

# ART + FEMINISM

## Diversity Audit

2016



# ART + FEMINISM

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## Section 1 | About

In response to participant feedback, Art+Feminism convened a group of experienced community organizers to review our materials and methods, and to suggest changes to make the project as inclusive as possible.



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## Section 2 | Author Biographies

### Alice Backer

Alice Backer is a social media professional, lawyer and free culture curator. In 2015, she launched Afrocrowd, a multilingual initiative to increase Afrodescendant participation in crowdsourcing initiatives such as Wikipedia. She was Francophonie Editor at Global Voices Online (2005-2006) covering French-speaking blogs of Africa and the Caribbean and a founder of Global Voices Lingua (2006-2007). She has been aggregating and disseminating Haitian online expression since 2005 at her websites [www.kiskeacity.com](http://www.kiskeacity.com) (2005-present) and [www.haitianbloggers.com](http://www.haitianbloggers.com) (2010-present) and through social media. On the weekly podcast Legacy of 1804 she interviews notable guests on Haitian current affairs (2013-present). Alice holds a B.A. from Barnard College of Columbia University and a J.D. from New York University School of Law.

### Sheetal Prajapati

Sheetal Prajapati is an educator, artist, and cultural producer living in Brooklyn. She is Assistant Director, Learning and Artists Initiatives at The Museum of Modern Art and co-organizer for Open Engagement, an annual conference on art and social practice. Her work as an educator looks at the intersections between pedagogical and artistic practice for public engagement and social change. As an artist, Sheetal's current work addresses notions of intimacy and exchange, exploring the conditions that allow us to make connections to each other and the world around us. She received her BA from Northwestern University and her MA from the School of the Art Institute of Chicago.

### Marin Watts

Marin Watts is a queer trans Filipino multimedia artist, filmmaker, and educator. Culturally rooted in the American South, he has a long history of working collaboratively with art, youth, and social justice communities. His goal is to work towards increased visibility for LGBTQNC communities in the media and creative arts through education, collaboration, and art making. Watts founded Media Masters Alliance ([mediama.org](http://mediama.org)) a media project providing media education and mentorship opportunities for LGBTQNC and allied youth, and is currently working on several film and fine art projects.



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## Section 3 | Art+Feminism Diversity Audit — African Diaspora Outreach

Author: Alice Backer, Founder and E.D., Afrocrowd

6/12/16

Sections:

1. Outreach and Recruitment Process and Materials
2. Training Materials
3. Meetup Page and Website
4. Event Structure
5. Visibility and Ownership

This part of the report seeks to explore avenues of outreach to people of African descent and propose ownership as a solution to future requests for improved representation by subgroups in A+F's target audience. The comments and recommendations below glean from Afrocrowd's experiences and learnings during its 16 month-old effort to increase outreach to editors of African descent in the United States and to build bridges to existing editors and groups of editors in Africa, including West Africa.

### Outreach and Recruitment Process and Materials

A+F might benefit from an intensification of ambassador recruitment in non-western parts of the world, including Africa. Afrocrowd itself is still identifying contacts in that part of the world and is hoping to develop those contacts further at a conference being organized by the Wikimedia Foundation in Africa later this year.

Recommendations:

(Expect all these to take a few years realistically as African diaspora participation is low in the movement at large, including among men.)

In collaboration with Afrocrowd,

- Augment the list of contacts in Africa, including in Sub-Saharan Africa. Expect this to be an ongoing process that will take a few years.
  - Note that Wiki Indaba 2016-2017, a gathering of African wikipedians which will take place in Ghana, is currently in its planning phase and Afrocrowd may attend. Some networking can be done there towards more regional participation in A+F 2017.
- Diversify the list of Ambassadors in Europe to include more racial minorities, including people of African descent.
- Develop goals and targets for increased diversity among Ambassadors on a 5 year timeline. (This is optional as many find that a more organic approach resting less on metrics may or may not be preferred.)
- Compile a list of female black librarian contacts in the United States. (Afrocrowd is preparing a national black librarian outreach campaign with #1lib1ref from October 2016 to January 2017 and the lists and contacts made from that can then be carried over starting from A+F 2017 and beyond.)



