Community Resources Diversity Equity and Inclusion Survey for Individual Grantees Report

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Purpose of the Survey

Diversity, equity and inclusion is at the root of the development of processes, practices, and structures for the Wikimedia Movement to grow rich in the diversity of perspectives and identities. For us, Diversity encompasses a range of differences that represent the collective experiences of people in our community. When we talk about Inclusion, we are referring to creating an environment of mutual respect, trust, support, and engagement which is fundamental to ensuring the best outcome on all policies, programs, practices and processes. And we define Equity as access, opportunity, and advancement for all people, while simultaneously striving to identify and eliminate institutional and structural barriers that have prevented the full participation of groups due to power, privilege and systems of oppression. It encompasses balancing and shifting years of explicit social, political, economic, educational, and legal actions in effort to promote consistent and sustained repair for communities that continue to experience harm.

 To realize this goal, the Community Resources team at the Foundation surveyed individuals and affiliate grantees from November 18, 2020 to December 9, 2020 about if and how they incorporate the considerations of diversity and inclusion in their programs. We also asked current grantees about demographics and diversity in their program and/or the community that their program aims to reach. Where appropriate, "prefer not to answer" was provided as one of the answer options. After this initial survey, our plan is to include these diversity, equity, and inclusion questions in the application reporting process for grants.

Through the information gathered from the Grantee Diversity, Equity and Inclusion Survey, we aim to assess the current demographic makeup, if/how inclusive practices are implemented, and how equity manifests in the Wikimedia Foundation funded programs created by grantees.

The goal of the survey is to establish a baseline understanding of:

- The demographics of our current grantees
- How diversity, equity and inclusion is being incorporated in programs of grantees
- How affiliates are currently implementing diversity, equity and inclusion in their organizations

Importantly, survey responses were not and will not be used to evaluate grantee funding or performance reporting.

All of us are on a long-term journey to improve diversity, equity and inclusion. We plan to begin a conversation in partnership with grantees about their current ideas and practices, and discuss additional resources needed for all of us to improve.

For more information about the survey please visit the Grantee Diversity and Inclusion Survey 2020 on meta.

Summary of Findings

Who Responded?

In November 2020 the CR grants team sent out 100 emails to current individual grantees, asking grantees to fill out an English language Diversity, Equity, and Inclusion survey. Over two months, the team received responses from 47 grantees about their programs' diversity, demographics, and inclusion practices (47% response rate). We found the following:

Those who responded on the whole tended to have received more funds over their total history of working with the CR grants team. Respondents on average had received an all time total of $17,545 compared with $4,802 for those that did not respond to the survey.

Grantees that had at any time received a Project grant were more likely to respond than those grantees that had never received a Project grant. Project grant grantees had a 71% response rate and those that responded to the survey had received an average lifetime total funding of $95,829.

Rapid grant grantees had a 38% response rate and on average had received a lifetime total funding of $3,048. Yet, as the distribution list was composed of nearly 75% rapid grantees, the responses that we look at below largely reflect a larger batch of Rapid grantee responses.

Grantees Advancing Diversity Equity and Inclusion

Individual grantees based in East and Southeast Asia & Pacific and those based in Sub-Saharan Africa reported that their programs accomodated a greater number of specific goals around diversity (question two) than those grantees that were based in different regions. And more individuals that identified as 'Female/Woman' reported that their programs had a greater number of program goals around diversity than those that did not.

