

Wikimedia UK Community Leaders Survey - 2025/6

The Community Leaders Survey is sent out annually to lead volunteers and staff members at partner organisations. The survey is hosted on Qualtrics and designed in line with Wikimedia Foundation Guidelines for use of that platform.

The survey covers the period 1st Feb 2025 - 31st January 2026, in line with the Wikimedia UK reporting year. The survey was designed on Qualtrics and where in previous years we have sent the survey via email via Qualtrics, this year we sent an anonymous link to the survey via Google Mailmerge, with a reminder email sent a week before the survey ended due to a change in our Qualtrics account.

Please note that the respondents were categorised according to their roles as volunteers, staff members at partner organisations, and both. Same questions were asked to respondents with both volunteer and staff member roles. The aggregated results are given at the side of the relevant tables.

The survey was opened on Monday 19th January and ran for 2 weeks until Monday 2nd February at midday. There was an option for respondents to enter a Prize Draw for the opportunity to win £50 Waterstones' vouchers. Some text answers have been summarised or edited so as to remove identifying or possibly identifying information.

Required questions

1.2 - What is your role within the Wikimedia UK community?

#	Answer	%	Count
1	I am a volunteer for WMUK	62%	26
2	I am a member of staff at a partner organisation	31%	13
3	Both of the above	7%	3
	Total	100%	42

The survey was sent to 372 individuals (compared to 229 in 2025), representing a 11% response rate, compared to a response rate of 14% in 2025.

Reasons why there were a higher number of recipients for this years' Community Leaders Survey may include;

- New volunteers coming through outreach activities.
- This year we organised and delivered an International Train the Trainer with an additional 25 people taking part.
- We're getting back to pre-covid levels of interaction and interest.
- New staff members within the programmes team (Topics for Impact Coordinator and the

Education Lead) has resulted in an increase in our outreach activities.

Because the survey was sent via Google Mail, there was the opportunity to see which emails hadn't been delivered. Of the 372 recipients 40 emails couldn't be delivered. Therefore the actual response rate is 13%, which is still slightly lower than last year.

It is unclear what the completion rate is of the survey as Qualtrics doesn't record that data, because the survey was sent out via an anonymous link.

The split between volunteers / staff members / both is slightly different from 2025 (55% / 33% / 12%). This year, more respondents defined their role as a volunteer for WMUK compared to last year and there was a slight decrease in the number of respondents who defined their role as a member of staff at a partner organisation.

1.3 - Over the last 12 months, how often (on average) have you been involved in work relating to Wikimedia UK and its programmes? (please exclude time spent on general editing activity)

#	Answer	%	Count
1	Not at all	2%	1
2	Once or twice in the last 12 months	26%	11
3	Once every three months	22%	9
4	Once a month	14%	6
5	A few times a month	24%	10
6	Once a week or more	12%	5
	Total	100%	42

In comparison to last year, we see an increase in respondents engaging with our work once a month or more. (50% engage with our work at least once a month or more in 2026 compared to 33% in 2025). There is also a subsequent decline in respondents who engage with our work once every three months or less. (48% engage with our work once every three months or less in 2026 (compared to 67% in 2025).

2% stated that they haven't volunteered in the last year (compared to 0% in 2025 and 13% in 2024).

There is a marked increase in respondents engaging with our work a few times a month (24% in 2026 compared to 6% in 2025).

There is a broader spread between those who have volunteered more regularly and consistently and those who have volunteered occasionally, compared to last year. Based on last year's survey results and feedback we received from the community expressing a lack of time to devote to

delivering Wikimedia events, we launched the [Mini Wiki blog](#) in February 2026 to highlight tools and tasks that can be done when people are time short but still want to stay involved in Open Knowledge projects.

Although Wikimedia UK has informally involved volunteers to support the running of the Wiki Loves Earth and Monuments Competitions in the UK, this year, we formalised this involvement with a full role description, which included all the different ways volunteers become involved. This included communications and publicity, outreach, data management and judging.

There is a slight decrease in the number of respondents who stated that they volunteer once a week or more (12% in 2026 compared to 15% in 2025).

1.4 - How likely are you to continue engaging / volunteering with Wikimedia UK?

#	Answer	%	Count
1	Extremely likely	81%	34
2	Somewhat likely	14%	6
3	Neutral	5%	2
4	Somewhat unlikely	0%	0
5	Extremely unlikely	0%	0
	Total	100%	42

95% of respondents said they would be likely to continue engaging or volunteering with Wikimedia UK. (This figure is slightly higher than last year's figure where 94% said they would be likely to continue engaging with Wikimedia UK). The remainder of respondents were neutral (5%).