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- Increase Afrodescendant participation at the flagship Art+ Feminism event at the MoMA in New York City.
  - Consider asking the Black Lunch Table, a US and sometimes NYC-based group of Black artists who organize wikipedia editathons, to pitch in with outreach to their constituency for A+F 2017.

## Training Materials

The training materials (beginner and advanced presentations and videos and organizer kit) are thorough, effective and elaborate. Training materials do a good job of incorporating case studies using articles on women of color such as bell hooks and Adrian Piper. They explain acceptable sources and criteria for notability with great care. They also explain that desirable sources are peer-reviewed. One caveat, however, is that at some point in the materials desirable sources are qualified as “mainstream.”

Furthermore, as reflected in the user experience study commissioned by A+F, beginner A+F participants are finding the Wikipedia interface and lingo somewhat off-putting and disorienting.

## Recommendations:

Implementing the below recommendations is by and large optional as training materials are pretty thorough in their current state and represent a great resource for other diversity outreach projects such as Afrocrowd:

- Since we know that mainstream sources often reflect systemic biases of some sort, A+F training materials may want to mention that the organization is aware that the prevailing notability and credibility of sources requirements do nothing to help bridge the multicultural and gender gaps on Wikipedia and that A+F is committed to help refine the formulation of these requirements.
- Beginner training materials appear too advanced. Consider paring down the level of granularity and detail in your beginner training, especially in light of the feedback from the user experience study you commissioned.

## Meetup Page and Website

The Meetup page and website are very adequate when it comes to outreach to your core audience. That said, A+F has faced discontent from gender subgroups about the handling of their gender group in your articles lists.

## Recommendations:

- In terms of reaching out to people who are both in Afrocrowd’s and A+F’s target groups, some subtle signaling that their presence is expected in the community might help in making the materials relevant to them:
- Consider posting the Afrocrowd logo, hyperlinked, in a “partners” or “supportive organizations” section on the homepage of both the website and the meetup page. The logo and likeness of Afrocrowd has the potential to alone signal inclusion. Those who want to find out more can just click on the link.
  - If you are able to obtain an alliance or partnership with the Black Lunch Table, consider adding their logo in that section too, as they are a female led collective of artists who should fit well with your community.
- If using photographs on these media, consider interspersing images of diverse participants.



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- In the section entitled “Diversity Subcommittee” on your landing page, consider adding small headshots of each member.
- While seeking the recommended partnerships, be cognizant that some afrodescendant women may be wary of association with the term “feminism”. There is a long epistemology of Black female scholars and activists decrying racism in mainstream Western feminism. Namely, mainstream western feminism is often accused of asking non-white women to participate in the movement in a way that ignores other societal ills such as racism. These voices have pointed out that western mainstream feminists can be as guilty of racism as their male counterparts.
- In terms of preventing future complaints about inadequate representation of gender or other subgroups, please refer to the following section.

## Event Structure

A+F’s flagship NYC event is a bustling day replete with panels and editing opportunities. Afrocrowd tried to carve a niche for our target audience this year by helping out in outreach but that did not necessarily translate into a well organized presence of our subgroup. Afrocrowd invitees reported some degree of disorientation.

This section also seeks to address a past complaint by a member of a gender subgroup of A+F’s handling of the portion of your articles list relating to them.

## Recommendations:

- Consider giving gender subgroups and diverse subgroups in your target audience who voice complaints ownership of the process of how their group is represented at your event. You will relinquish some control but likely find that this approach pays off. While it is impossible to avoid complaints, empowering discontented participants to take charge may make for a better experience in coming years. This ownership can result in any or all of the following:
  - Subgroups may decide to brand and organize their own events in their city or country. Ex: A+F Transgender 2017 at Brooklyn Public Library, NY.
  - They may decide to own and take charge of a session dedicated to their subgroup at your main event or at the main event in their city.
  - If they have complaints about how a specific aspect of the event was organized this year, i.e. articles lists, you may want to put them in charge of the process of how articles are handled the following year -- in their own city or globally.
  - In general — and this is not easy— offer members of subgroups both the option to blend into your existing events and the option to huddle among themselves if that is what they prefer.
- Organizing a presence suitable to individuals in both A+F and Afrocrowd target groups for next year may need to start way ahead of March 2017.
  - Though they can be controversial, consider some visibility mechanisms for articles about topics relevant to Afrocrowd’s target audience such as a special highlight or discreet asterisk.
  - Since many do not necessarily like the singling out of diverse subjects, intersperse diversity in existing lists, with a subtle marker.