Regional density, total number of grants received, and total funding received over the years did not impact how many diversities grantees reported accommodating in their programs.
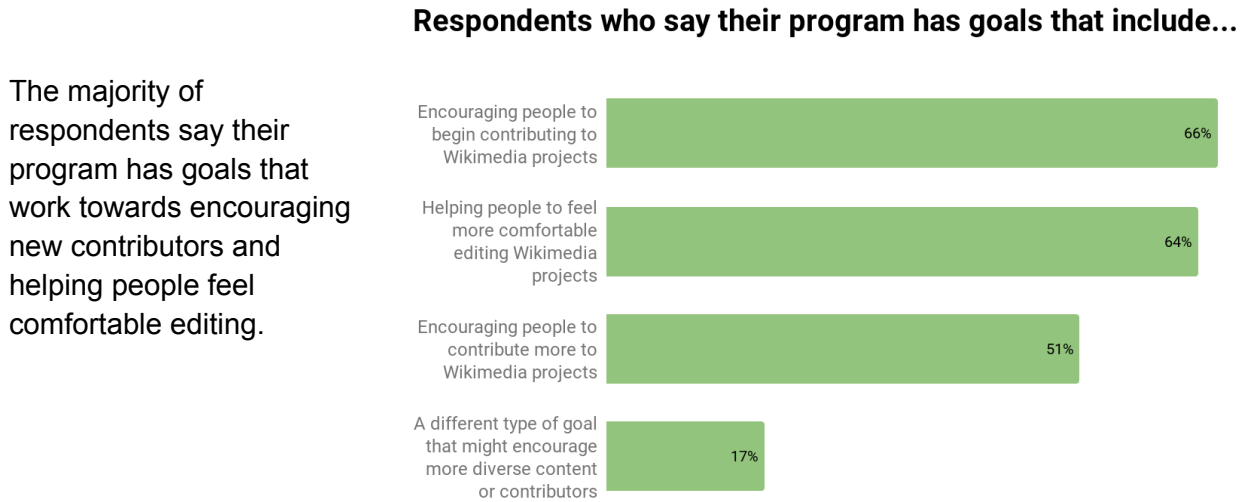
Looking Forward and Next Steps

Grantees are thinking about diversity, equity and inclusion (DEI) and incorporating those goals into their programs. We want to amplify their stories and also share some of the challenges they faced. With the intention to share knowledge of different approaches we will begin a dialogue with all applicants and grantees about their programming and its approach to DEI. We will also include questions on DEI in our applications beginning on July 1, 2021. The movement's strategic direction gives us an ambitious goal and we will work to achieve it together.

Breakdown of Responses

Q1 Does your program have goals that include… Select all that apply.

Respondents who say their program has goals that include…

The majority of respondents say their program has goals that work towards encouraging new contributors and helping people feel comfortable editing.

Encouraging people to begin contributing to Wikimedia projects	66%
Helping people to feel more comfortable editing Wikimedia projects	64%
Encouraging people to contribute more to Wikimedia projects	51%
A different type of goal that might encourage more diverse content or contributors	17%

Figure 1.1

Answers to "A different type of goal":

"We designed a one hour webinar model, not separated sessions, but one together, where experts/partners "meet" wikimedians on a certain topic. A half of hour the experts/partners present their work and a half of hour wikimedians show how to edit the Wikimedia projects."

"videos of Wikipedia entries for people using sign language"

Q2 Does your program have specific goals to support or improve the diversity of Wikimedia contributors in any of the following ways? Select all that apply.

Improving diversity in terms of gender is the most common program goal for grantees. We see that grantees think about improving diversity in many different areas.

