

Oscar Costero

Digital Organizer and Nonprofit Leader

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PROFILE

Accomplished nonprofit professional with 10 years of progressive expertise in program leadership, partnerships, advocacy, operations, impact assessment, and strategic planning across the US and Latin America. A systems thinker with recognized strength in building inclusive, participatory programs that expand marginalized populations' access to online knowledge. I support individuals and communities in organizing digitally and physically to collaborate, share knowledge, and take meaningful action. My approach is inclusive, holistic, and rooted in peer-to-peer education, empowering people to build systems that serve their needs.

SKILLS

- Strategic Planning
- Advocacy & Community Organizing
- Intercultural Communication
- Operational Leadership
- Communications & Storytelling
- Peer-to-Peer Education

EXPERIENCE

Wikimedia Language Diversity Hub | Lead Organizer | *Remote* | *Oct 2023 - Present*

- Co-develop a theory of change model to integrate all global language-diverse activists and organizations under one umbrella organization.
- Build a long-term plan to ensure the sustainability of the organization.
- Develop a new governance structure to empower participation from all and contribute to the organization.
- Coordinate group meetings, build relationships with underrepresented communities who want to have their language represented on Wikipedia.

Equis Research | Wikimedian in Residence | *Remote* | *Jul 2024 - Jun 2025*

- Collaborative program planning, design and implementation to maximize impact of the Latino presence on the Wikimedia projects.
- Mapping the barriers of representation of Latinos in the platform and generating solutions to engage with them where they are.
- Built a safe online environment that allowed the creation of content for and by Latinos.

Wikimedia Foundation | Movement Communications Facilitator & Movement Strategy and Governance Facilitator | *Remote* | *Jan 2021 - Jun 2024*

- Developed and established open and passionate communication with online volunteers of the Wikimedia projects for Latin America and Spanish-speaking communities
- Supported strategic conversations of the volunteer movement, leading strategic discussions for creating a regional office for Latin America.

Wikimedia Venezuela | Founder and Chair of the Board | *Caracas, Venezuela* | *Feb 2012 - Nov 2021*

- Launched and led the national Wikimedia chapter to promote free and open knowledge as a tool for empowerment and civic engagement.
- Designed and implemented educational and cultural programs that trained diverse audiences to contribute to and organize around Wikipedia and other Wikimedia platforms.
- Built partnerships with colleges, libraries, and community groups to strengthen capacity for collaborative, tech-enabled learning.
- Advocated nationally for access to free knowledge, with a focus on inclusion, digital literacy, and community ownership.
- Directed organizational strategy and governance, ensuring sustainable growth and alignment with global Wikimedia movement goals.

EDUCATION

Universidad Católica Andrés Bello (UCAB), Caracas — BA/BSc in Economics

CERTIFICATIONS

- Diploma of Governance, Political Management and Public Management (UCAB— 2021)
- Program of Advanced Studies in Human Rights (UCAB— 2018)

LANGUAGES

- **Spanish:** Native
- **English:** Advanced speaker, reading and writing

REFERENCES

- **Quim Gil** | Principal Community Relations Specialist | Wikimedia Foundation | qgil@wikimedia.org

- **Eric Borja** | Director of Narrative | Equis Labs |
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