There were no respondents who are unlikely to continue to volunteer / engage with Wikimedia UK, which is similar to last year.

1.5 - How likely would you recommend to another person that they work or volunteer with Wikimedia UK?

#	Answer	%	Count
1	Extremely likely	71%	30
2	Somewhat likely	22%	9
3	Neutral	7%	3
4	Somewhat unlikely	0%	0

5	Extremely unlikely	0%	0
	Total	100%	42

We see a broad likelihood that 93% of respondents would recommend Wikimedia UK as a place to volunteer. This figure has increased from 2025 which was 87.88%. The other 7% were neutral.

This year Wikimedia UK has increased its offering to the UK community to support volunteer projects and communities.

Wikimedia UK has been actively promoting volunteer grants and increased the overall budget. Wikimedia UK supported 13 projects with a total of £4882, which is far in excess of a budget of £2,000.

As well as running our flagship Train the Trainer course for those in the UK to learn how they can share their knowledge on Wikipedia editing to new editors and communities, we also offered an online Train the Trainer course to those outside of the UK to learn how they can provide Wikipedia training to people within their own communities.

In response to feedback from the community around having opportunities to improve Wiki-skills and connecting with other community members and as part of the overall training package for the community, we introduced the [Community Sandbox Sessions](#). There were 5 sessions this year on various topics delivered by the community for the community. As also mentioned, we introduced our Mini Wiki blog with monthly ideas and inspiration on ways to contribute when time is short.

This year, we also offered new trainers the opportunity to be matched with an experienced Wikimedia UK trainer who could offer on-wiki and for-wiki support to them during their first two Wikimedia events.

1.6 - Was any training you received relevant to your needs?

#	Answer	%	Count
1	Yes, definitely	52%	22
2	Yes, a little	10%	4
3	Neutral	7%	3
4	No, not really	2%	1
5	No, definitely not	0.00%	0
6	I did not receive training	29%	12
	Total	100%	42

Of those who did receive training (71%), 87% found it relevant to their needs (compared to 80% in

2025) with 10% feeling neutral and one respondent (3%) felt it wasn't really relevant to their needs.

A lower percentage of respondents received training this year (71% compared to 76% in 2025). However, of those who received training a higher number felt the training was relevant to their needs (87% in 2026 compared to 80% in 2025).

The percentage of participants who did not receive any training increased slightly with 28.57% in 2026 compared to 24.24% in 2025.

In 2025/6, we continued with CPD training for existing volunteers through our Community Sandbox Sessions as well as the UK and International Train the Trainer courses for new trainers. We also hosted a Wikimedian in Residence Away Day in January 2026, in Leeds, similar to last year, with the opportunity to learn and exchange ideas with other residents.

We will continue CPD training for existing volunteers in 2026/27, taking on board the training needs suggested, and monitoring closely to ensure that the communications are clear as to the content of the training, and what volunteers can expect to learn from the training, to ensure that it is relevant to their needs. As always we will continue to be led by suggestions from the community, as well as offering opportunities as they arise through our work.

1.7 - Has engagement / volunteering helped you to learn new skills?

#	Answer	%	Count
1	Yes, definitely	52%	22
2	Yes, a little	19%	8
3	Neutral	22%	9
4	No, not really	7%	3
5	No, definitely not	0%	0
	Total	100%	42

71% reported learning new skills as a result of engaging or volunteering with Wikimedia UK. This figure is lower than last year where 85% reported learning new skills as a result of engaging or volunteering. There has been a downward trend in this figure over the last two years.

22% felt neutral and 7% felt engagement / volunteering hasn't really helped them to learn a new skill.

Wikimedia UK will continue to be led by suggestions from the community, aligning where possible, training content with the needs of the community.

1.8 What skills have you learnt / developed as a result of volunteering?

This is the first year we have asked respondents to elaborate and provide additional information on the above question. The answers to this question were varied and involved both on-wiki and for-wiki skills but also multi-disciplinary skills.

Capacity building and working with partner organisations in a Wiki context was mentioned many times. Multi-disciplinary skills included, public speaking, project management, communication skills and how to support different people at training events.

For a full list of skills respondents stated, please see the appendix below.

1.9 To what extent to do agree with the following statement;

I have learnt something new about a group / groups different to me [as a result of participating in Wikimedia UK activities].

#	Answer	%	Count
1	Strongly Agree	52%	22
2	Somewhat Agree	38%	16
3	Neutral	10%	4
4	Somewhat disagree	0%	0
5	Strongly disagree	0%	0
	Total	100%	42

This is a question that has been introduced for the first time this year in order to understand whether participation in Wikimedia UK activities contributes to understanding different communities and therefore a de-polarisation of communities.

