Advancing Gender Equity:
Conversations with Movement Leaders

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Gender Equity Virtual Community Event

Advancing gender equity means that we seek fair treatment, access, opportunity and advancement **for all genders**. Because some genders have been historically underserved and underrepresented, **equity requires that we identify and eliminate barriers that have prevented their full participation in society.**

Conversations with movement leaders

65
People interviewed

29
Countries represented

26
Languages represented

GENDER GAP MAPPING PROJECT

In this visualization, we map number of interviewees per country or region.

● 1 interviewee

GENDER GAP MAPPING PROJECT

Legend:
- Albanian
- Arabic
- Armenian
- Basque
- Bengali
- Bokmål *
- Bulgarian
- Catalan
- English
- Ewe
- French
- German
- Hebrew
- Hindi
- Indonesian
- Italian
- Kurdish
- Marathi
- Malayalam
- Nynorsk *
- Polish
- Portuguese
- Romanian
- Spanish
- Swedish
- Telugu
- Traditional Chinese
- Twi
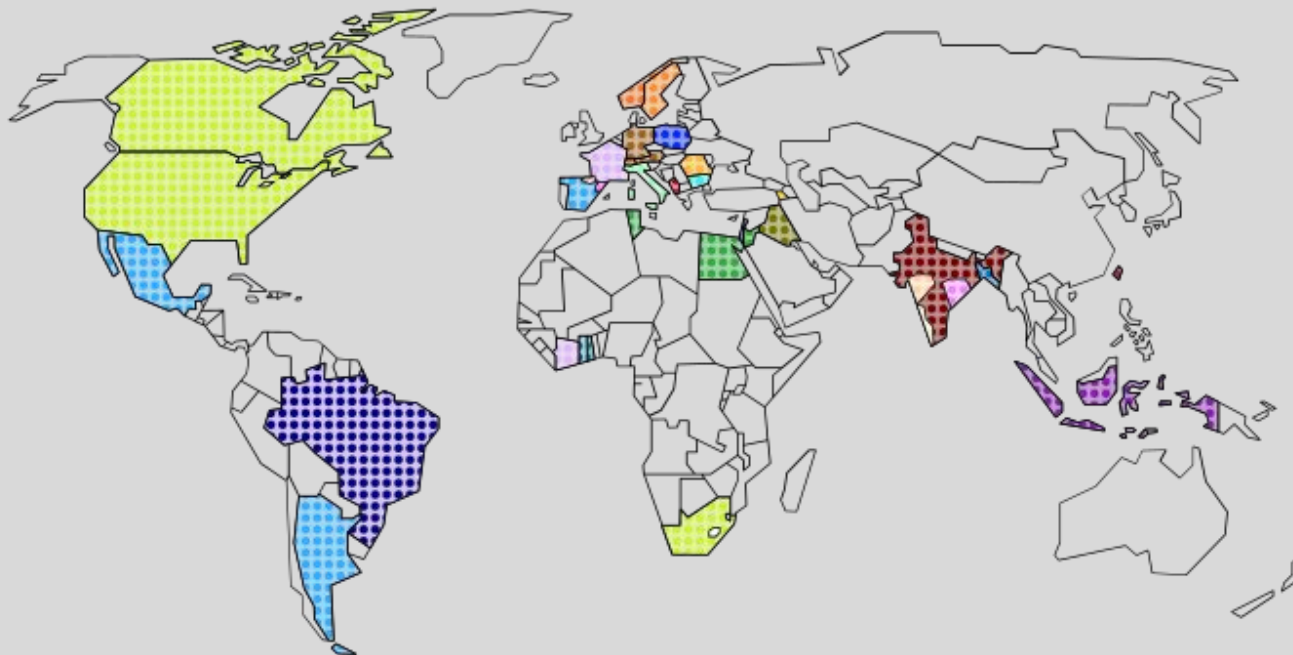
In this visualization, we map projects addressing the gender gap by language and country or region within a country.

Why are you here today?
Why is it important
to you to hear the perspectives
of gender equity leaders?

Goal

To inform the larger movement about the **status of gender equity work** across global contexts and to **promote more understanding** about the unique challenges and successes of this work.