Respondents who say their program supports or improves diversities such as…

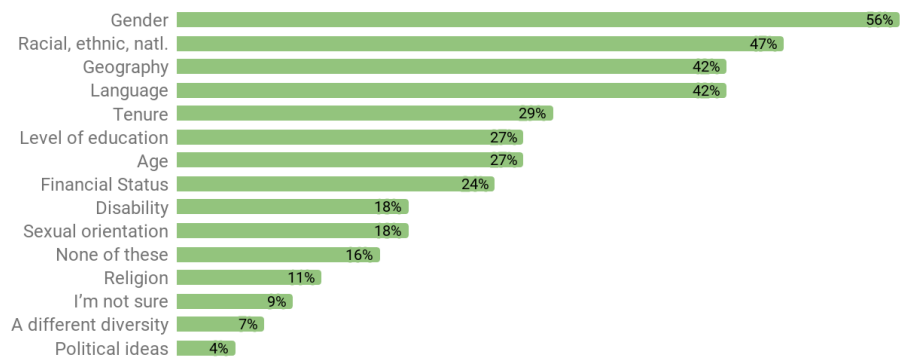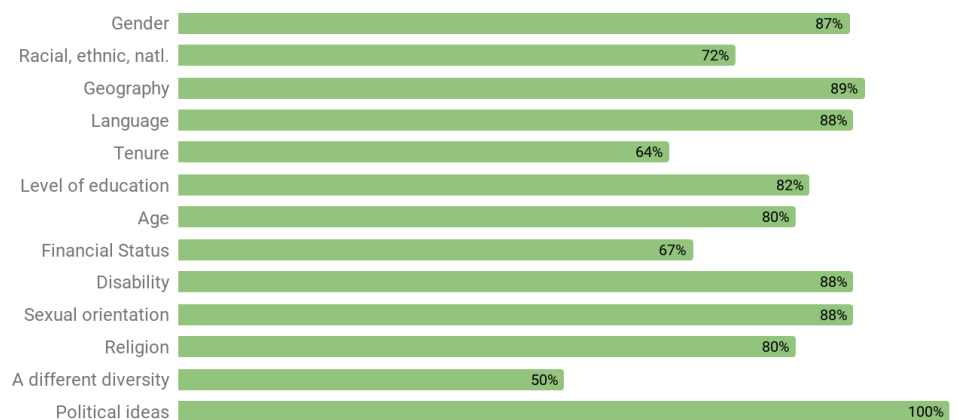|	
Gender	56%
Racial, ethnic, natl.	47%
Geography	42%
Language	42%
Tenure	29%
Level of education	27%
Age	27%
Financial Status	24%
Disability	18%
Sexual orientation	18%
None of these	16%
Religion	11%
I'm not sure	9%
A different diversity	7%
Political ideas	4%

Figure 1.2

Q3 How much do you agree or disagree with the following statement: Someone from the community my program is trying to reach is part of the planning process.

Best practice shows us the importance of having representation in the planning of programs is crucial. The majority of grantees working on different areas of diversity are ensuring someone from that group is involved in planning.

Percent of respondents who say that someone from the community their program is trying to reach is part of the planning process

Gender	87%
Racial, ethnic, natl.	72%
Geography	89%
Language	88%
Tenure	64%
Level of education	82%
Age	80%
Financial Status	67%
Disability	88%
Sexual orientation	88%
Religion	80%
A different diversity	50%
Political ideas	100%

Figure 1.3

Q4 Can you tell us more about how your program supports or improves the diversity of Wikimedia contributors?

Qualitative answers results:
Some responses in this section have received minor editing to improve readability. Changes are noted in brackets.

"Geography: communities from north to south are [being approached] to participate [in] the project.
Racial, ethnic, or national origins: the communities differ from each other; some are from african descendants, other from natives.
Language: we encourage the communities to speak in their own language/dialect.
Gender: as [a] woman, I encourage other[] women[] to participate and lead the projects in their communities."

"Most of my programs include[] women. Also I tend to focus more on translating Wikimedia projects into my language so that people who aren't oriented in speaking English can see the value of Wikipedia"

"Minimalizing gender gap, organizing Editathons about LGBTQ+ artists"

"Provide technical and financial support, opportunity to organize program and events"

"In two years my project has organized more than 20 editing workshops (Wikipédia, wikidata and Wikisource) for women and people from communities underrepresented in Wikimedia projects."

"By involving participants in the program from different walks of life, regions, social groups, including marginalized gender groups. As well as conducting awareness of participants through multimedia tools and various information campaigns."