90% of respondents felt they had learnt something new about a group / groups different to them. The other 10% felt neutral.

1.10 - To what extent to do agree with the following statement;

I feel equipped to make positive changes in my community [as a result of participating in Wikimedia UK activities].

#	Answer	%	Count
1	Strongly Agree	55%	23
2	Somewhat Agree	38%	18
3	Neutral	2%	1
4	Somewhat disagree	0%	0
5	Strongly disagree	0%	0
	Total	100%	42

This is also a new question introduced this year in order to assess whether volunteering / engaging in Wikimedia UK activities enables people to feel confident in making positive changes within their communities

93% of respondents felt equipped to make positive changes in their communities.

Optional questions

2.1 - Has your participation in Wikimedia UK activities, such as running wiki events, encouraged you to take part in other non-wiki activities (e.g. community organising, campaigning, other kinds of volunteering, etc.)?

#	Answer	%	Count
1	Yes	64%	27
2	No	36%	15
	Total	100%	42

64% of respondents said participation in Wikimedia UK activities encouraged them to take part in other non-wiki activities (compared to 52% in 2025). This figure is considerably higher.

2.2 - If you have an anecdote or story to share about the previous question, please feel free to do so below.

There were a few responses here which included;

"The recent course on dealing with challenging or controversial issues has been immediately applied to my personal life and am reflecting on it for my other volunteering roles"

"It's great getting people together face to face, it leads to all sorts of other things that can't always be quantified but it's crucial to building a strong community"

2.3 - Based on your own experience with Wikimedia UK, to what extent would you agree with the following statement: "I believe volunteers and community leaders are treated fairly regardless of age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex, sexual orientation or other differences by Wikimedia UK"?

#	Answer	%	Count
1	Yes, definitely	76%	31
2	Yes, a little	5%	2
3	Neutral	17%	7
4	No, not really	2%	1
5	No, definitely not	0%	0
	Total	100%	41

41 out of 42 responded to this question. We changed the wording to make it clear to respondents who is treated fairly by whom based on feedback we received last year. We also added in all the protected characteristics to make it clear Wikimedia UK's legal obligations under the Equality Act 2010.

81% agreed to some degree, considerably higher than 2025 (72%). 17% said they were neutral, similar to 2025 (19%). Only 1 respondent said they didn't really feel Wikimedia UK volunteers and community leaders were treated fairly, compared to 3 respondents last year.

2.4 - If you would like to expand your answer to the previous question, please do so below. (please note that we may use anonymous quotes from this question in our reporting, such as our Impact Report)

Comments received in this section indicated a range of attitudes and approaches around Equity, Diversity & Inclusion work.

Notably some respondents didn't feel qualified to respond as they were from a dominant demographic and one person did not feel able to respond as they were based in Africa and weren't aware of the national context in the UK.

One person commented they feel Wikimedia UK is doing a “great job” of working towards treating people fairly regardless of their protected characteristics. They went on to comment that they have however experienced discriminatory behaviour at meet-ups. They haven’t given full details of which meet-ups. Meet-ups are organised by the community themselves and are well established communities of Wikimedians. Wikimedia UK are not involved in organising these meet-ups but have in the past supported the Leeds meet-up with financial assistance in the form of a volunteer grant.

One person commented that they feel there is “some soft discrimination against males, specifically white males”. The respondent gave “the consistent dominance of a female executive leadership” as an example of that, and saying that they felt that it was “unlikely” to be “dealt with in the foreseeable future”. They also commented that they believed that there exists a “soft discrimination against those with more conservative political beliefs that reduces the neutrality of the movement.”

One person commented how responsive Wikimedia UK staff were with problem solving issues to do with receiving their stipend to participate in the International Train the Trainer. Another person commented that the fact that Wikimedia UK responded to the request from countries outwith the UK for a Train the Trainer demonstrates that Wikimedia UK are finding ways to ensure their programmes are inclusive.

Wikimedia UK is committed to fostering an equitable, diverse, and inclusive environment within our community, our workforce, and our services. We recognise that achieving equity goes beyond equal treatment, it requires proactive efforts to identify and remove systemic barriers that prevent full participation. [Wikimedia UK’s EDI policy](#), updated in March 2025, affirms our commitment to ensuring fairness, dignity, and respect for all individuals (including staff, volunteers & Trustees), regardless of background, identity, or personal characteristics. We also have an EDI framework and action plan that guides our work in this area.

