

WikiWomenCamp



WIKI WOMEN
CAMP 2023

Creating Safe(r) and Inclusive spaces

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MAP UP, RISE UP!

Agenda

- Welcome and introduction
- Collective ground rules setting for this workshop
- Body and Mind: Grounding exercise
- Presentation: Creating Safer and Inclusive Spaces
- Group work - scenarios
- Sharing strategies and tips
- Wrap up



Setting ground rules

- Please be reminded that we follow the Universal Code of Conduct and Friendly Space Policies.
- Beverly, Chitra & Tila and are co-facilitators of this session and are here to support you should you experience any issue during the session.
- If you have a specific need that has to be addressed such as speed of talking, clarification, something that has come up in discussion that is making you feel unsafe and you don't want to say in a group, connect with the support team.



What is one thing that I need to feel safe to participate in the discussions today?



Principles...

If you tend to speak less, **take space**. If you tend to speak more, **make space**.

Be present; **listen to really hear**.

Celebrate vulnerability, share what you really feel and think.

No one knows everything; **together we know a lot**.

Breathe into discomfort, **pause if things get heated**. **Practice self care**.

Chatham House Rules



Body and Mind exercise



Student Wellness Dartmouth, Meditation for Activists & Caretakers (6 min) via YouTube

Challenges:

- The lack of safe spaces for women and gender diverse persons at home, at work, in public spaces, including the virtual world.
- Messages and experiences of violence and harassment impacts the way women and gender diverse individuals navigate their lives.
- Discretionary time: women do a disproportionate amount of housework compared to men, spend a greater amount of time than men on family responsibilities and care.
- Overconfidence and underconfidence



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In the last 12 months, how often have you felt unsafe or uncomfortable contributing to Wikimedia projects online?

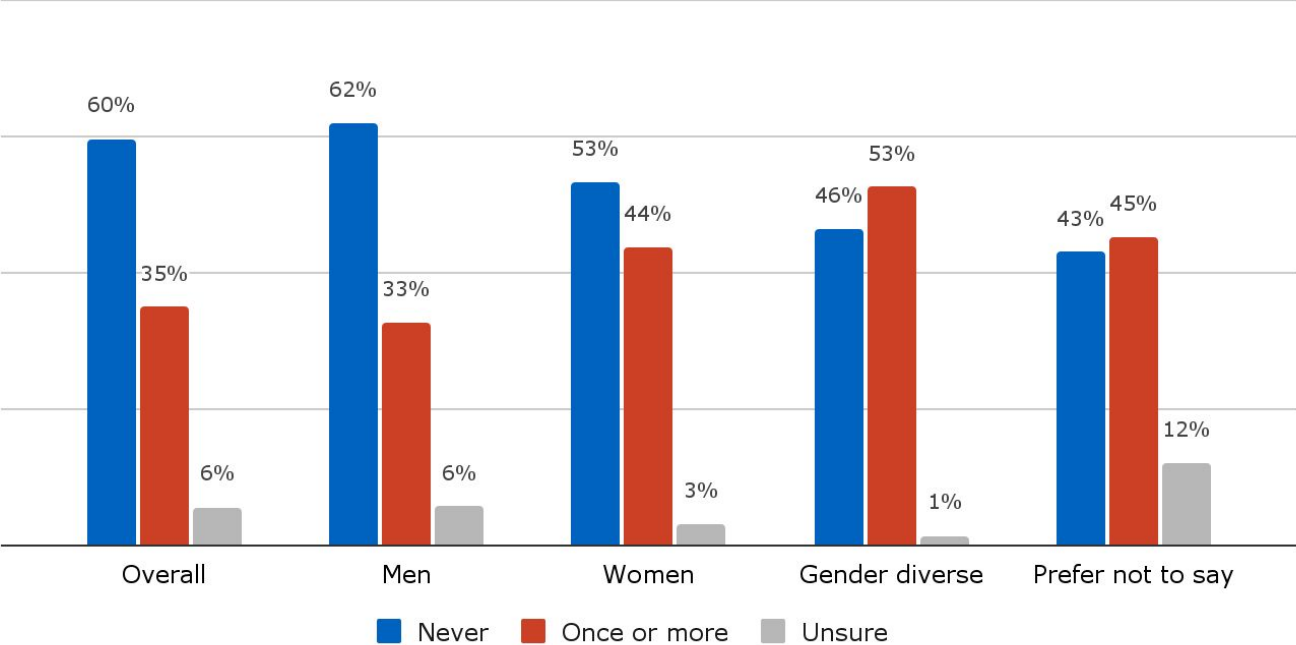


Figure 14. Percent of respondents who indicated feeling unsafe or uncomfortable in the 12 months preceding the survey, by gender. (Source: [Community Insights 2023 Report](#))