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- Consider a session dedicated to participants interested in finding out more about Afrocrowd or the Black Lunch Table or incorporating that perspective in an existing session.
- Add a section about Afrocrowd or the Black Lunch Table to your Meetup page and website. (See previous section for more.)
- Consider inviting members of the Black Lunch Table to attend and participate in program design for A+F 2017 or simply invite them to be on a panel.

## Visibility and Ownership

Folks who belong both to Afrocrowd's and A+F's target groups will need to see more of themselves in your materials. The visibility will need to also be coupled with a sense of ownership or self-determination, as activist Reina Gossett explained during an A+F 2016 panel at MoMA in NYC.

## Recommendations:

Many specific recommendations for increased visibility and ownership have been made in the report so this section merely reiterates a broader approach to visibility.

- **Visibility should be subtle.** You want to both suggest in your materials that people of African Descent are expected and welcome in the A+F space and at the same time make it clear that those who want to engage your space without engaging subgroup-targeted activities can do so.
  - Achieve that by offering both subgroup-specific activities and by incorporating subgroup perspectives and participants in general activities.
  - Use visual cues, such as Afrocrowd's logo, to signal that group specific activities are available to those who want them.
- When and if contestation or conflict arises, and provided you determine that such contestation is made in good faith, err on the side of handing over ownership of the solution to either the complainant or someone in their group. For example, in the complaint registered during A+F 2015 regarding articles lists not accurately reflecting a certain gender subgroup, one possible response is to encourage them or someone in their group to organize an A+F [Insert Subgroup] event in 2017. That should provide them with some amount of control over the problem they wish to solve.



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## Section 4 | Art + Feminism Diversity Report: Training and Outreach Materials

Author: Sheetal Prajapati

This report reviews and provides recommendations for further developing the training and outreach materials and resources available to independent organizers and participants for Art + Feminism wikipedia-thon events. These recommendations will offer concrete ways to provide organizational tools and content to address the ways the Art + Feminism collective can provide a framework of openness and inclusion.

For the purposes of this report, the term “inclusion” is being used in a broader context. In addition to addressing inclusion across identity and gender, this report also considers inclusion to mean providing anyone interested in organizing with a complete set of tools. Part of a project that relies on peer support, equity, and honesty requires that organizational materials provide all participants with the tools to match their interest and set up them up to succeed. This report then, provides recommendations to enhance the key training and outreach materials to better prepare participants for their chosen role in making Art + Feminism a sustainable and inclusive project.

### Key Recommendations

Looking across this set of resources, there are some key recommendations that the collective should consider addressing. These recommendations take into consideration both the conceptual and concrete nature of the Art + Feminism project. Materials distributed should reflect the values of the project in addition to providing practical content for organizing, training and education. It is clear that the values of Art + Feminism are democratic and strive to be inclusive and nurturing to building communities around action. This clarity is best understood in conversation with the co-organizer, Sian, Jacqueline and Michael. These recommendations are partially drawn from a desire to find ways to articulate their passion and openness around this work.

1. Define feminism. As discussed with the collective, it is critical to be as open and inclusive as possible in welcoming new organizers and editors to events. Though it might seem counter-intuitive, it is recommended that the collective provide some type of framework for feminism as it relates to this project.

The organizer kit articulates feminism as a practice rather than an idea. This indicates a thoughtful starting point for what can be an open and fluid working framework for feminism.

We know that that feminism is defined in a number of ways, some that are actually exclusionary to various groups. Art + Feminism has an opportunity to help shape the concept of feminism, not as a static definition, but rather as an ongoing process of reflection and action. Through the work of wikipedia-thons, Art + Feminism is not only adding content and diversifying contributors but actually providing a platform for a more expansive dialog around what feminism is and can be. This is an important responsibility and there are number of ways the collective can start to build this kind of framework with allies in practice.

