

Community Resources Diversity Equity and Inclusion Survey for Affiliated 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 Community Resources grants team sent out 213 emails to current affiliate and organization grantees, asking grantees to fill out an English language Diversity, Equity, and Inclusion (DEI) survey. Over two months, the team received responses from 88 grantees about their programs' diversity, equity, and inclusion practices (43% response rate).

Central & Eastern Europe (CEE) and Northern/Western Europe had the highest average response rates in the survey (78% and 64%) and the highest proportion of countries with 100% response rates (7 out of 9 countries, and 6 out of 9 countries). This is in line with response rates from the 2020 Affiliates Data Survey which saw high response rates in Europe (Above 50%).

After Central & Eastern Europe (CEE) and Northern/Western Europe, Latin America and the Caribbean and East and Southeast Asia & Pacific (ESEAP) had the next highest proportion of countries with 100% grantee participation in the survey which included 3 out of 7 countries in both regions.

Grantees Advancing Diversity Equity and Inclusion

The majority of respondents say that their affiliate has made plans or has held discussions about increasing the diversity or representation of underrepresented groups in their membership, staff, or board. The majority of respondents are either satisfied or very satisfied with these plans and/or discussions.

When asked about the composition of their board, staff, and membership, the majority of respondents said that they believe that the composition of these is representative of different types of lived experiences.

How does an affiliate's location impact the number of programmatic goals around diversity? Affiliates based in Sub-Saharan Africa, Latin America & the Caribbean, and Central & Eastern Europe reported that their programs include a greater number of goals around diversity (question two) than those grantees that were based in different regions.

Looking Forward and Next Steps

The response rate to the survey was very low. It is also clear from the qualitative responses that the understanding of Diversity, Equity and Inclusion is not consistent amongst grantees. Some grantees are thinking about diversity, equity and inclusion (DEI) and incorporating those goals into their programs. In order to advance on this work together it is clear that more dialogue about what we want to achieve and its importance to the strategic direction is needed. Through

this report we want to share examples of work being done and also share some of the challenges being faced. With intention and sharing knowledge of different approaches we will begin a dialogue with all applicants and grantees about their programming and approach to DEI. 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.

Quantitative answers results: The majority of respondents say has goals working towards encouraging new contributors and helping people feel comfortable editing

Respondents who say their program has goals that include...

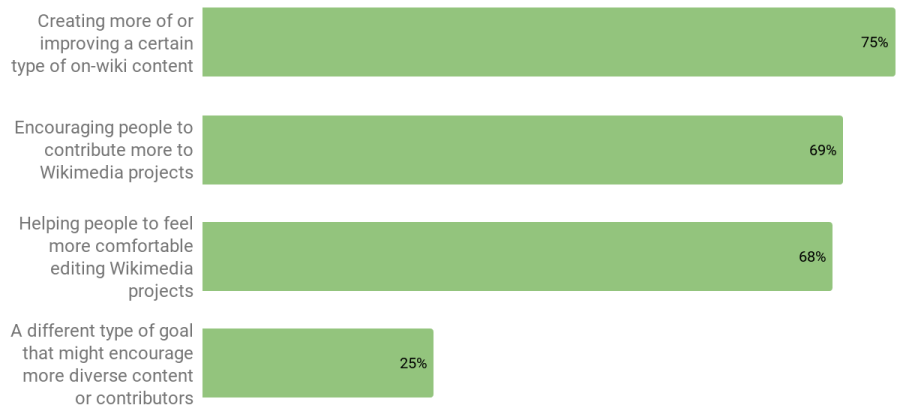


Figure 1.1

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.

Quantitative answers results: Improving contributor diversity based on geography is the most common program goal area, in terms of diversity, among respondents. It is clear to see most Affiliates who responded are creating programs to address a form of diversity.