"Most of my programs include[] women. Also I tend to focus more on translating Wikimedia projects into my language so that people who aren[']t oriented in speaking English can see the value of Wikipedia"

Q6 Where do you currently live? (Country)

The largest group of respondents say that they live in Sub-Saharan Africa followed by Northern/Western Europe, and East and Southeast Asia & Pacific (ESEAP).
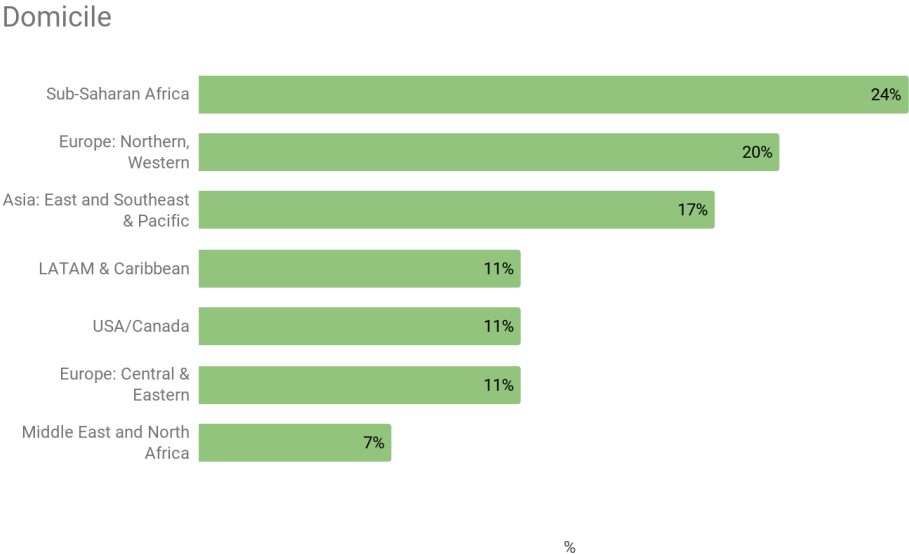
Domicile

Region	%
Sub-Saharan Africa	24%
Europe: Northern, Western	20%
Asia: East and Southeast & Pacific	17%
LATAM & Caribbean	11%
USA/Canada	11%
Europe: Central & Eastern	11%
Middle East and North Africa	7%

%

Figure 1.4 [1] See the Regions & Countries list in the Endnotes

Q6 What is your age?

Age

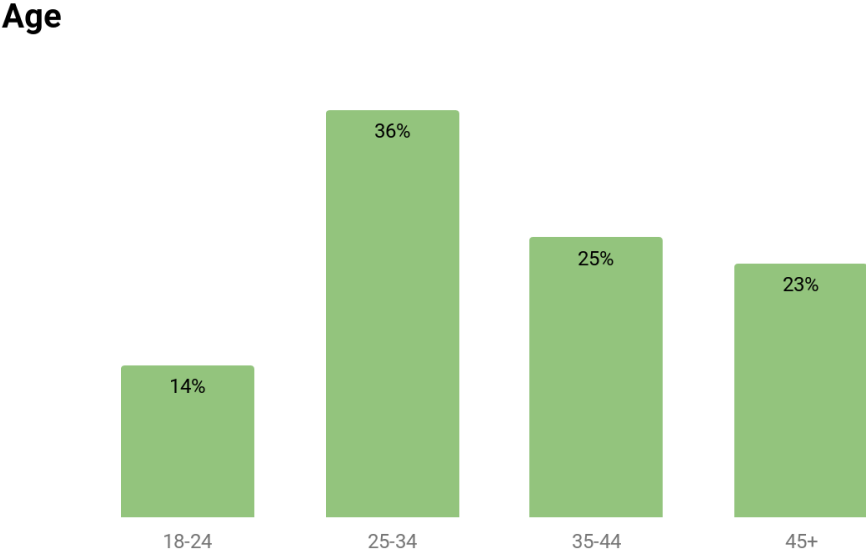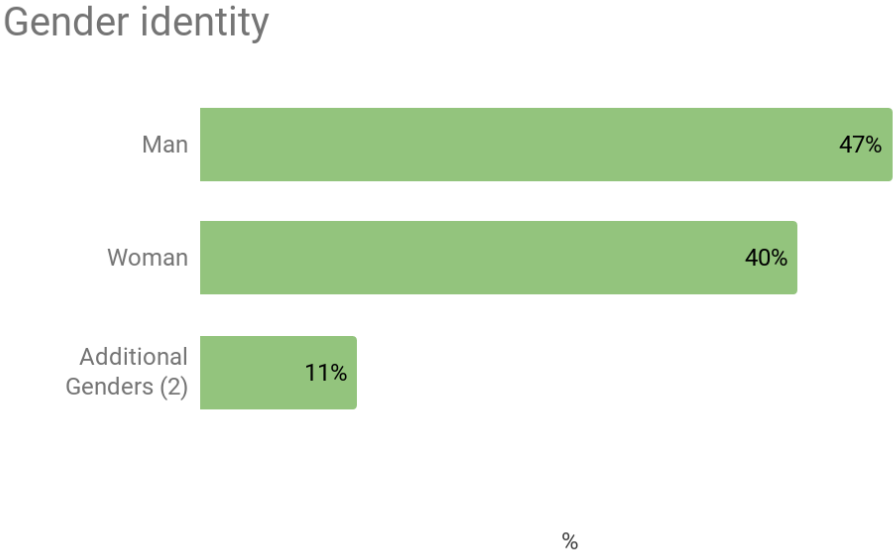The largest group of respondents is between the ages of 25-34 years old, followed by those 35-44 years old.