2. Statement of Values. Art + Feminism’s current stated goal is to improve the coverage of women and the arts on Wikipedia and encourage female editorship. The website goes on to list transgender, cisgender, and gender nonconforming women as invited to be part of this wok. The inclusion of this statement is important but may not be enough to adequately articulate the collective’s values around inclusion and openness. It is recommended that the collective identify and state concise values for Art + Feminism on



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their home page. A strong example is that of Black Lives Matter – see their principles. The organizer kit does articulate organizing principles for events and a few of them might be well suited as larger goals for the collective as a starting point for identifying values. While its important not to take stances that may alienate others, it is also important to recognize that Art + Feminism, in its own existence is an action and is already taking a position – a statement of values would allow the collective to further articulate their approach to inclusivity and respect and ensure that potential organizers share those values.

3. Share evaluation. The 2015 Outcomes Report is a useful document and outlines clear outcomes of the events and the project's larger implications and interests. It is recommended that this information be shared on the website in some kind of concise manner – it seems it could be incredibly effective for illustrating the potential for the project as it grows. Moving forward, continuing to collect formal feedback also provides participants with a forum for voicing their needs and interest.
4. Complete the Art + Feminism meetup page. Browsing through the Art + Feminism meet up page, there are tabs with incomplete information including Event Archive and Outcomes. It is recommended these pages be updated to serve as an effective resource.

## Training and Outreach Materials

The materials reviewed include:

- Training Videos on YouTube and Powerpoint Lesson Plans, Beginner and Advanced
- Art + Feminism website
- Organizer Kit

## Training Videos

These materials provide step-by-step information on the anatomy of a wikipedia page and the process for adding new pages and editing pages with text, images, and other related materials responsibly. They are easily accessible on YouTube.

The videos are great resources for anyone that is new to wikipedia editing. They provide a clear and concise narrative to understand the values of wikipedia as a platform as well as the process for editing. Viewing them seems critical for anyone that is organizing an A+F wikipedia-thon event and will be responsible for coordinating the sharing and use of this knowledge with others. That should be emphasized in the organizer kit as a way to understand the process that takes place at these events.

The one video that might be missing from this series is on the values and goals of Art +Feminism. The Gender Gap piece does indicate the need for Art + Feminism but does not address the larger goals and process of the project. As a next step to the key recommendations, a video piece on "What is Art + Feminism?" or similar could be useful.

## PPT Lesson Plans

These slides provide a parallel presentation to the training videos, including a great set of images breaking down the anatomy of a wikipedia page. Whether this is primarily meant as teaching tool for organizers or a presentation for the event, it is recommended a companion text be developed to complement the visual content. This would allow users to have working definitions of terms as well as fuller explanations of processed (possibly links to other useful resources as well). For example, in looking at the slide presentation, I am searching for a complete definition of "sandbox". If I am new to wikipedia, this might be an unfamiliar term for me.



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Since there are a series of videos available for most of this content, maybe a transcript of those pieces could be excerpted into companion text for the slides. This could also allow organizers to better prepare for training sessions during the event.

## Art + Feminism website

The website has many positive qualities:

- Simple, easy to navigate
- Concise information, links to pertinent content
- Great history section with video
- Updated press page
- Blog has relevant content

Overall, it provides basic information and some insight into the work of the group and its larger reach, including a map that visualizes the geography of the project in 2016.

These are recommendations for further content development:

- As outlined in the key recommendations, there are a few areas where the content does not go deep enough to articulate the values of the project. Should the group decide to articulate these, it would be ideal to make space on the site to present them.
- The blog has some great potential for creating a dialog amongst the community. With limited capacity, this may be out of the current scope of possibilities, however, for the purposes of this report, it is recommended that the collective consider the blog as a place to feature voices of organizers around the world. This kind of visibility amongst each other could play an important role in peer support amongst these dedicated participants. It could also serve as a place to articulate narratives about each event from the point of view of local organizers or participants. There are many possibilities for how the blog could function but this recommendation is based on the project's emphasis on inclusion and agency.
- The website could benefit from an archives section that provides brief statistics and overview of previous annual Art + Feminism events and partners.
- It is recommended that the site include a page that lists volunteer and satellite event organizer names and locations with permission. There is a great list of partners, allies, and organizers on the homepage but given the values around this work, a list of those who provided labor and organizing in various places would be appropriate.

