



WIKI WOMEN
CAMP 2023

Engagement Plan Commitments

WWC Strategy Cohort



MAP UP, RISE UP!

Agenda

1. Strategy cohort imagination exercise debrief
2. Declaration statement
3. Engagement plan
4. 2 year plan with milestone and transition in 2024
5. Next steps



Context

In the Strategy cohort, we ideated on two questions:

1. DREAM BIG: What do you want the movement to look like in 5 years (related to the gender gap)?
2. What actions need to be taken to make it possible?

PRESENTERS

- Group A: Christel
- Group B: Barbara



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Strategy Group A

- 25% of admins are women+
- Women+ are visible in all roles on-wiki+
- Wiki women+ have some kind of governance structure
- We have metrics about the gender gap
- Wikimedia strategy includes strategies to promote the work of women and non-binary people
- Work with international Wiki Women+
- Functional global support structure for safety exists
- Sustainable resourcing for Wiki Women+
- Policies on gender justice exist in the movement
- Global, open coordination exists
- External partners for gender equality work are formed
- Trainings and peer learnings take place for women and non-binary people
- Separate funding and quotas for scholarships and all Wiki-events and Wikimedians in Residence
- Fellowships are rolled out



Strategy Group B

- At least 30% of women+ participating in EVERY THING
 - At least 30% of women+ are on the Board of affiliates/chapters (that receive funding from WMF)
 - At least 35% of women+ get scholarships for events/conferences
- Global community agrees on the definition of “diversity”
- Global, centralized mentorship program for women+
- Better communication within the movement (sharing about different events, initiatives, campaigns, information re: gender diversity)
- Resourcing and support for volunteer time/work to facilitate an increase in participation of women+ (equity)
- Have a gender diversity hub up and running
- Close the content gap on gender in **all languages**
- Decrease (or eliminate) instances of harassment
- Develop more partnerships with external organizations, like educational institutions



Declaration

Recommendations that represent our commitment to fostering an inclusive, diverse, and equitable community.

We invite global consultation and review to collectively shape our path forward.

1. Creation of a working group or task force for gender equity prioritization
2. Development of policies for balanced representation
3. Mandate for grantees to include women+ on their teams
4. Establishment of support structures for individual contributors
5. Development of guidelines and support for sustainable resources
6. Commitment to global coordination



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Engagement Plan

A co-created, collaborative plan for the next two years that raises awareness and consciousness about the gender gap and works toward gender equity in participation and representation within the Wikimedia movement.

The engagement plan is a collection of actions and initiatives that advance the Declaration.



- bi-monthly wiki women+ video calls in different time zones
- mentoring/buddy program to train or offer support (like veteran editors pairing with newbie editors)
- mentorship programs and peer-networking exercise for newcomers
- meet-ups to appreciate volunteer contributions
- a reading club and a connecting group
- anonymous support spaces / network for people doing sensitive work or have sensitive needs



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Social Activities

Activities that aim to connect and support each other.

Trainings

Activities that result in knowledge or skills development.

- exchange program for experienced community leaders working on planning a project in a less experienced community
- annual trainings for ALL admins on gender sensitivity
- training session with journalists on how to write on women or cover women's stories
- monthly wiki women+ podcast highlighting projects and achievements
- training course on commons for female+ photographers
- training courses for tools used in higher wiki roles for women+
- learn.wiki course for admin rights and tools (to equip and empower more women+ to become admins)
- cameras for loan program for women + non-binary Wikimedians
- advance the research on the gender gap to inform improvements and actions toward gender equity



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Wiki Project Specific

Activities that take place on or are related to Wiki projects.

- elevate women's work on commons by nominating women's images for T1 (?)
- cross-project support network for female+ admins and other roles
- wiki project women's health in multiple languages
- increase content diversity using PAC2 tool
- have projects about writing more women biographies on wikipedia
- gender diversity by geographical location -- a tool that counts citation -- expand beyond French
- number of links to women+ biographies in 100 vital wiki articles
- facilitate collaboration between these projects across different languages and regions (e.g. women in red, les sans pages, mulheres a vermelho, wiki donne)
- map the knowledge gaps related to women's issues
- mapping of projects focused on women and/or gender content on all WIKIPEDIAS! (e.g. % of biographies of women, non-binary, trans by country / location / language)



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- WikiGap (2018, 2020, 2021) in Arabic wiki
- inter wiki women collaboration global (similar to 2018 and 2019)
- art + feminism (2018, 2019, 2020) in Arabic wiki



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Continuations

Previous or existing activities that we should continue or restart.

Mapping the Missing

- These are the ideas you came up with at this camp; there are others that exist that we don't know about.
- Campaign survey



Support for the Engagement Plan

- The WWC COT and WMF staff are available to support you to implement the engagement plan by connecting you and helping you access the appropriate resources to coordinate each initiative.
- We'll send out a follow up form for you to give feedback on the Declaration and engagement plan, and volunteer for an initiative!



2-year vision

- 2-year engagement plan with 1-year milestones
- Transition support from WWC COT to CEE at Wikimania 2024



Next Steps

- WWC COT will share the Declaration statement, the engagement plan and the follow up form for your feedback, input, endorsement, and commitment after the camp
- These documents will also be shared publicly for feedback, input, endorsement, and commitment from those who are not present



**If you want to go
fast, go alone.
If you want to go
far, go together.**

African proverb



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Thanks!