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

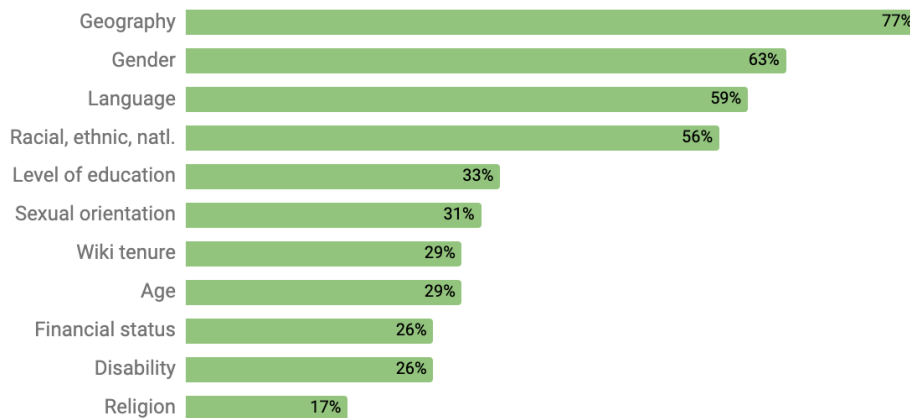


Figure 1.2

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.

Quantitative answers results: Best practice shows us the importance of having representation in the planning of programs is crucial. It is clear that the majority of grantees working on different areas of diversity are ensuring someone from that group is involved in planning. 81% of respondents that noted that their "program's goals include geography" agree that someone from

Community representation in the planning process



Figure 1.3

the geographic community that their program is trying to reach is part of the program's planning process.

Q9 - How much do you agree or disagree with the following statements: In my opinion, the membership of the organization has representatives of different types of lived experiences. *In the following questions we are going to ask about different lived experiences. We are referring to : Individual differences (ability, learning styles, and life experiences) and group/social differences (race/ethnicity, class, gender, sexual orientation, country of origin, as well as cultural, political, religious, or other affiliations).*

Quantitative answers

results: While most respondents agreed with the question, 20% felt neutral or disagreed, signaling that there is room for improvement in terms of their membership’s diversity.

In my opinion, the membership of the organization has representatives of different types of lived experiences

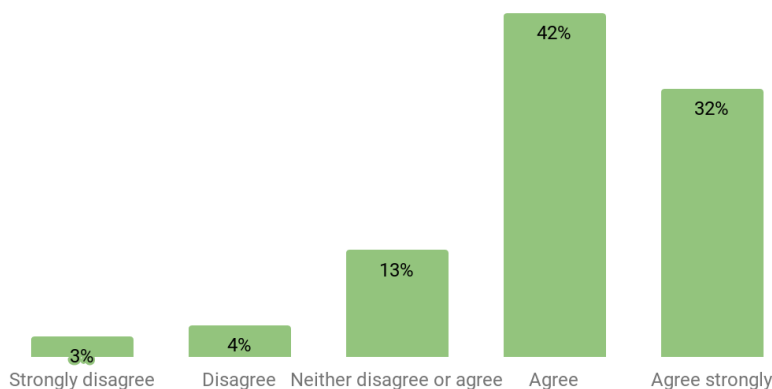


Figure 1.4

Q10 - Can you tell us how your membership represents different types of lived experiences?

Qualitative answers results:

Diverse representation

“Our membership represents different types of lived experiences as we primarily work with and in service of the leadership of marginalized communities such as women, black and brown folks, indigenous, LGBTQI and Global South communities.”

“Our members are from different educational backgrounds and have different occupations. We have members from different genders and different geographical regions. Of course the members also have different political and religious affiliations but nobody exists in the community as the representative of a political or religious group and in such case culturally, it is not appropriate to ask about and focus such affiliations unless people themselves prefer emphasizing their ethnic, religious, political identities.”

Similar representation

“I don't think our structure engages to[o] many different profiles. We are lacking women's participation, we are mostly centered in editors and participants coming from the capital region, and they have all very similar educational/social profiles. We are aware of that problem and that we have to solve it.”

“Membership is predominantly white/male/aged between 25 and 70 and higher educated. There is diversity in social class, occupation etc. Nb I take this to refer to the membership of the chapter.”

