

Diversity, Equity and Inclusion Hub proposal

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Premise

- We are one of the last “happy island” on Internet, having the right principles and an ethical philosophy. We care diversity and we note our gaps.
- We see diversity as a priority (along with GLAM, Education, etc), not as a secondary and occasional topic to address
- With the recommendations, we pointed out we are a “**people centered**” movement
- We are not only *a global movement for open knowledge*, but a global **and diverse** movement for open knowledge
- See **DEIH as a global alliance on diversity, a wiki union to fill the gaps, the community’s diversity department.**



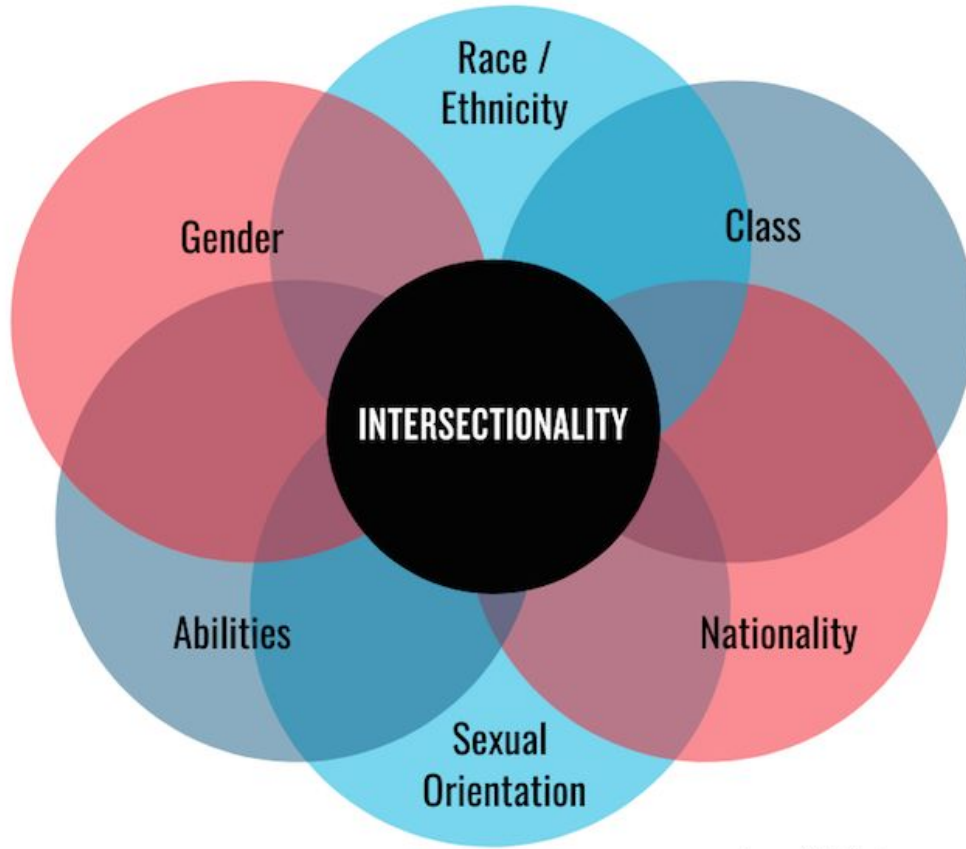


Image: First Book

Image: First Book: [Intersectionality is the complex, cumulative way in which the effects of multiple forms of discrimination combine](#)

Categories for diversity

There exist some specific categories that are especially relevant for diversity as they tend to be underrepresented on Wikipedia. To achieve more diversity in content and fight for [knowledge equity](#), it is necessary to represent all the different **1) places** (geographical entities), **2) peoples** (characteristics such as gender, sexual orientation, religious groups, ethnic groups, and indigenous group), **3) cultural concepts** for each group of people and place, and **4) languages** (national, indigenous and marginalized) of the world on Wikipedia.



The **geography gap** manifests itself mainly by a lack of articles about specific geographical entities (whether they are continents, countries, etc.) in most of the Wikipedia language editions.



The **gender gap** manifests itself mainly by a lack of articles (biographies) about women in most of the Wikipedia language editions when compared with articles about men.



An **ethnic group or ethnicity** is a category of people who identify with each other, usually on the basis of presumed similarities such as common language, ancestry, history, society, culture, nation or social treatment within their residing area.



The **sexual orientation groups gap** manifests itself mainly by a lack of articles (biographies and any topic) about LGBTQ+.



The **religious groups gap** manifests itself mainly by a lack of articles about people coming from every religion in every Wikipedia language edition. There is also a gap in knowledge about the topics that relate to every religion.



The **culture gap** manifests itself mainly by 1) a lack of representation of topics of a language cultural context in its language edition and 2) the lack of sharing or coverage of articles in other language editions that represent their cultural context.

The **language gap** manifests itself in a lack of a Wikipedia language edition for all the languages that are spoken in the world. Depending on the language status (e.g. [minoritized](#)), the number of speakers (e.g. a minority or a majority of the population), among other factors, it will be more difficult to engage speakers into becoming contributors. It is necessary to understand every linguistic situation. We created this page to provide statistics and analysis to see which [languages](#) could obtain their Wikipedia more easily.

There are several [tools](#) to bridge these gaps (e.g. gender is addressed by [Wigi](#), [Delenezh](#), and [WDCM Biases](#) dashboards). In this [page](#) you can read more about the definitions, community initiatives and tools to bridge the gaps.