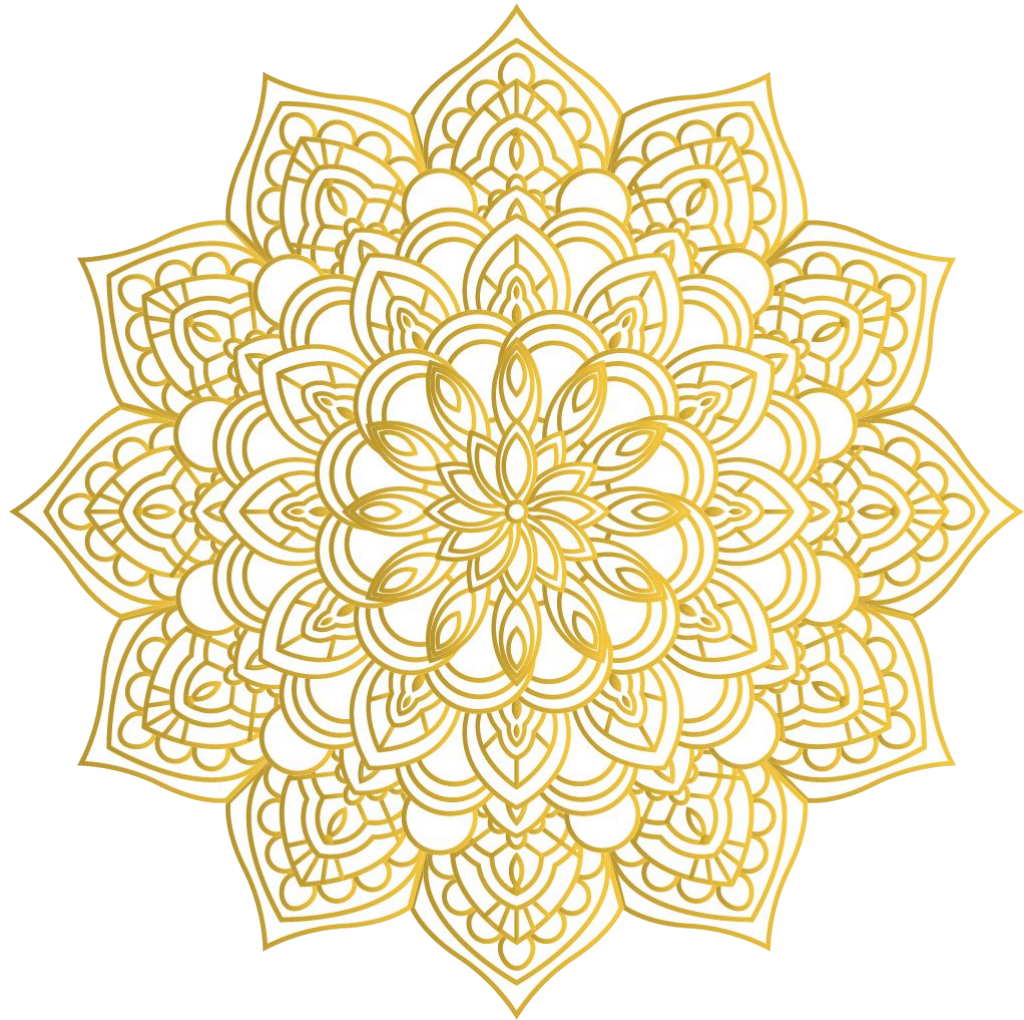


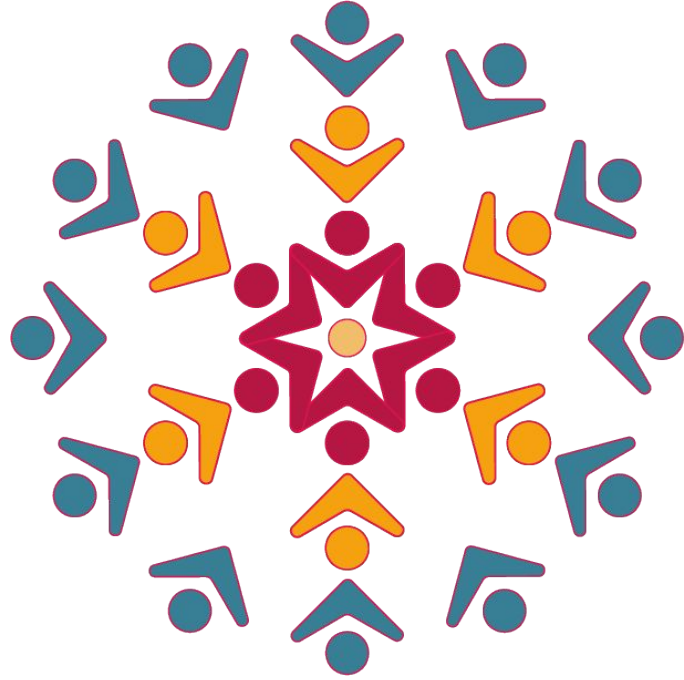
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Video frame





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