Experiences of harassment by contributor role in the 12 months preceding the survey

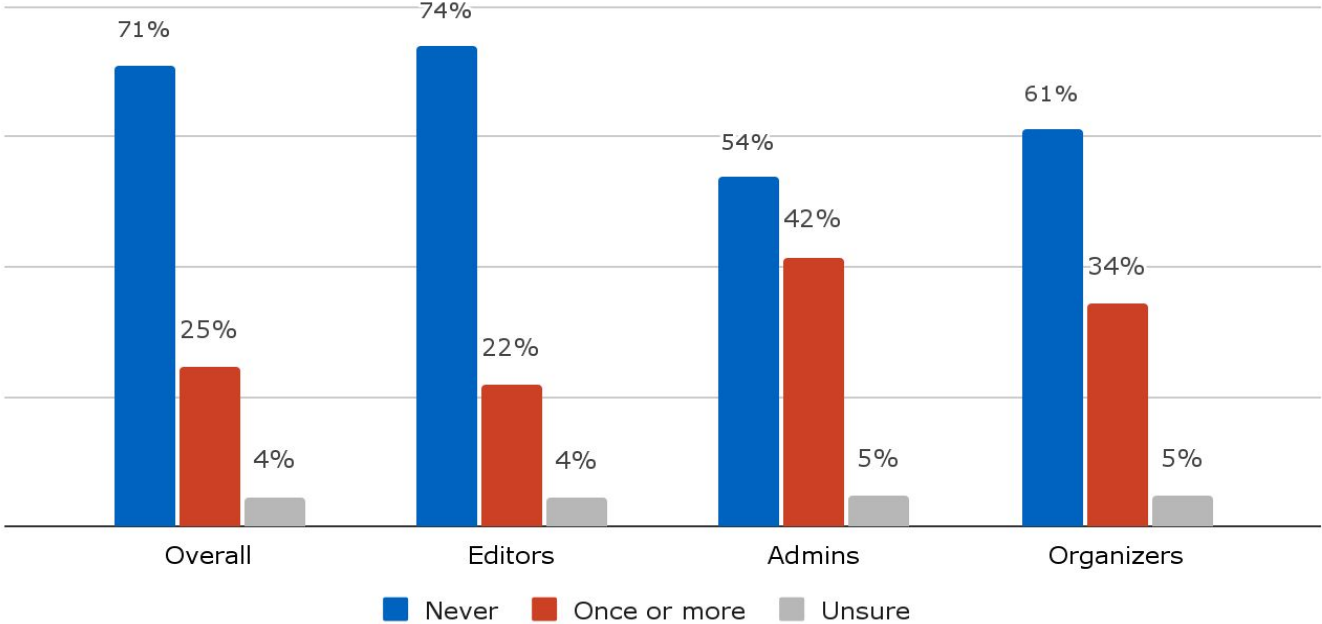


Figure 15. Respondent experiences of harassment in the 12 months preceding the survey, by contributor role type. (Source: [Community Insights 2023 Report](#))