Wikimedia UK supports and is bound by the Wikimedia Universal Code of Conduct: https://foundation.wikimedia.org/wiki/Policy:Universal_Code_of_Conduct and anticipates being able to participate in and cascade learning from training on the code and its enforcement guidelines as that project develops.

One person also commented that they do not engage with Slack, although they do not feel obligated to use it. Wikimedia UK uses a variety of ways to communicate with the community to ensure that messages are reached and communications are useful.

2.5 - What kind of training would you like us to provide in future?

Training requests community leaders suggested were varied (see appendix for further details on requests for training) and included additional Train the Trainer courses, Wikidata, Wiki Commons and Copyright and how to do Mass uploads amongst others.

We will use these suggestions to help shape our 2026/27 offering of training to the community.

Questions for volunteers

3.1 - Please indicate the activities in which you have been engaged over the last 12 months

#	Answer	%	Count	Aggregated count	Aggregated percentage
1	Trainer (Wikipedia)	24%	13	14	23%
2	Trainer (Wikidata)	15%	8	8	13%
3	Trainer (Other Wiki project)	4%	2	2	3%
4	Public speaking / advocacy	24%	13	14	23%
6	Event organiser or host	13%	7	10	17%
7	Communications (e.g. video, blogging)	11%	6	6	10%
9	Technical support	0%	0	0	0%
10	Governance / Trustee	5%	3	3	5%
11	Other (please specify)	4%	2	3	5%
	Total	100%	54	60	100%

As explained in the introduction, some of the respondents define their roles both as a volunteer for WMUK and a member of staff at a partner organisation. Therefore, their responses are aggregated for relevant questions.

The top three volunteer activities are training (Wikipedia and Wikidata), event organisation / hosting and public speaking / advocacy. This is similar to last year.

We had a significant increase in the number of volunteers supporting Communication activities this year (11%) than last year (6% in 2025) and a slight decrease in the number of people supporting Governance and Trustee (5% in 2026 compared to 10% in 2025).

Other included "Workshop Attendee", "Communications and Photo Judging at Competitions" and "Public Policy Roundtable".

3.2 - Do you feel that the volunteering work you do for Wikimedia UK is important?

#	Answer	%	Count	Aggregated count	Aggregated percentage
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1	Yes, definitely	73%	19	21	73%
2	Yes, a little	15%	4	5	17%
3	Neutral	12%	3	3	10%
4	Not really	0%	0	0	0%
5	Definitely not	0%	0	0	0%
	Total	100%	26	29	100%

On an aggregate level, 90% of volunteers felt that the work they do is important, which has decreased slightly from the previous year where it was 95%. The remainder (10%) felt neutral about the importance of their volunteering for Wikimedia UK. No one responded that they felt the volunteering they do for Wikimedia UK isn't important.

3.3 - Do you enjoy volunteering for Wikimedia UK?

#	Answer	%	Count	Aggregated count	Aggregated percentage
1	Yes, definitely	77%	20	23	79%
2	Yes, a little	12%	3	3	10%
3	Neutral	11%	3	3	10%
4	Not really	0%	0	0	0%
5	Definitely not	0%	0	0	0%
	Total	100%	26	29	100%

At the aggregated level, 90% of volunteers enjoy the work they do, which has decreased slightly from the previous year where 95% of volunteers enjoyed volunteering for WMUK. The remaining responded that they felt neutral. No one responded that they didn't enjoy volunteering for Wikimedia UK.

3.4 - Do you feel that Wikimedia UK appreciates the volunteering work you do?

#	Answer	%	Count	Aggregated count	Aggregated percentage
1	Yes, definitely	77%	20	23	79%

2	Yes, a little	15%	4	4	14%
3	Neutral	4%	1	1	3%
4	Not really	4%	1	1	3%
5	Definitely not	0%	0	0	0%
	Total	100%	26	29	100%

At the aggregated level, 93% of our volunteers reported feeling appreciated for the work that they do. This figure is slightly lower than last year (95%). One respondent felt neutral and one respondent stated “not really”.

3.5 - Do you feel supported by the staff of Wikimedia UK?

#	Answer	%	Count	Aggregated count	Aggregated percentage
1	Yes, definitely	70%	18	21	72%
2	Yes, a little	15%	4	4	14%
3	Neutral	15%	4	4	14%
4	Not really	0%	0	0	0%
5	Definitely not	0%	0	0	0%
	Total	100%	26	29	100%

At the aggregated level, 86% of volunteers feel supported by Wikimedia UK staff. With the remaining respondents feeling neutral. This figure has decreased from 2025, where 95% felt supported by Wikimedia UK.

3.6 - Has volunteering increased your confidence?