Age	%
18-24	14%
25-34	36%
35-44	25%
45+	23%

Figure 1.5

Q7 What is your current gender identity?

Gender identity

Those that identified as men made up the largest group of respondents.

Gender	Percentage
Man	47%
Woman	40%
Additional Genders (2)	11%

%

Figure 1.6: [2] Respondents were given seven options for answering this question. Due to the small response rate on non-binary options, we've combined non-binary responses into a field titled, 'Additional Genders' to protect respondents and maintain their anonymity. Additional Genders includes responses for those that selected Transgender, Non-binary, Genderqueer, and A Different Identity.

Q8 What is the highest level of formal education you have completed?

Education

The majority of respondents had either a post secondary degree or a masters or equivalent degree.
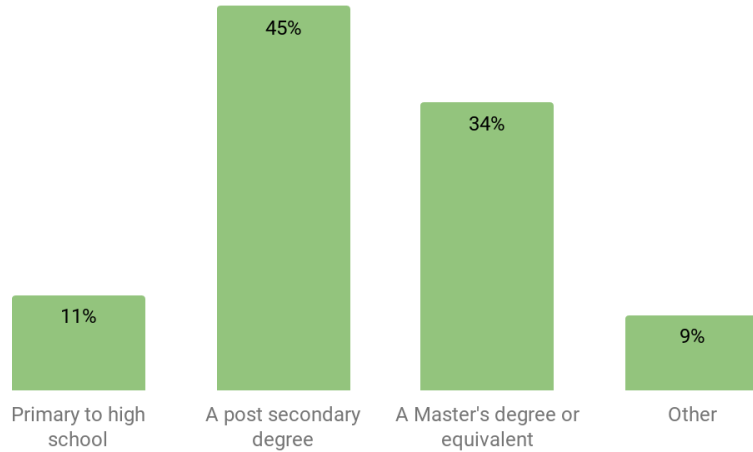
45%	A post secondary degree
34%	A Master's degree or equivalent
11%	Primary to high school
9%	Other

Figure 1.7

Q9 Would you describe the place you live as...