What
is
gender?

"It's become apparent with this project that **gender is so culturally informed and expressed**--such **different understandings of what gender** is in different regions/countries/cultures. **Trying to communicate around gender is very difficult.**"

"**I didn't really understand the entire concept of transgender** until I started working with Wikimedians... **I've learned a lot from working with people who identify in a different way than I do.** And it's helped me outside of wiki, too."

Motivations

"Consciousness raising around free knowledge"

"I want to dispel the myth that gender focused programs are garbage. It's also about women finding each other and their friendships."

"Everything I do on wiki, it's for my future, my country, my people, my state."

"Expanding the notion of what a participant is. Celebrating everyone's contributions. Not creating a hierarchy of participation."

"Creating stories of the missing: women and queer, other genders, and marginalized communities."

Fabolu, GFDL

Creating change

Youssef El Tanahy, CC-by-SA 4.0
Isarra, public domain
NaserBanaqeeb, CC-by-SA 3.0
Lapalabranescesaria, CC-by-SA 4.0
Kaizenify, CC-by-SA 4.0
Pgarridosz, CC-bySA 4.0

Measuring change

" **The ways we measure how success looks like is transactional** (content, people, communities themselves); **and then there's a deeper layer: transformational.**"

Content   **Participation**   **Community health**

Inclusivity   **Diversity**   **Equity**   **Building allies**

Creating safe spaces   **Changing perceptions**

What is working?

Off-wiki events

"**Providing physical space** where people can discuss their issues, ask for help, learn together, instead of bumping into things alone while writing in their houses.

It increases the collective nature; **belonging to a community**. **That is pretty powerful**."

Partnerships

"**Centering marginalized communities and intersectional knowledge...**

Working with communities to think about **sources that really represent the knowledge of those communities**."

Filling gaps and tracking progress

"What has been very successful for us is choosing themes. Everyone was very interested in learning about women scientists in India. **Learning about different women, and creating the content, motivates them**."

"Tracking gender participation enables them to **understand** what they [program leaders] do, where they put their resources, **who's invited, who feels invited**."

Inclusion practices

Safe spaces

80% of programs are only open to people with gender identities that are marginalized on Wikimedia projects.
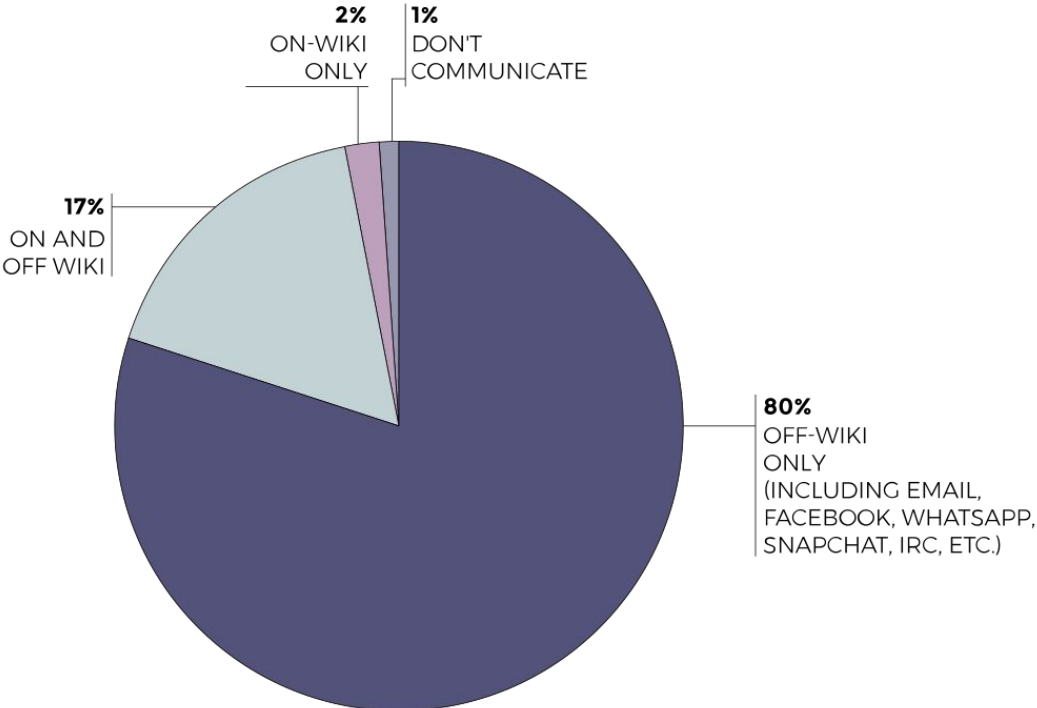
Intersectionality