Gender estimates of active editors by year

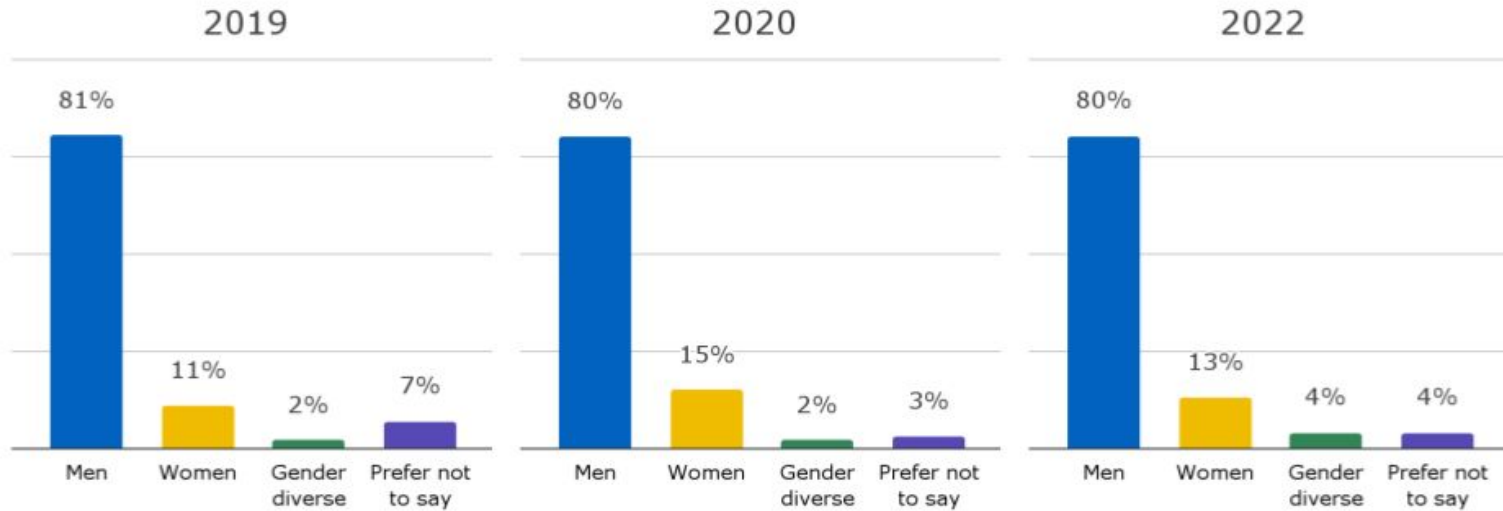


Figure 1. Gender distribution of active editors by year. (Source: [Community Insights 2023 Report](#))

Women and gender diverse persons are still underrepresented in our Movement





Safe Space is a place where someone can relax and be themselves freely without running the risk of feeling uncomfortable, judged or insecure. It is safe for those that use it regardless of their heritage, nationality, race, social class, gender identity, sexual orientation, cultural background, religious belief, age, and mental or physical condition. (The good friend guide)

The clue is in our bodies, in the realization that we are feeling something and where. We can be mindful of these senses and hold that and take care of ourselves.



Safer spaces

- Supportive
- Non-threatening environments
- Share experiences without fear of discrimination
- Safety is relative; not everyone feels safe under the same conditions
- By acknowledging the experiences of each person we hope to create as safe environment as possible





Aiday Irgebaeva, kloop.kg

“If women were **safe from** routine harassment, abuse, and resulting fear, what would they be safe to do? How do they experience that **'safety to'**?” (Lewis et al, 2015)

- safe to engage in dialogue, to debate, disagree, challenge, learn;
- safe to express, to emote; safe to develop one's consciousness, to demonstrate one's creative talent, to fulfil one's potential.



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Movement Strategy Recommendation #3: Provide for Safety and Inclusion

Inclusion: the act or practice of including and accommodating people who have historically been excluded (as because of their race, gender, sexuality, or ability).

Source: Merriam-Webster



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“The strength of our movement is in the strength of our relationships...Scaling up would mean going deeper, being more vulnerable and empathetic”.

Adrienne Maree Brown “Emergent Strategy”



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Group work: Scenarios and Strategies

The goal is to think about various situations, problems and decisions that can impact the outcome, without expecting one right answer. It is about considering different possibilities and factors rather than seeking a single, definite solution.

Instructions

- 3-5 mins to read the scenarios and questions silently
- 25 mins for discussions
- One or two persons should volunteer and share about the situation and share strategies and tips they came up with or use in their experiences



Scenarios

1. Event organizing
2. Navigating challenges and building solidarity for gender organizers
3. Accessibility and Disability Inclusion
4. Doxxing and online safety
5. Event Safety - Unwanted following



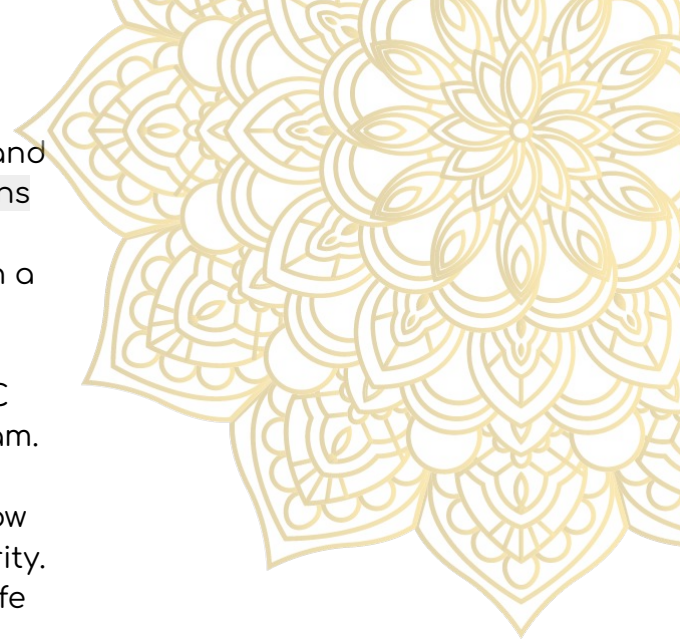
Sharing group reflections

5 mins for each group to share about their scenario and about their conversations