#	Answer	%	Count	Aggregated count	Aggregated percentage
1	Yes, a lot	69%	18	19	65%
2	Yes, a little	12%	3	4	14%
3	Neutral	19%	5	6	21%

4	No	0%	0	0	0%
	Total	100%	26	29	100%

At the aggregated level, 79% of volunteers feel that volunteering increases their confidence by some degree. 21% felt neutral. This figure is significantly higher than the previous year (68% in 2025).

3.7 - What do you like most about volunteering with Wikimedia UK?

The themes emerging for this question are building connections and being part of a community of like minded people, as well as learning new things and growing as a person, and contributing to open knowledge.

For a full list of comments to this question, please see the appendix.

3.8 - Is there anything we could change to improve your experience?

There were various suggestions from the community on ways Wikimedia UK could change to improve experience.

One person commented that they would like Wikimedia UK to “be more inclusive of members with broader political beliefs and representative of the volunteer community”. Wikimedia UK is committed to fostering an equitable, diverse, and inclusive environment within our community, our workforce, and our services. We recognise that achieving equity goes beyond equal treatment, it requires proactive efforts to identify and remove systemic barriers that prevent full participation. [Wikimedia UK’s EDI policy](#), updated in March 2025, affirms our commitment to ensuring fairness, dignity, and respect for all individuals (including staff, volunteers & Trustees), regardless of background, identity, or personal characteristics. We also have an EDI framework and action plan that guides our work in this area.

One person commented that they would like more direction from Wikimedia UK on projects they could carry out in their community (particularly Wikidata projects).

On a similar vein, another person commented they would like more opportunities to get involved, and a deeper role for volunteers in partnerships.

There was also a suggestion for more chances to get together in person and online. Wikimedia UK organises quarterly catch-ups for accredited trainers and this year we also introduced bi-monthly edit-a-thons for the community to learn how to edit, ask questions and edit in community.

One person commented they would like “simpler policies”. It is unclear whether they are referring to Wikimedia UKs policies or the Wikimedia movements policies.

Another person commented they would like more support to be able to participate as the “current

workshop support” wasn’t sufficient. It is unclear as to what workshop they attended and what support they would like from Wikimedia UK. Their response to other questions in the survey was very positive stating that they learnt new skills and will definitely continue engaging with Wikimedia UK. As mentioned previously, this year we offered an online version of Train the Trainer to people outside of the UK. This was a standalone course and wasn’t accompanied by the same level of support we offer trainers in the UK, like mentoring and catch-ups. If we do carry out another Train the Trainer for people outside of the UK, we will be clearer about expectations and level of support offered by Wikimedia UK.

One person commented that they appreciate the support from Wikimedia UK to community members in Africa.

Questions for staff members

4.1 - Please indicate the activities in which you have been engaged over the last 12 months

#	Answer	%	Count	Aggregated count	Aggregated percentage
1	I am a member of staff at an organisation that partners / works with Wikimedia UK	62%	8	9	56%
2	I manage / support people who work on Wikimedia projects	15%	2	2	13%
3	Course leader / support	8%	1	1	6%
4	Student or intern	8%	1	1	6%
5	Trainer (any Wikimedia project)	0%	0	0	0%
6	Event organiser or host	0%	0	1	6%
7	Event support	0%	0	0	0%
8	Wikimedian in Residence / support	8%	1	1	6%
9	Volunteer coordination	0%	0	0	0%
10	Other (please specify)	0%	0	1	6%
	Total	100%	13	16	100%

At the aggregated level, the top staff member activities are; member of staff at an organisation that partners with Wikimedia UK and managing people who work on Wikimedia projects. The “Other” was “Trainer, event organiser, WiR support”.

4.2 - When working with Wikimedia UK, how would you rate the quality of support you've had from us?

#	Answer	%	Count	<i>Aggregated count</i>	<i>Aggregated percentage</i>
1	Very good	85%	11	13	81%
2	Good	15%	2	3	19%
3	Neutral	0%	0	0	0%
4	Poor	0%	0	0	0%
5	Very poor	0%	0	0	0%
	Total	100%	13	16	100%

At the aggregated level, 100% of staff at partner organisations feel supported by the staff at Wikimedia UK and would rate the support received as good and / or very good. This is higher than the figure last year (87%).

4.3 - Is there anything that Wikimedia UK could do to improve your experience?

One person responded that “Maybe get more involved with universities” and another person responded to this question by saying “No” there wasn’t anything Wikimedia UK could do to improve their experience.

Demographic

A separate and optional survey on demographic is linked out from the end of the Community Leaders survey. All questions were optional. 36% of respondents went on to complete the demographic survey, which is a slight decrease from last year.