## Organizer's Kit

The final section of this report will provide an outline of concrete content additions to the Organizer's Kit. As with previous sections of the report, content developed from key recommendation areas can and should be incorporated into this toolkit for organizers.

- The current Organizer's Kit provides a framework that articulates the various components involved in organizing an event for Art + Feminism. Rich content areas include:
- Effective samples of event documents in appendices (cheat sheet)
- Resource links through document are helpful
- Principles of organizing set a positive tone for project
- Recommendation to connect with regional ambassador is critical
- Inclusion of safe space policy

As a toolkit for someone organizing an event like this for the first time, there are some missing content that could provide more clarity in key areas as follows:



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1. Timeline – The organizer kit should include a suggested timeline for organizing all aspects of the event. This also serves as a way for organizers to set deadlines for production.
2. Skills/Support– The kit implies that additional help and specific skills might be needed to organize an event like this but it is recommended that the document actually suggest how many other people or what kind of skills one might want or need to organize locally. [Example: an experienced event planner might not have the skills to set up meetup pages and would want to seek someone with those skills for support]
3. Partner section and checklist- Organizers are encouraged to work with partners and host organizations for events. This kit should include a quick checklist of qualities and resources organizers should consider when approaching or choosing a host/partner for the event (space, equipment, communication support, etc). Checklists like this can be included in the appendices of the kit but the main text of the kit should include a section on how to choose an appropriate partners whose values/goals are appropriately aligned with Art + Feminism.
4. Goals – This kit should include a set of goals for Art + Feminism wikipedia-thon events. They can be quantitative or qualitative – regardless, it's important for the organizer to understand the desired outcomes of these events. The current tool kit does lay out principles but those are more related to the way one works together rather than goals of the project.
5. Event Checklist – Include an event checklist in the appendices of the kit as a quick reference for organizers. (this can be folded in with timeline)
6. These five content areas are priority recommendations for providing a full tool kit for organizing and welcoming interested participants with a range of backgrounds and interests. Below there are secondary recommendations that can be incorporated and considered over time as the collective decides.
7. Update Press Release - The press release should include more robust information about Art + feminism and then include the concrete event information. Consider revising the template to provide a framework for customizing content locally.
8. Safer Space Policy – How one might use this policy for events should be articulated in the kit. Should it be posted somewhere? Should it be shared with volunteers or partners? The kit should provide clarity around this text as a tool.
9. Event Schedule samples- The appendices could include a run down of event flow as well as a larger planning timeline mentioned above. The day-of sample could illustrate how an event unfolds and when additional support might be needed during the day.
10. Add Resources - Include links on how to set up email/document sharing accounts, share links to sample Facebook event pages, and other useful links for administration throughout the kit narrative.
11. Regional Ambassador first contact – The collective should consider suggesting contact with a regional ambassador as a first step in the process of organizing. These experience individuals can provide insight up front for organizers as they begin planning.
12. Media tips – Consider providing customized suggestions or providing links to tips for marketing events and writing press releases.
13. Encourage dialog – when possible, encourage organizers to incorporate dialog (such as the breakout discussion for the 2016 event at MoMA) as part of the events. This might require occasionally providing information on what kind of topics and individuals might be well suited for the event for interested organizers.



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## Section 5 | Art+Feminism Diversity Subcommittee Report

Author: Marin Watts

Sections:

1. Overview
2. Outreach and Recruitment Process
3. Training and Outreach Materials
4. Meet-Up Page and Website
5. Event Structure

### Overview

To increase the diversity of editors and content within Wikipedia, Art+Feminism needs to work with ambassadors within a range of communities and providing targeted training to these ambassadors so they can then teach their community how to edit Wikipedia articles, host editathons, and organize regular Wikipedia training sessions. Art+Feminism needs to also be clear about their mission, goals, and vision so people looking to get involved understand more clearly what the project aims to achieve. Another very important piece that needs to be addressed is the language and accessibility of the resources and training sessions so that they meet the needs and abilities of a variety of populations, not just white academics. And generally, there needs to be more time invested in outreach, education, and adoption of the project.