Q11 - How much do you agree or disagree with the following statements: In my opinion, the staff of the organization is representative of different types of lived experiences

Quantitative answers

results: While most respondents agreed with the question 28% felt neutral or disagreed, highlighting that there is room for improvement in staff diversity.

In my opinion, the staff of the organization representative of different types of lived experiences

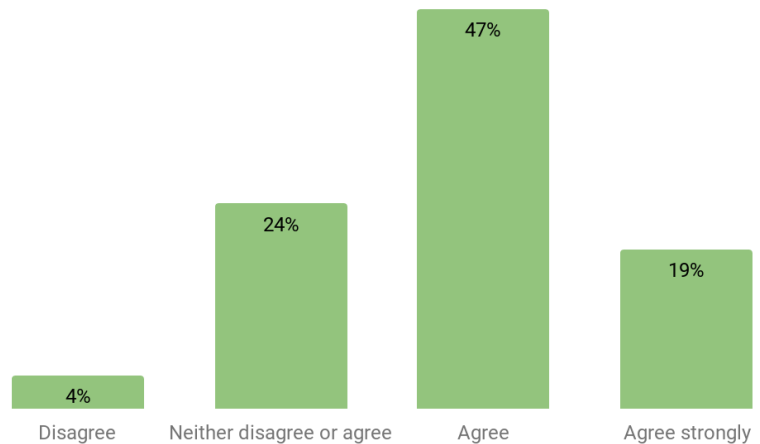


Figure 1.5

Q12 - Can you tell us how your staff represents different types of lived experiences?

Qualitative answers results:

Diversity in lived experiences

“ Diversity of origin within and outside the country* Diversity of political motivations and ideologies * Diversity of training and work experiences, according to their positions. * Diversity of religious positions * Diversity of activist spaces * Socio-economic diversity”*

“As we try to reflect on the members of the group the staff also comes together via various geographic locations as we can work remotely. This reinforces the fact that the staff and the associated user group are situated so that they represent socially, economically, and educationally diverse positions. The staff is also the result of long and intensive hiring searches that account for multiple valences of diversity.”

Q13 - How much do you agree or disagree with the following statements: In my opinion, the board of the organization is representative of different types of lived experiences

Quantitative answers

results: While most respondents agreed with the question 31% felt neutral or disagreed, signaling that there was room for improvement in the diversity of their Board of Directors.

In my opinion, the board of the organization is representative of different types of lived experiences

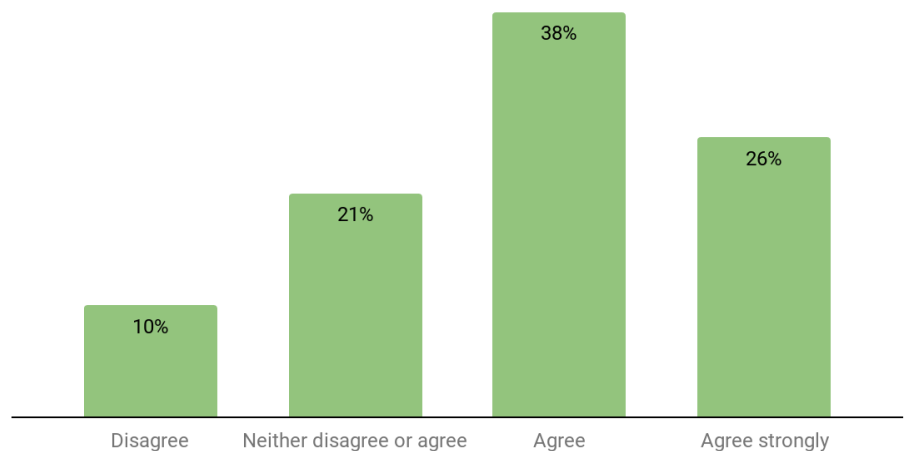


Figure 1.6

Q14 - Can you tell us how your board represents different types of lived experiences?