Residence location

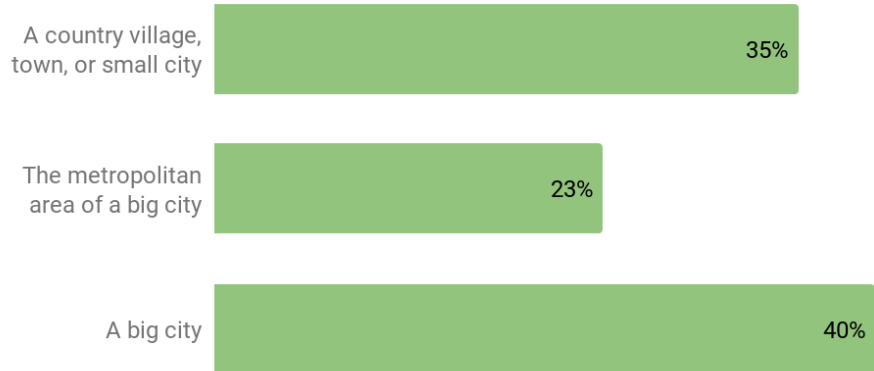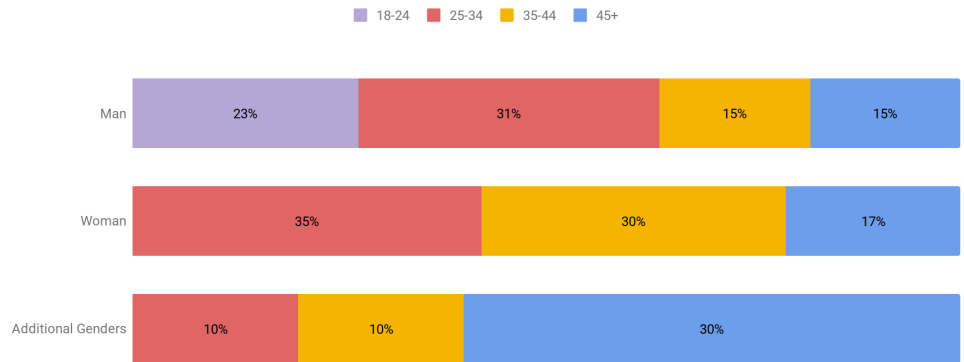None of the respondents identified as living on a farm nor home in the country.

A country village, town, or small city	35%
The metropolitan area of a big city	23%
A big city	40%

Figure 1.8

Review: Gender Identity & Age of respondents

The youngest respondents (18-24) identified as male. Those identifying as women most often reported their age as 25-44 years old. 30% of respondents that identified as an Additional Gender reported their age as 45+. Since participants could select more than one option, there are intersectionalities we might be missing due to the anonymity of the survey.
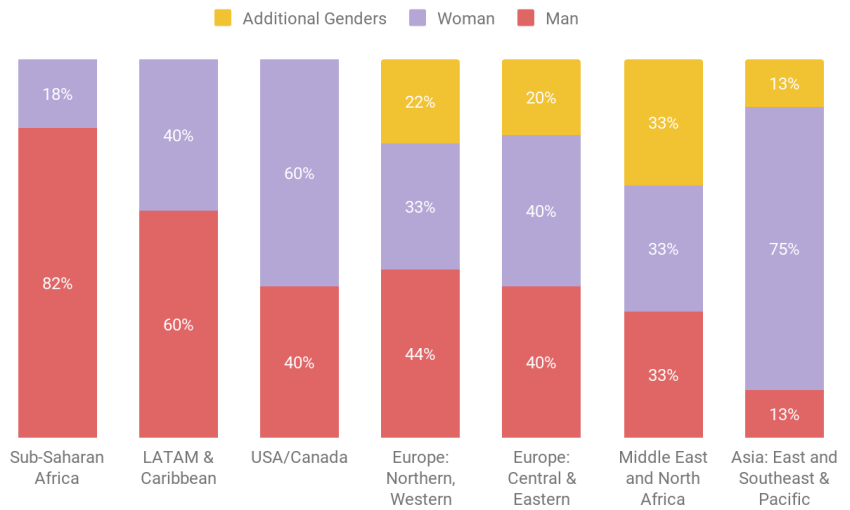
Gender identity broken out by age

18-24 25-34 35-44 45+

Man	23%	31%	15%	15%
Woman		35%	30%	17%
Additional Genders		10%	10%	30%

Figure 1.9 [3] **Additional Genders includes responses for those that selected Transgender, Non-binary, Genderqueer, and A Different Identity as their answer to the question, "What is your current gender identity?"**

Review: Gender Identity & Respondent's Region

The largest group of respondents, by self-reported gender identity, in Sub-Saharan Africa are men while women are the largest group in East and Southeast Asia & Pacific (ESEAP). The Middle East and North Africa and Europe regions have the most closely balanced proportions between those reporting as Man, Woman, or as an Additional Gender.