### Outreach and Recruitment Process

Comments: Libraries and art spaces institutions seem to be your main audience. This should be expanded to be more inclusive to a variety of groups.

Recommendations:

What are the areas that you would like to reach? Many of the locations that Art+Feminism provides trainings are in spaces that are inaccessible or uncomfortable for many people. Art museums and libraries are generally visited by older people or people. Museums are often attended by people who are looking for adult activities or those who have money to visit the museum. A suggestion would be to extend outreach to public schools, community centers and space, local libraries, and reaching out to groups and organizations providing direct services to the community, as well as trainings in languages other than English. There are nearly 800 languages spoken in New York, making it one of the most linguistically diverse cities in the world.

There is definitely an opportunity to reach youth populations and older people looking to expand their professional skills at libraries, but there needs to be more of a concerted effort to provide trainings at smaller local libraries. According to Pew Research Center, "Those who have visited a library or bookmobile in the past 12 months are more likely to be women, parents of minor children and those with higher levels of education. Younger adults ages 18 to 29 are more likely than their elders to have used libraries during the previous year. And those less likely to have recently visited a library include Hispanics and those who live in rural areas."

As Wikipedia becomes the go to source of information, especially among youth, it is essential to expanding the content to be more current and culturally diverse. By training educators and youth to create and/or edit Wikipedia pages could be a solution to the gap in information that is added to Wikipedia. Possible outreach opportunities could be listing



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Wikipedia training opportunities on educators listservs and offering Wikipedia editing as a free skills training. By offering general Wikipedia training, an overview of how Wikipedia is edited, how to add content to Wikipedia, and being transparent about the ways content is vetted for publishing in Wikipedia would also be a great way for educators to get involved

When trying to increase LGBT content within Wikipedia, Art+Feminism should reach out to LGBT centers and groups and organizations working with queer youth and elders. A few suggestions would be to reach out to gay straight alliances within schools, LGBT archives, and museums focusing on LGBT art and cultural production. A few hurdles you would have to consider when working on increasing LGBT content in Wikipedia is the fact that historically, queer content has been erased or underrepresented in the public eye. Wikipedia has very strict policies around what is considered “reliable” source material. LGBT movement builders and organizers are often not household names or public figures, which will lead to difficulties proving notability.

If people are adding content into Wikipedia, that is not getting accepted or that is constantly being challenged, the adoption of Wikipedia editorship will be low. Are there Wikipedia gatekeepers that are brown, black, queer, differently abled, non-english speaking, poor, or immigrants? Who are the folks making the decisions on what gets published or not? Could there be specialists that can provide better feedback when articles get denied?

Recommendations:

- Organizing a Art+Feminism ambassador program/mentorship/internship program.
- Working with a community organizer, public school teacher, or youth organizer to provide more direct outreach within their communities.
- Offer Wiki-editing trainings throughout the year in a range of locations outside of the museum or academic library settings.

## Training and Outreach Materials

Comments: In general, the material is too academic and dry. The organizer’s toolkit and training material is a great resource for folks to have access to. The Youtube channel is great and extremely helpful, but you should also make handouts and materials for all ages if possible. This would help maximize the reach and provide more clarity around the structure and process.

Recommendations:

Art+Feminism should make the material more visual and simple if possible. Create physical handouts and one pagers that drill down particular processes. Also the Art+Feminism Safe Space Policy should be more visible and should be made higher on the priority list of materials to break down or add to the website. Not just on Wikipedia platform and in the organizer’s toolkit.

Content to add to safe space policy:

Make no assumptions. When working with people, do not assume you know their sexual orientation or gender identity. Don’t assume that everyone is heterosexual or fits your idea of gender roles

Use inclusive language. Through conversation and during workshops and trainings, make sure the language you are using is inclusive of all people. When referring to people in general, use words like “partner” instead of “boy-friend/girlfriend” or “husband/wife,” and avoid gendered pronouns, using “they” instead of “he/ she” unless they have explicitly stated their preferred gender pronoun.