Qualitative answers results:

Board diversity

“ young people and senior citizens * People with disabilities * Representatives of the LGBTIQ+ movement * Diversity of religious belief * Diversity of origin in the country * Diversity of political positions * Socio-economic diversity. This ensures a great multiplicity of voices, perspectives and opinions in decision-making. We hope to have a gender parity board in the near future.”*

“It's one of the criteria the board election commitment works to fulfill: the look at factors like: gender, age, geography, which language they use, wiki background or professional background, and also family situation”

“Within our board, we have an expat, we have people from public administration, we have people from international organisations, and we have people from private entrepreneurship. Unfortunately, we don't have women yet. But we're still working on it.”

“Our board represents different types of lived experiences as we are able to bring together people from diverse regions: three out of six board members are from the impoverished region of the country. One main challenge is that our current board only has men. We run board elections every four years, and now our group has way more female participation, and in 2021 when elections happen we will definitely have representation of women.”

“We have rich and poor, young and old, male, female, and non-binary, but rather educated (only)”

“We think that our board is missing more diversity; currently we have a 100% male board (we already had a female president but she had to leave due professional commitments).”

“Our Board is strictly male, wikipedian, similar age.”

“The Board is composed of members who are elected by regular voting, based on their competencies. Racial, sexual or any other differences are never and will not be a criterion. We value work, dedication and enthusiasm.”

“We have experimented with a diverse board in the past and the experiment ultimately failed because the members appointed from the marginalised groups could not contribute equally well. After learning a lesson from that experience, we decided to put the diversity issue on the back burner when it comes to appointment of board members and hiring staff because experience, competence and knowledge are the things that matter the most. With regards to membership,

every interested person can join the organisation and we do not plan to make changes in the membership policy just to show that we have better representation of marginalised groups.”

Q15 - Tell us more about the successful practices to bring representation from different types of lived experiences in your organization

Qualitative answers results:

“We hold an Equity Working Group, an internal, cross-departmental team of 16 employees. Inspired by initiatives to address long-standing disparities of power in the field of photography and nonprofit arts sector, the group explores strategies that deepen our commitment to equity, access, and inclusion. We’ve also brought on a DEAI [Diversity, Equity, Accessibility, and Inclusion] consultant who has led the full organization through 6, mandatory, three-hour training sessions focused on racial equity and injustices within the institution. We also hold[] BIPOCC [Black, Indigenous, and People of Color] community conversations with BIPOCC staff and community members who come together to heal and feel comfortable speaking about their own lived experiences. This group acts as an advisory to high level decision making within the institution. Finally, we’ve created an International Advisory Council of 10 curators, writers, artists, professors, entrepreneurs and foundation leaders who act as an external think tank to help guide in where the institution should be headed based on the state of the art world and international community of imagemakers.”

“We have created an initiative, where we summoned women from different backgrounds, like scientists, documentary makers, cinematographers, contemporary artists, historians. And we are planning more fields this year. We want to work with deaf and blind people.”

“Having members of the marginalized groups helps us better envision the gaps in the opportunity for learning and growth, which can be beneficial in a manner that we can react proactively to reduce stereotypes and inequality within our projects and in local communities.”

“We started being an organization with only (or almost only) men, and now we have a better balance thanks to more diverse activities and doing a proactive task to welcome women and that they could feel good. The same with other profiles.”

“ Actively seek to generate alliances and involve new diverse people as part of our community
* Open up decision-making spaces. All people who are members of the organization can participate in the meetings of the Board of Directors, in order to increase the diversity of the space. * To prioritize our work on communities in the most vulnerable and under-represented contexts * Prioritize contextualized projects that address local and topical issues. * Distribute more and better resources to improve the scope and diversity of our partners, projects, allies etc. around the country * Establish a wide diversity of opportunities to participate in the organization as a volunteer. * We are designing a better diversity policy for our recruitment processes to continue to incorporate and develop a diverse team. * Developing safe space policies and establishing appropriate channels of reporting - also within the office. * Assessing diversity with appropriate metrics; Developing diversity policies * Incorporating women, non-binary, queer etc. into positions of power.”*

“When hiring, we give special attention to all the aspects of the hiring process that will ensure that our candidates are representative of the communities we serve. We explicitly call out for candidates with feminist and anti-racist values and focus on hiring folks from the Global South. The same goes for our advisors and any new partnerships we establish - they need to be aligned with our values and practices.”