2 - Do you have any comments you would like to make anonymously about your experiences as a volunteer for or partner of Wikimedia UK?

One person said “keep it up” and another person commented they are “very impressed by the calibre of trustees”.

3 - Which of the following best describes your gender?

#	Answer	%	Count
1	Woman	53%	8
2	Non-binary	0%	0
3	Man	47%	7
4	Prefer not to say	0%	0
5	In another way	0%	0
	Total	100%	15

4 - Which of the following best describes your sexual orientation?

#	Answer	%	Count
1	Heterosexual / Straight	80%	12
2	Bi / Bisexual	13%	2
3	Gay / Lesbian	0%	0
4	Prefer not to say	7%	1
5	In another way	0%	0

	Total	100%	15
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5 - Do you consider yourself to be a trans person? (Where trans is understood to be an umbrella term to describe a person whose gender is not the same as the sex they were assigned at birth)

#	Answer	%	Count
1	Yes	0%	0
2	No	100%	15
3	Prefer not to say	0%	0
	Total	100%	15

6 - How old are you?

#	Answer	%	Count
1	13 or younger	0%	0
2	14–17	0%	0
3	18–24	0%	0
4	25–34	13%	2
5	35–44	40%	6
6	45–54	20%	3
7	55-64	13%	2
8	65–74	7%	1
9	75 or older	7%	1
11	Prefer not to say	0%	0
	Total	100%	15

7 - What is the highest level of education you have completed?

#	Answer	%	Count
1	Entry level qualifications or equivalent (e.g, an ESOL certificate)	0%	0
2	GCSE, A-level, HNC or equivalent	0%	0
3	Level 5 NVQ, Certificate of higher education or equivalent	7%	1
4	Foundation or bachelor's degree or equivalent	13%	2
5	Master's degree or equivalent	73%	11
6	Doctoral degree	7%	1
7	Prefer not to say	0%	0
8	Other (please specify)	0%	0
	Total	100%	15

8 - What is your ethnic group or background?

#	Answer	%	Count
1	White - British, English, Northern Irish, Scottish, Welsh	53%	8
2	White - Irish	0%	0
3	White - Gypsy or Irish Traveller	0%	0
4	Any other White background	13%	2
5	Asian / Asian British - Indian	7%	1

6	Asian / Asian British - Pakistani	0%	0
7	Asian / Asian British - Bangladeshi	0%	0
8	Asian / Asian British - Chinese	0%	0
9	Any other Asian background	0%	0
10	Black / Black British - African	0%	2
11	Black / Black British - Caribbean	0%	0
12	Any other Black background	0%	0
13	Mixed - White and Black Caribbean	0%	0
14	Mixed - White and Black African	0%	0
15	Mixed - White and Asian	0%	0
16	Any other Mixed background	7%	1
17	Any other ethnic group - Please specify	7%	1
	Total	100%	15

20% of respondents come from a Black or Asian background, which has increased from last year (13%). 66% of respondents are from a White background, which is significantly lower than last year (80%). 7% were from any other mixed background and 7% stating they are from Any other ethnic group (Latino).

9 - Do you have a development disorder or a physical or mental health condition or illness lasting or expected to last 12 months or more?

#	Answer	%	Count
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1	Yes	20%	3
2	No	80%	12
3	Don't know	0%	0
4	Prefer not to say	0%	0
	Total	100%	15

10 - Does your disorder, condition or illness reduce your ability to carry out day-to-day activities without treatment or medication?

#	Answer	%	Count
1	Yes, a lot	0%	0
2	Yes, a little	67%	2
3	Not at all	33%	1
	Total	100%	3

11 - Are you Neurodivergent?

#	Answer	%	Count
1	Yes	13%	2
2	No	80%	12
3	Don't know	7%	1
4	Prefer not to say	0%	0
	Total	100%	15

The sample size is fairly small and we are assuming that it is representative of the Wikimedia UK community.

In the demographic survey, we see that there is more parity between men and women members of the community. 53% described their gender as female and 47% described their gender as male, with no representation from non-binary people, or trans individuals.

80% of respondents are straight/heterosexual with 13% identifying as bisexual. There is no representation from people identifying as gay/lesbian, similar to last year. 7% preferred not to say.

The majority of volunteers, 60%, are between 35-54 (67% in 2025), and 13% said they were between 25-34 and 13% said they were 55-64. The spread of volunteers across age categories is very similar to last year. There is an increase in respondents in the 25-34 age category and no representation from the community below 24 years. There is an increase in respondents who stated they are 75 years or older.