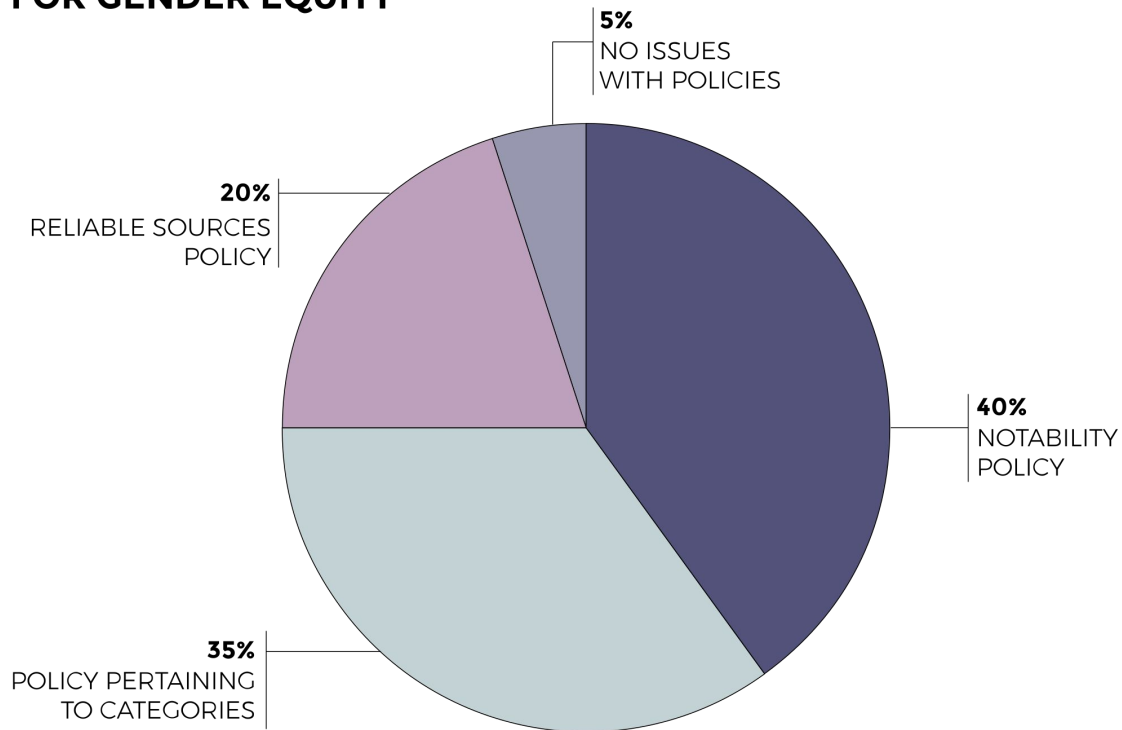Advancing equity is an intersectional effort that extends beyond gender.

Communicating in safe spaces

PRIMARY COMMUNICATION CHANNELS
FOR GENDER EQUITY PROJECTS

2%
ON-WIKI
ONLY

1%
DON'T
COMMUNICATE

17%
ON AND
OFF WIKI

80%
OFF-WIKI
ONLY
(INCLUDING EMAIL,
FACEBOOK, WHATSAPP,
SNAPCHAT, IRC, ETC.)

María Cruz and Lindsay Reilly , CC-by-SA 4.0

Barriers to equity: What are the issues?