Regions broken out by gender

Figure 1.10 [4] **Additional Genders includes responses for those that selected Transgender, Non-binary, Genderqueer, and A Different Identity as their answer to the question, "What is your current gender identity?"**

The largest group of respondents, by self-reported gender identity, in Sub-Saharan Africa are men while women are the largest group in East and Southeast Asia & Pacific (ESEAP). The Middle East and North Africa and Europe regions have the most closely balanced proportions between those reporting as Man, Woman, or as an Additional Gender.

Survey Questions

1. Does your program have goals that include… Select all that apply.
    a. Encouraging people to begin contributing to Wikimedia projects who might not otherwise join
    b. Encouraging people to contribute more to Wikimedia projects than they might otherwise
    c. Creating more of or improving a certain type of on-wiki content
    d. Helping people to feel more comfortable editing Wikimedia projects than they would otherwise
    e. A different type of goal that might encourage more diverse content or contributors (please state)
    f. I prefer not to say
    g. None of the above
2. Does your program have specific goals to support or improve the diversity of Wikimedia contributors in any of the following ways? Select all that apply.
    a. Geography (where someone lives)
    b. Racial, ethnic, or national origins
    c. Language,
    d. Sexual orientation (for example, being gay, lesbian or bisexual)
    e. Gender
    f. Disability
    g. Age
    h. Religion
    i. Income or economic status
    j. Level of education
    k. Length of time contributing
    l. Political ideas
    m. My program supports or improves a different type of diversity among Wikimedia contributors
    n. I prefer not to say
    o. None of the above
3. How much do you agree or disagree with the following statement: Someone from the community my program is trying to reach is part of the planning process.
    a. Geography (where someone lives)
    b. Racial, ethnic, or national origins
    c. Language
    d. Sexual orientation (for example, being gay, lesbian or bisexual)
    e. Gender
    f. Disability
    g. Age
    h. Religion
    i. Income or economic status
    j. Level of education
    k. Length of time contributing
    l. Political ideas
    m. My program supports or improves a different type of diversity among Wikimedia contributors
    n. My program supports or improves a different type of diversity among Wikimedia contributors - Open Text
    o. None of the above
    p. I'm not sure
4. Can you tell us more about how your program supports or improves the diversity of Wikimedia contributors?
5. Where do you currently live?
6. What is your age?
    a. 18-24

      b.   25-34

      c.   35-44

      d.   45-54

      e.   55-64

      f.   65-74

      g.   75-84

      h.   85+

      i.   I prefer not to say

7. What is your current gender identity?
   a. Male/Man
   b. Female/Woman
   c. Transgender
   d. Non-binary
   e. Genderqueer
   f. Different identity (please state)
   g. I prefer not to say

8. What is the highest level of formal education you have completed?
   a. I have no formal schooling
   b. Some primary or elementary school
   c. Primary or elementary school
   d. Lower secondary or middle school
   e. Upper secondary or high school
   f. A post-secondary technical or vocational degree or certificate
   g. A post-secondary college degree
   h. A Master's degree or equivalent
   i. A Doctoral degree or equivalent
   j. I prefer not to say

9. Would you describe the place you live as...
   a. A farm or home in the country
   b. A country village
   c. A small city or town
   d. The metropolitan area of a big city (suburbs or outskirts)
   e. A big city
   f. None of the above
   g. I prefer not to say

10. What is your native language, or what language are you most fluent in? -
    a. English Español
    b. Deutsch
    c. 日本語
    d. Français
    e. Русский
    f. Italiano
    g. 汉语
    h. Português
    i. Polskie
    j. Nederlands
    k. عربی فارسی
    l. 한국어
    m. Bahasa
    n. Indonesia
    o. Svenska

  p. українська

  q. Čeština

  r. עברית

  s. Tiếng Việt

  t. Another language

  u. I prefer not to say

11. What other languages are you fluent in? Select all that apply.

  a. I'm not fluent in any other language.