Keeping events safe:

- **Personalized Support** to understand Carla's concerns. Show empathy and willingness to address her needs. **First of all, ask Clara what her concerns are.**
- **Focus on listening rather than talking.** If someone approaches you with a problem, take it seriously and really listen to them. Make space for the other person to share their story, don't judge, and actively listen.
- **Hold a pre-conference meeting:** Use this time to walk through the UCoC and Friendly Space policies, share contacts of emergency response team.
- **Is there a Support Network** that you can connect Carla with?
- **Buddy system:** Encourage Carla to bring a friend or help her find a fellow Wikimedian. Knowing someone at the event can increase sense of security.
- **Transportation assistance:** Arrange transportation with reliable and safe options.
- **Accommodation assistance:** Consider women-friendly hotels or dorms.
- **Inclusive programming:** Ensure that the conference program includes sessions on gender gap or women and gender-diverse person's participation in the community. (context specific)
- **COVID safety measures**
- **Offer post-conference support:** Stay in touch with participants to address questions and concerns after the conference till they reach home. Offer a post-conference survey to assess participant's overall experience.



Resources:

- [Friendly Space Policy](#) (Keeping events safe/Visual materials)
- [Tips for designing safe and inclusive events for women and girls.](#)
- [Getting started with Codes of Conduct.](#)
- [Inclusive event planning.](#)
- [Creating Safe Spaces.](#)



Caring for Yourself and Building Resilience: Resources for Well-being in Online Communities.

Self Care and Emotional Well-Being: Firstly, it is essential to recognize and validate one's feelings of frustration and concerns. Sometimes writing your feelings can help. Try this "I feel right now". Use free writing techniques to let the frustration out of your system.

Seek support and connection: *Remember, it is okay to ask for help, it is not a weakness it is a sign of strength. If we can help ourselves, we will be able to help people around us when needed.* Talk to a trusted friend, family member or a psychologist. Engaging in discussions with supportive individuals can provide emotional support and solidarity.

Set and maintain boundaries: Give some serious thought to what you will tolerate and what you won't from partners, family members, colleagues, and friends. Communicate these boundaries and then don't be flexible with them and keep reinforcing them whenever necessary ([Digital Rights Foundation - Self Help Toolkit on Mental Health](#), p. 12)

Long-term: Connect with others who share similar intersecting identities to share experiences and strategies for self-help in the Wikimedia movement. Foster support networks that acknowledge and embrace intersectionality.



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Resources:

Social media channels to reach out:

- Telegram Channel: [Wiki Gender Gap](#)
- Telegram: [WikiWomen Support channel](#) (Any languages)
- [Gender Gap mailing list](#)
- [Gender Gap Groups](#)



Ensuring Inclusivity and Accessibility

- **Initiate contact:** Before offering assistance, introduce yourself and ask if Alex needs help.
- **Use Names:** When speaking to Alex in a group, use his name to address him directly. Speak to Alex in your usual tone and speed, unless he requests adjustments.
- **Respect Personal Space:** Never assume Alex needs help or touch him without permission.
- **Clear Descriptions:** When providing assistance or directions, do give detailed and clear descriptions.
- **Arrange Space:** Organize chairs and tables in a way that minimizes the need for frequent rearrangement.
- **Prepared Meals:** Ensure that meals are prepared in advance, and provide clear labeling for dietary preferences or restrictions.
- **Tour of the space:** Conduct an orientation tour of the conference space before the event begins, highlighting key locations and facilities.
- Offer to assist Alex in finding the buffet table or food stations and grab a meal together. But also, respect person's independence.
- **During the sightseeing tour:** Ask Alex about his preferences for navigation during the tour. Offer to be a guide and provide verbal descriptions of the surroundings.
- **Be yourself!**



Safety in case of doxing incident

- **Document everything:** Take screenshots and keep a record of all doxing incidents (make sure URL is there). This can be decisive evidence if you decide to report the incident to law enforcement authorities or relevant online platforms.
- **Are you in a safe place?** Remember to breathe, and know that this is not your fault. Tell someone you trust (ideally via encrypted communication — Signal). Move your location to somewhere you consider safe, if that's needed. Make sure your cellphone has geo-location turned off.
- **Report the dox:** If personal information has been posted on Wikimedia space> There, "oversight" can remove the content quickly and permanently. Info here:
https://meta.wikimedia.org/wiki/Oversight_policy/Requests_for_oversight
 - Email Trust & Safety team at the WMF: ca@wikimedia.org. The team can support with resources and advice if doxing happened on other websites, even if they can't help directly.