“Our affiliate is probably one of the only Wikimedia affiliates to have developed a Diversity Plan --with support from program officers from the WMF-- and has diversity as a major compass point to our activities, including it as a major assessment point when we formulate, plan, work on, evaluate a program. We have allocated major parts of our Wikimedia funding --and other funding sources, i.e., Creative Commons support-- to programs that are directly in accordance to our Diversity Plan.”

Q16 - Tell us more about the challenges your organization faces to represent different types of lived experiences?

Qualitative answers results:

Gender, sexual identity, indigenous

- *“We need to work more on LGBTQI+ topics, it's broadly known that there's a lot of macho culture or straight male predominance on the Wikimedia Movement. Also we need more approach to indigenous and/or native people.”*

Language, regions, age

- *“We are facing a challenge on how to incorporate more and different profiles to our organization, like women but also younger people, people coming from regions other than the capital city.”*
- *“We face potentially language issues. As events will lost at times need a mediator to help with translations.”*
- *“Some languages are not well represented yet. We have an age gap (elder people or very young people are not common in this Wikimedia movement). People from rural zones.”*

Tools, funding

- *“Difficulties in electronic tools to access Wikipedia, most of us use mobile phones, few of us use laptops at times.”*
- *“Our main challenges are lack of financial resources to sustain the work and the current staff members and lack of capacity as we are a small team facing a set of different and complex challenges personally and collectively to do this work.”*

Structures

- *“Sometimes, it's difficult to get some countries to participate in the voting process. Sometimes when some countries do not present strong candidates that can win the elections, they end up not having representation on the Council and that makes them feel left out. Bringing them in at different levels of engagement in the organization becomes a priority.”*
- *“Our government policies, laws and culture doesn't support all kinds of people's diversity”*
- *“In the previous years, women were more reluctant to join the Board, thinking it is a male-dominated position, but we are overcoming that way of thinking, one member at a time.”*
- *“We no not have any efforts that would target increasing diversity of members”*

Skills, outside factors

- *“Lack of skills discourage participation of people from different types of live experiences and access to information.”*

- “Political and religious issues from outside parties, because these two are sensitive topics, we want to get more diversity programs, but these issues sometimes limit us to do more.”

Q17 - Has your affiliate made any plans or had any discussions about increasing the diversity or representation in your organization's membership, staff, or board?

Quantitative answers results: Most affiliates have plans to increase diversity or representation in their organization’s membership, staff or board.

Has your affiliate made any plans or had any discussions about increasing the diversity or representation in your organization's membership, staff, or board?

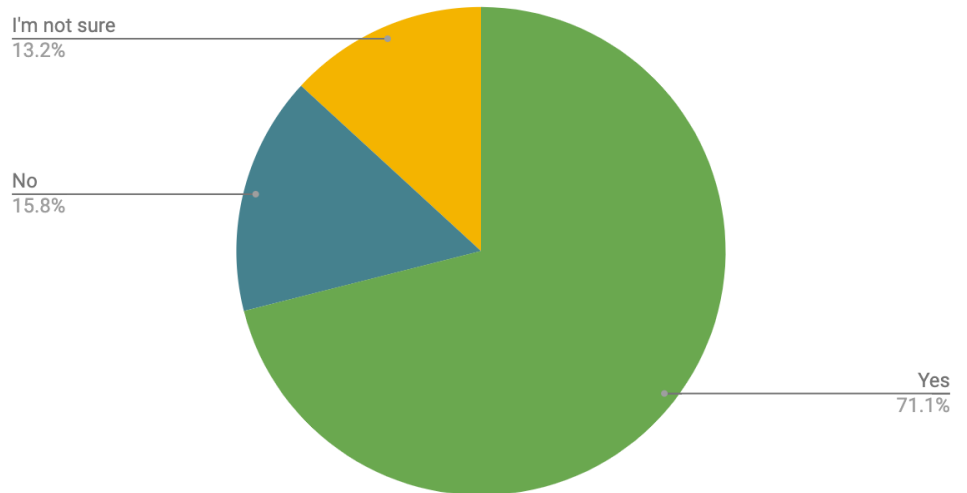


Figure 1.7

Q18 - Can you tell us how your organization is going to implement those plans and discussions?