20% of respondents come from a Black or Asian background, which has increased from last year (13%). 66% of respondents are from a White background, which is significantly lower than last year (80%). 7% were from any other mixed background and 7% stating they are from Any other ethnic group (Latino). In this year's call out for the Train the Trainer course, Wikimedia UK explicitly stated "we are actively seeking and would particularly welcome applicants from Black, South Asian and minority groups; women; and members of the LGBT+ community."

93% of respondents have a degree or a higher qualification. This is similar to previous years. Given the small sample size, and that the respondent group includes a number of those working in universities and cultural institutions, we would likely expect to see a high proportion of individuals who have been university educated. The remainder said they had a Level 5 NVQ, Certificate of higher education or equivalent.

20% of respondents have a physical or mental health condition lasting or expected to last 12 months or more, which is lower than last year. Of those 67% stated that their physical or mental health condition reduces their ability to carry out their day-to-day activities to some extent.

13% said they were neurodivergent and the majority (80%) said they weren't. 7% of respondents were not sure.

Wikimedia UK needs to continue to ensure that accessibility for people who have a physical or mental health condition or are neurodivergent is part of the support we offer to volunteers and members of staff at partner organisations

Appendix

Text answers from questions are appended below. Some of the text responses have been further anonymised to remove any identifying detail.

1.8 What skills have you learnt / developed as a result of volunteering?

- Public speaking confidence,
- Project coordination
- Researching skills
- Editing skill
- Project Management
- Capacity building
- How to edit, create outreach dashboard, how to organize training for my community and more others.
- How to use Montage, slightly better at Slack
- Presentation of information, editing skills, managing groups of students to edit Wikipedia
- Skills needed in facilitating and carrying out Campaigns and events, and how to manage editors and different types of people during events
- The advocacy skills to articulate and frame high impact social issues in the way it makes sense to Wikimedia communities is an invaluable skill that I have picked from Wikimedia UK's interventions.
- Leadership skills and projects management
- Tech skills, writing skills, training skills - so much!
- I have learnt how to use SPARQL on Wiki Data.
- Teaching others how to edit
- Working with partner organisations
- I learnt how to manage and organize programs effectively, during the Wikimedia UK Train the Trainer online session I was able to learn how to use some tools in contributing to Wikimedia projects which I didn't even know existed.
- With WMUK Train the Trainer program enhance training skills a lot.
- Communication, collaboration, analysing, dealing with friction.
- The value of sharing knowledge.
- I was able to sharpen my wikipedia skill from the train the trainer 2025 course
- communication, editing, group work, organising events
- Partnering with Wikimedia UK I learned more about what is relevant and interesting to members of staff of my own organisation, and learned more about open knowledge advocacy and global partnerships.
- Community Engagement skills
- Posting copyright content on Wikimedia
- Train the trainer is an excellent programme though there's not enough followup. It helps with confidence in speaking and training.
- How to bring academics into activities that are very beneficial for them but are outside of what they normally do.
- I was among the TTT UK last year, I was guided through the Wikilearn platform on how to manage each participant from including newbies and existing editors, how to engage and

know their area of interest. This has guided me whenever I organize community engagement.

- Specifically Wiki event and meetup hosting skills. Online presenting.

2 Do you have any comments you would like to make anonymously about your experiences as a volunteer for or partner of Wikimedia UK?

- There weren't any responses to this question

2.2 Has your participation in Wikimedia UK activities, such as running wiki events, encouraged you to take part in other non-wiki activities (eg. Community organising, campaigning, other kinds of volunteering, etc.)? If you have an anecdote or story to share about the previous question, please feel free to do so below.

- "Just can't wait to continue working with the foundation."
- "The recent course on dealing with challenging or controversial issues has been immediately applied to my personal life and am reflecting on it for my other volunteering roles"
- "My experience in the courses have really deepened my knowledge on volunteering on Wikimedia."
- "It's great getting people together face to face, it leads to all sorts of other things that can't always be quantified but it's crucial to building a strong community"

2.4 If you would like to expand your answer to the previous question, please do so below. (please note that we may use anonymous quotes from this question in our reporting, such as our Impact Report)