## Meet-Up Page and Website

<http://art.plusfeminism.org>



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<http://www.plusfeminism.org>

<http://artandfeminism.tumblr.com>

Comments:

The websites are really simple and contained and on one hand they are beautiful and to the point, but they can also be easily combined or attached to one main site. That being said, these three sites are far more compelling and welcoming than the meet up pages on Wikipedia.

The meet-up page is fairly straight forward, and because it's more for the organizers than the attendee's, it's a good resource. It would be difficult to send a potential participant, to these meet-up pages unless they are active participants. Newly invested Wikipedians may get overwhelmed and turned away.

Another possible pinpoint across all platforms would be the language used on these pages and materials—there's an immediate barrier to accessing the work and general ideology of what Art and Feminism is. Upon immediate online entry, the language is difficult to read and connect to. It's very academic and dry. For example:

Art+Feminism is a rhizomatic campaign to improve coverage of women & the arts on Wikipedia, & to encourage female editorship.

"Wikimedia Foundation found that less than 10% of its contributors identify as female. While the reasons for the gender gap are up for debate, the practical effect of this disparity is not. Content is skewed by the lack of female participation. This represents an alarming absence in an increasingly important repository of shared knowledge.

We invite people of all gender identities and expressions, particularly transgender, cisgender, and gender nonconforming women, to address this absence by organizing in-person, communal updating of Wikipedia's entries on art and feminism. All our materials have Creative Commons licensing, so we encourage you to reference and remix our workflows and training materials to suit the needs of your community."

Words/phrases that stuck that one might need to reconsider or review usage:

"While the reasons for the gender gap are up for debate, the practical effect of this disparity is not."

Break this down, is it really up for debate? There is not enough women, femme identified, and gender non-conforming individuals editing and contributing content. And its not just about the women or gender non-conforming editors, but it's their contribution and their lived experiences and interests that need to be highlighted and added to Wikipedia.

If Wikipedia is a source of information that is crowd sourced. The information that is added is vetted by a committee. What does it mean if the information is primarily added and validated by individuals who are primarily white, male, and from a place of privilege?

Rhizomatic: is a philosophical concept developed by Gilles Deleuze and Félix Guattari in their *Capitalism and Schizophrenia* (1972–1980) project. It is what Deleuze calls an "image of thought," based on the botanical rhizome, that apprehends multiplicities.

Campaign: is an organized effort which seeks to influence the decision making process within a specific group.

Coverage: the extent to which something deals with or applies to something else. the treatment of an issue by the media.



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Gender non-conforming: Means gender outside the confines of male and female – the above asserts that folks need to still identify as “women.”

What does a “rhizomatic campaign” look like? How do you improve “coverage” and what does “editorship” really mean? If someone wasn’t already familiar with this language, they might just turn around at the get go.

Recommendations:

Art+Feminism needs to be more clear about the mission, vision, and goals of the project is. There needs to be more information about what this project is aiming to do in a way all people can understand and access. Art+Feminism needs to form a more clear value or goal statement for Art+Feminism and underscore the basics of what the project aims to do.

- What is Art+Feminism (theory, practice, and outcomes)
- Who are you looking to get involved? Who can get involved? Where can one access basic information on how to get involved?
- What is Wikipedia and relationship to Art+Feminism?
- What is an editor? And how can you become one and add to Wikipedia?
- Why does it matter?!

After rewriting or writing, there should be a cross generational review process.

## Event Structure

Comments:

Art+Feminism should take more time to educate people on the importance of the work, goals of the project, as well as teach folks how to edit. There’s a lot of information people need to digest before entering the event. There is a lot that the events offer such as training and information sessions, and this could be broken down into smaller digestible chunks of time and information

Suggestions:

- Break the annual editathon into multiple days and encourage more monthly meet-ups for the subgroups participating in the larger regional event.
- Materials should be broken down more and physical and more visual handouts can be made to help with people who learn differently.
- Incorporate programming into afterschool or community programs.
- The primary organizers should work more directly with ambassadors to prepare their groups for the larger meet-up meetings or annual editathon