Qualitative answers results:

Positive implementation strategies

“Encouraging new volunteers to give of their best and intend [to] take up certain key positions within the foundations. Awarding based participation and commitment. And lastly, inviting and mentoring new volunteers.”

“At the organizational level we are working - at least until March 2021 - on a new diversity policy. In addition, our programs are focused on improving the diversity of our community, volunteers, editors and content; diversity is also one of our main evaluation metrics for 2021. During 2021 we will also strengthen the team by adding a new person to support the Inclusion program.”

“We are constantly discussing how to and who to partner with to bring the work to publics who are otherwise marginalized as well as how to make the project more visible broadly. In the past year this has seen a dedicated shift in our social media strategies, broadcasting the information/articles we see as missing or underdeveloped on Wiki as well as developing parallel strategies to highlight the lives and works of artists generally bringing attention to the project generally.”

“Social diversity and representation is high on our agenda, and consists of a strategic goal on our working plan for a few years. This year and the coming one may reflect an important increase in gender , age and geographical diversity, following steps we took.”

“We have elaborated a public diversity plan, that our board and members abide to, and have periodic assessment of our activities in reference to this plan. We have a group committee that monitors how our activities are in reference to our diversity goals. We run a yearly survey with our membership to assess differences in lived experiences. We meet with WMF program officers (less often now, unfortunately) to work on how we can improve our diversity actions.”

Q19 - How satisfied are you with your organization's plans and discussions?

Quantitative answers

results: While most respondents are satisfied, 28% felt neutral or dissatisfied.

How satisfied are you with your organization's plans and discussions?

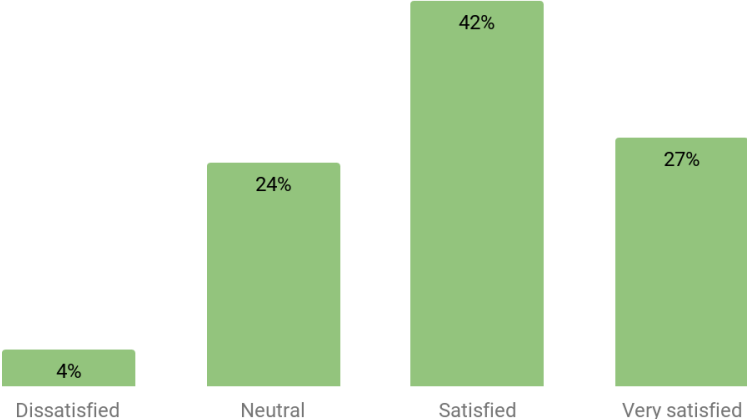


Figure 1.8

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 is your organization's office located?
6. What is the native language of the organization?

- 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. عربى فارسى
- 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

7. What other languages are commonly used in your organization? 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

In the following questions we are going to ask about different lived experiences. We are referring to : Individual differences (ability, learning styles, and life experiences) and group/social differences (race/ethnicity, class, gender, sexual orientation, country of origin, as well as cultural, political, religious, or other affiliations).

8. How much do you agree or disagree with the following statements:
 - a. In my opinion, the membership of the organization has representatives of different types of lived experiences.
 - b. In my opinion, the staff of the organization are representative of different types of lived experiences.
 - c. In my opinion, the board of the organization is representative of different types of lived experiences.
9. Can you tell us how your membership represents different types of lived experiences?
10. Can you tell us how your staff represents different types of lived experiences?
11. Can you tell us how your board represents different types of lived experiences?
12. Tell us more about the challenges your organization faces to represent different types of lived experiences.
13. Has your affiliate made any plans or had any discussions about increasing the diversity or representation in your organization's membership, staff, or board?
14. How satisfied are you with your organization's plans and discussions?