- Not for now.
- I do hate Slack so I would prefer not to use it! That's a personal preference though, I didn't feel obligated to use it by the team.
- I feel there is some soft discrimination against males, specifically white males, that is a taboo subject. The consistent dominance of a female executive leadership is an example of that. This means it is unlikely that it will be dealt with in the foreseeable future. There is also a soft discrimination against those with more conservative political beliefs that reduces the neutrality of the movement.
- I strongly agree that Wikimedia UK do treat volunteers like me fairly because of my encounter with them during the Train the Trainer, so when the trainers stipend was disbursed I didn't get mine for like a month after the training, I was disturbing Rupal with my numerous emails, yeah they didn't abandon me, the issue was treated fairly and last it was resolved and at the end I got my stipend, so kudos to the organizers of that training for their effective response it's an amazing one.
- The open approach to Women in Red, and the bilingual and gender, ethnicity and belief aware approach to dealing with challenging situations.
- My reply is neutral because I'm not based in the UK, and I don't feel equipped to answer with sufficient knowledge. My individual experience from virtual and a few in person events (like Wikimania), has been very positive.
- I have not experienced any situation where staff are treated differently from volunteers.
- I've never seen evidence to the contrary but I'm not part of an underrepresented group
- I am consistently amazed at the amount of time and effort Wikimedia is able to invest in our group and how patient and enthusiastic and lovely Wikimedians are.

- Yes, organising the train the Trainer sessions last year for people outside the UK is a clear instant that they do not marginalize in their decision making. I joined from Nigeria with several community members.
- I think no one organisation or community is perfect at this, rather it is something to work towards and I think WMUK are doing a great job of that. I have experienced racist and sexist comments at meet-ups (thankfully not any I've hosted) and I think this can be because the traditional Wiki editor can still often be the demographics with more power who are less exposed to people different than them. I hope as an attendee and ally I provided a good response and I think that is one thing we can do.

2.5 What kind of training would you like us to provide in future?

- How to create and publish diff posts
- More wikimedia platforms
- Training on how to make use of event management tools like Airtable and co
- Project Management
- More on the tech side of things and just building up skills in general! Also training on what en Wiki is currently working on eg AI, Online Safety Act etc - super useful to know for training
- Personalised online sessions with subsequent follow-ups and not just a one-time affair
- Wiki Commons and Copyright
- Mass uploads
- Volunteers training and establishments after the training to help practice what they've learnt will be great.
- Wiki Data
- Perhaps for relative newcomers how to use some of the policies without too much verbiage to read
- Training that involves interested students
- Technical training
- More follow-up to train the trainer would be great, especially opportunities for experienced and new trainers to work together and learn from each other, more opportunities to network and share thoughts and experiences.
- More Train the Trainer sessions to help us keep building our skills and this will definitely help us build the community especially in Africa. We share what we learnt in the community.
- More Train the trainer, as an e-learning module can work through at our own pace, workshops on how to combat discriminatory comments at meetups, how to promote a meetup or editathon (non user expectations of the session can be so varied)

Questions for Volunteers

3.7 What do you like most about volunteering with Wikimedia UK?

- Getting to talk to others who are so passionate about what they do and learning about what others do
- Meeting with diverse people who share same interests as I do
- How they train volunteers to train others
- Lovely community, like giving back to a site I use a lot
- Your development is not stagnant, you grow while also working
- Leadership Training
- Meeting other far more experienced people, developing my training skills and contributing to open knowledge!
- I have not really done a direct volunteer with Wikimedia UK
- I like the community and their commitment to inclusivity and the free knowledge mission.

- Amongst fellow enthusiasts who share their skills generously and help me solve issues and learn how to do new things in wiki verse
- Their detailed explanation during the training.
- The community ethos and generous support
- The respect, collaboration, and trust between staff and volunteers.
- Social aspect
- Sharing my skills and passion with people who want to get involved
- The kind and prompt response, the guide and follow up sessions.

3.8 Is there anything we could change to improve your experience?

- More support to be able to participate. Because the current workshop support did not go well for me.
- No
- N/A
- No 😊
- Be more inclusive of members with broader political beliefs and representative of the volunteer community.
- No at the moment
- The only change I would suggest is for Wikimedia UK to assign and support one or two projects for me to carry out in my community, especially Wikidata projects. I love editing Wikidata.
- Simpler policies
- I'm satisfied with the current experience and support.
- More opportunities to get involved, a deeper role for volunteers in partnerships, more chances to get together in person and online.
- I love your mentorship pattern, keep it up and never change from advancing knowledge especially to us in Africa.

Questions for Staff

4.1 - Please indicate the activities in which you have been engaged over the last 12 months

4.3 Is there anything that Wikimedia UK could do to improve your experience?

-

Questions for Staff and Volunteers

5.1 Please indicate the activities in which you have been engaged over the last 12 months

-

5.7 What do you like most about volunteering with Wikimedia UK?

-

5.8 Is there anything we could change to improve your experience as a volunteer?

This document is prepared by Rupal Karia (Outreach and Community Coordinator) with help and assistance from other members of the Wikimedia UK staff team.