  b. English

  c. Español

  d. Deutsch

  e. 日本語

  f. Français

  g. Русский

  h. Italiano

  i. 汉语

  j. Português

  k. Polskie

  l. Nederlands

  m. عربى

  n. فارسى

  o. 한국어

  p. Bahasa Indonesia

  q. Svenska

  r. українська

  s. Čeština

  t. עברית

  u. Tiếng Việt

  v. Another language or languages

  w. I prefer not to say

12. In what year did you begin contributing to the Wikimedia movement or its projects? (2001-2020)

Appendix A: Endnotes

1. Regions & Countries Index

Region	Countries
Central & Eastern Europe (CEE)	Albania, Armenia, Belarus, Bosnia and Herzegovina, Bulgaria, Croatia, Czech Republic, Georgia, Greece, Hungary, Malta,

	Montenegro, Poland, Republic of Moldova, Romania, Russian Federation Serbia, Slovakia, Slovenia, Ukraine
East and Southeast Asia & Pacific (ESEAP)	Bangladesh, Bhutan, Brunei, Cambodia, China, Indonesia, Japan, Kazakhstan, Kyrgyzstan, Laos, Malaysia, Maldives, Mongolia, Myanmar, Nepal, North Korea, Philippines, Singapore, South Korea, Sri Lanka, Taiwan, Tajikistan, Thailand, Turkmenistan, Uzbekistan, Vietnam, Australia, East Timor, Fiji, Kiribati, Marshall Islands, Nauru, New Zealand, Palau, Papua New Guinea, Samoa, Solomon Islands, The Federated States of Micronesia, Tonga, Tuvalu, Vanuatu
India	India
Latin America & the Caribbean	Anguilla, Antigua and Barbuda, Aruba, Bahamas, Barbados, Bonaire, Saint Eustatius and Saba, British Virgin Islands, Cayman Islands, Cuba Curaçao Dominica, Dominican Republic, Grenada, Guadeloupe, Haiti, Jamaica, Martinique, Monserrat, Puerto Rico, Saint Lucia, Saint Martin, Saint Vincent and the Grenadines, Saint-Barthélemy, Sint Maarten, St. Kitts and Nevis, Trinidad and Tobago, Turks and Caicos, Islands Virgin Islands (US), Belize, Costa Rica, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Argentina, Bolivia, Brazil, Chile, Colombia, Ecuador, French Guiana, Guyana, Paraguay, Peru, Suriname, Uruguay, Venezuela
Middle East and North Africa	Afghanistan, Algeria, Azerbaijan, Bahrain, Egypt, Iran, Iraq, Israel, Jordan, Kuwait, Lebanon, Libya, Morocco, Oman, Pakistan, Qatar, Saudi Arabia, Somalia, Syria, The United Arab Emirates, Tunisia, Turkey, Yemen
Northern/Western Europe	Åland Islands, Channel Islands, Denmark, Estonia, Faroe Islands, Finland, Iceland, Ireland, Isle of Man, Latvia, Lithuania, Norway, Sweden, United Kingdom of Great Britain and Northern Ireland, Andorra, Austria, Belgium, France, Germany, Italy, Liechtenstein, Luxembourg, Monaco,

	Netherlands, Portugal, San Marino, Spain, Switzerland
Sub-Saharan Africa	Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Cape Verde, Chad, Comoros, Cote d'Ivoire, Djibouti, Equatorial Guinea, Eritrea, Ethiopia, Gabon, Ghana, Guinea, Guinea-Bissau, Kenya, Lesotho, Liberia, Madagascar, Malawi, Mali, Mauritania, Mauritius, Mozambique, Namibia, Niger, Nigeria, Republic of the Congo, Rwanda, Sao Tome and Principe, Senegal, Seychelles, Sierra Leone, South Africa, South Sudan, Sudan, Swaziland, Tanzania, The Central African Republic, The Democratic Republic of the Congo, The Gambia, Togo, Uganda, Zambia, Zimbabwe
United States/Canada	Canada, United States