topic is broader than just about wikipedia?

Alexander Imig4:03 PM

but you manage the rights on Moodle

Juan Bautista H. Alegre4:04 PM

Asaf, +1

Gnangarra g4:04 PM

sounds like an over lap with wikiversity

Dody Ismoyo4:04 PM

yeah, why cant we just revitalize wikiversity for that wikimedia clinics? wikiversity is kinda under-utilize

Asaf Bartov4:05 PM

Gideo: overlap in mission, yes. In practice, next to no *courses* are taking place on Wikiversity, as far as I can tell.

Gnangarra g4:05 PM

verdsity can be development area

Mervat Salman4:05 PM

Need to leave the meeting, thank you for having us; looking forward to meeting with you again.

Amanda Lawrence4:05 PM

its me pru

Asaf Bartov4:05 PM

dody: yes, Wikimedia Clinics are about any and all Wikimedia topics, include other projects. But yes, they are essentially a global-meetup-with-guaranteed-WMF-attention.

Biyanto Rebin4:05 PM

Thank you, Amanda!

Victoria Leachman4:05 PM

Nice one Amanda!

Ramzy Muliawan4:06 PM

Thank you for the invite!

Kaarel Vaidla4:07 PM

Thank you for inviting me!

Amanda Lawrence4:07 PM

But I think I've been putting notes in the wrong spot!

Victoria Leachman4:08 PM

Looks good

Asaf Bartov4:08 PM

yes, we see it.

Ramzy Muliawan4:11 PM

[rejoining with my volunteer hat on]

Asaf Bartov4:11 PM

(the idea of affiliates being the *sole* points of contact representing communities has historically been considered problematic, and by some communities, downright unacceptable. [other communities were happy about it])

Irvin Sto. Tomas4:12 PM

?

Juan Bautista H. Alegre4:12 PM

I wholly concur, Asaf

Asaf Bartov4:15 PM

Irvin, is your question mark aimed at my comment? If so, could you articulate an actual question?

Irvin Sto. Tomas4:16 PM

I am optimistic about this ESEAP hub though.

Irvin Sto. Tomas4:20 PM

Thanks Gnangarra

Gnangarra g4:20 PM

agree with Asaf affiliates arent the only way for individuals to connect to the movement

Eugene Alvin Villar4:21 PM

ESEAP Hub will certainly help with the decentralization goal of the Movement Strategy

Irvin Sto. Tomas4:23 PM

The Philippines will never have a single community of Affiliates being a multilingual and multicultural archipelagic nations of nations.

Irvin Sto. Tomas4:24 PM

My mic is not working, Pru.

Persev Padilla4:24 PM

I need to go, to attend to my class. Thank you everyone for giving me the chance to discuss the call for feedback. Will still continue to email communities to follow up :) Have a great weekend ahead everyone :)

Irvin Sto. Tomas4:26 PM

+1 Venus

Pru Mitchell4:30 PM

Thanks Vanj.

Asaf Bartov4:36 PM

BTW, I remember there was a discussion on "what could make this fail" in the Roles and Responsibilities working group in the Strategy process. I think it would be good to revisit that discussion now.

Asaf Bartov4:41 PM

(I'm not finding the document in public. Kaarel, Butch - could it be it was never published? I saw it by a directly-shared Google Doc, shared by Margeigh from the working group, seeking my comments.)

You4:41 PM

https://meta.wikimedia.org/wiki/ESEAP_Hub/Meetings

Kaarel Vaidla4:43 PM

I don't think the concept doc for ESEAP hub is published. This would be an important step for validating this with global Wikimedia public to have it published when ready.

Asaf Bartov4:44 PM

Kaarel, no, I mean the "hubs pre-mortem" doc that the Roles and Responsibilities working group produced back in Phase 1.

Juan Bautista H. Alegre4:44 PM

Count me in

Victoria Leachman4:45 PM

Thanks Pru.

Irvin Sto. Tomas4:45 PM

Will bring this back to my fellows

Alexander Imig4:45 PM

thank you Pru