Resources:

- [I've been doxed: What to do in the first 24 hours](#)
- [Have you tried doxing yourself?](#)
- [Doxing: Why should you care?](#)
- [Art+Feminism: 6. Tools available to help you make a harassment report](#) (From [Security Toolkit](#))
- [Support and Safety Training Module](#)
- Trust & Safety: [Voices Under Threat](#) (includes steps towards staying safe online, safe communication online, trainings, device security, emergency and long term funding)



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During the event: Dealing with people reporting incidents (Take “Keeping events safe” training)

- Make yourself available.
- Don't handle a report alone.
- Find a private or quiet space where the person making the report can feel comfortable and safe enough to share details.
- Be present physically and mentally.
- Listen. Really, listen. Avoid arguments, value what the person making the report has to say. Allow them time to say it.
- Understand. Once they have expressed a full thought or emotion, let them know you understand it. You can rephrase what the reporter has told you, in your own words, allowing them the opportunity to make sure your understanding of the issue is accurate.
- Take notes of relevant details.
- Stay calm, think rationally. The person making the report may be overtaken by emotions, but the person expected to deal with the issue should not.
- Be ready to react. Ask her if she wants you to talk to Alfred on her behalf or involve security. Ensure that she feels in control of the situation and that her preferences are respected.
- Talk to Alfred: If Juana agrees, have a private conversation with Alfred to express the concerns. Be calm, firm, and non-confrontational. Inform him that his behavior is making Juana uncomfortable and request that he respects her personal space and boundaries. Be clear about the conference's code of conduct and expectations for attendee behavior.
- Implement security measures: If necessary, take steps to increase Juana's safety. This can include arranging for a friend or colleague to accompany her.
- Follow up: Continue checking with Juana to ensure her safety. Make it clear that you are available throughout the conference.

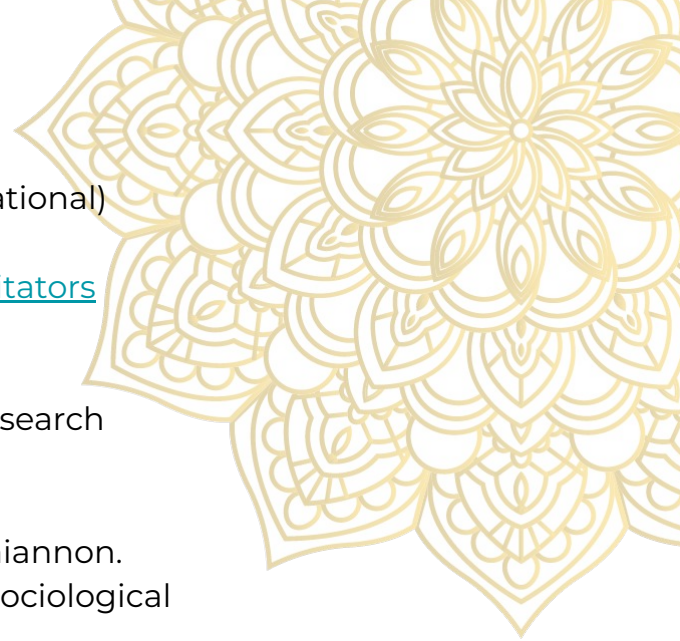


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Additional Resources and References:

- [Creating Safe Spaces](#) (We Rise)
- [Managing your Triggers Toolkit](#) (Mediators Without Borders International)
- [Community Insights 2023 Report](#) (Wikimedia Foundation)
- [Establishing Women and Girls' Safe Spaces, Training Manual - Facilitators Guide](#) (UNFPA)
- [Cyberwomen](#) (Self care and other resources)
- [A Guide to Building Feminist Intersectional Solidarity](#) (Canadian Research Institute for the Advancement of Women)
- [Keeping events safe](#) [Training module]
- Lewis, Ruth & Sharpe, Elizabeth & Remnant, Jennifer & Redpath, Rhiannon. (2015). 'Safe Spaces': Experiences of Feminist Women-Only Space. Sociological Research Online. 20. 10.5153/sro.3781.
- Bear, J.B., Collier, B. Where are the Women in Wikipedia? Understanding the Different Psychological Experiences of Men and Women in Wikipedia. Sex Roles 74, 254–265 (2016). <https://doi.org/10.1007/s11199-015-0573-y>
- [Why Do So Few Women Edit Wikipedia?](#) (Nicole Torres, Harvard Business Review, 2016)



Thanks!



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