Bias in policies

**MOST CHALLENGING POLICIES
FOR GENDER EQUITY**

5%
NO ISSUES
WITH POLICIES

20%
RELIABLE SOURCES
POLICY

40%
NOTABILITY
POLICY

35%
POLICY PERTAINING
TO CATEGORIES

"The issue of citations…"

"… **our history is oral**, not digital, not Western, not peer-reviewed journals format."

"**Male defined:** That's the standard for everything. If you try to break that, **you are seen as trying to break a universal standard**, rather than a real standard."

"There is a **dogmatic view on Neutrality, Notability, and Reliability**. Wikimedia's organizing policies are principles of the minority of the world -- white men sitting in North America and Europe. So whenever anyone challenges these, those **organizing principles are thrown back as weapons of mass oppression**."

Lack of awareness of gender bias

"Though there is a facade of listening to voices in the community, we don't honor our women contributors, the marginalized community. **We cave in to misogyny without recognizing it**."

"I would share that most of what I have experienced is that editors might think what they are doing as normal, but **these norms have to be challenged**."

Poor community health

"**Aggression** when discussing biographies of women."

"I've had **porn email sent** to me."

"I had an aggressive person who said he would **phone my employer**.
It was **quite frightening**."

"**I don't communicate on-wiki about this stuff. It's a honey-pot for trolls**"

Lack of support for gender equity work

"When you contacted me, I was so glad. **It made me realize how low a priority gender diversity was in my community**. Though I am hopeless in my community that there will be change, **maybe this will influence one person somewhere to contribute on this subject**."

"We have to deal with pushback from our community. **Women don't want to expose themselves on issues such as this**."
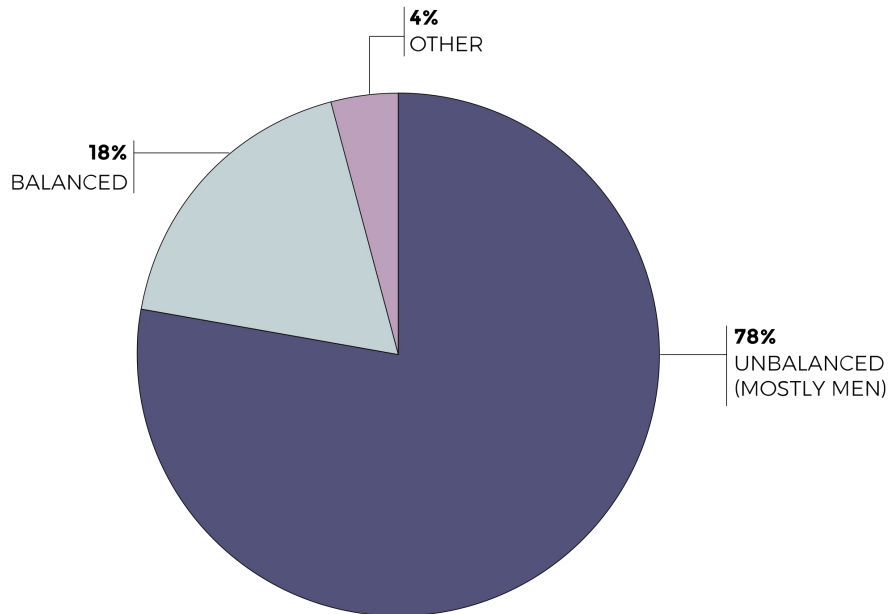
Lack of diversity in leadership

**PERCEPTION OF GENDER REPRESENTATION
IN WIKIMEDIA LEADERSHIP ROLES**

Leadership roles include a variety of capacities for
online or offline governance, e.g. affiliate leadership,
on-wiki admins, and others.
Gender includes male, female and non-binary

4%
OTHER

18%
BALANCED

78%
UNBALANCED
(MOSTLY MEN)

Questions

1. Is there anything that surprised you in this report?

2. Is there anything that sounds really familiar to you?

3. What is, to you, the most important finding?

How can you see this report impacting or changing the work you do within Wikimedia?

What are 1, 2 or 3 next steps that you can take in the near future?

Want to learn more?

https://meta.wikimedia.org/wiki/
Gender_equity_report_2018