[Wikipedia Diversity Observatory](#)

Credits: Marc Miguel



Why have a DEI hub?

- Decentralized model (more than one DEI H, in more than one place?)
- Limited initiatives are not enough to be incisive
- Addressing diversity and gaps in a structured way by the principle *L'unione fa la forza (Unity is strength)*
- Not splintered interests and actions, but a common focus for all the community
- Engaging with partners (many of them have a DEI department)
- Diversity, equity and inclusion are part of the United Nation SDGs (5, 10)
- Diversity, equity and inclusion is also part of our strategy
- The diversity arm of WMF and community



1 NO
POVERTY



2 NO
HUNGER



3 GOOD
HEALTH



4 QUALITY
EDUCATION



5 GENDER
EQUALITY



6 CLEAN WATER
AND SANITATION



7 CLEAN
ENERGY



8 GOOD JOBS AND
ECONOMIC GROWTH



9 INNOVATION AND
INFRASTRUCTURE



10 REDUCED
INEQUALITIES



11 SUSTAINABLE CITIES
AND COMMUNITIES



12 RESPONSIBLE
CONSUMPTION



13 PROTECT THE
PLANET



14 LIFE BELOW
WATER



15 LIFE
ON LAND



16 PEACE AND
JUSTICE



17 PARTNERSHIPS
FOR THE GOALS



THE GLOBAL GOALS

What do we know?

Gaps

- Gender gap
- Cultural gaps
- Geographical gaps
- Ethnicity gap
- Minorities gap
- Language gaps
- Different abilities gaps
- Generational gaps
- Etc

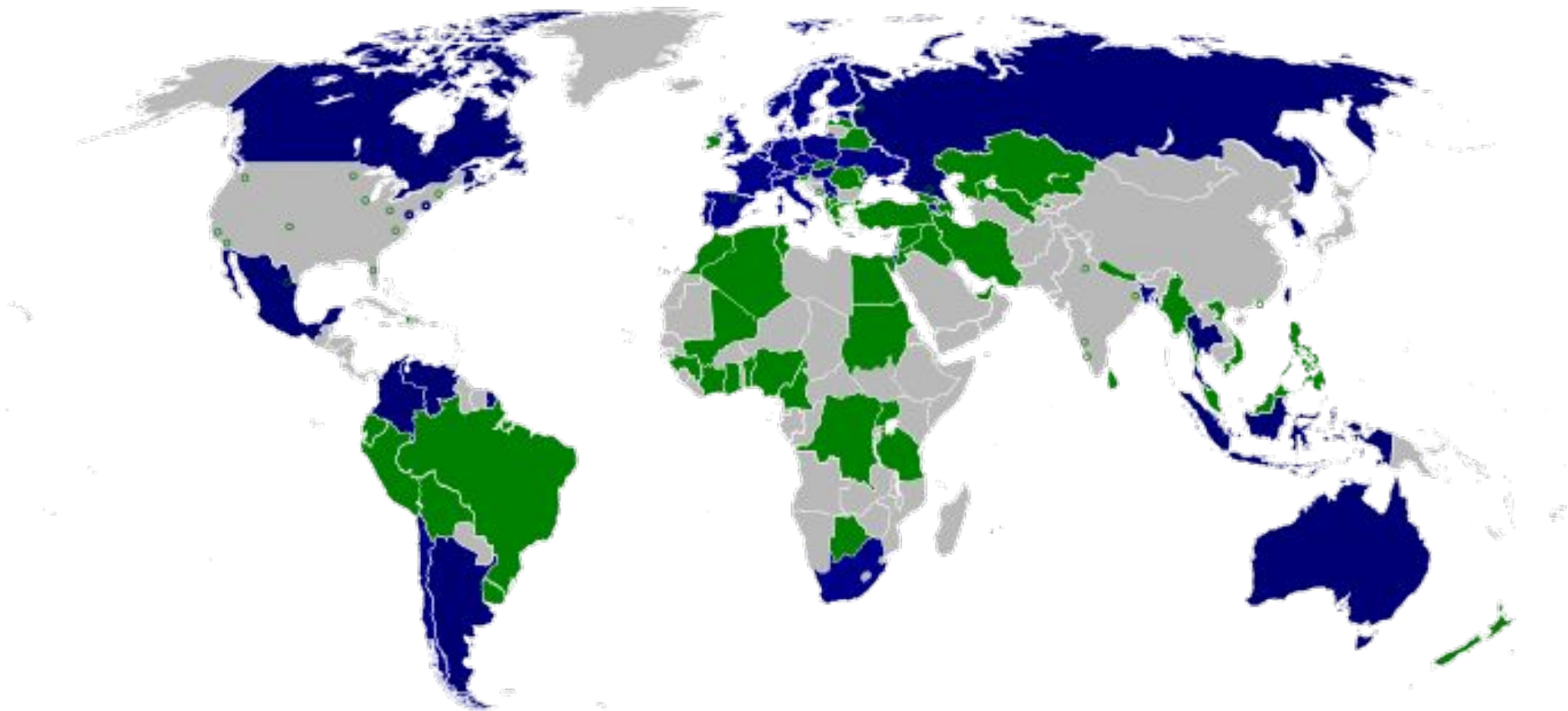


What do we know?

Affiliates or not

- ? of 136 affiliates are working on diversity:
 - ? on gender gap
 - 2 on disability
 - ? on language diversity
 - ? on cultural diversity
 - etc
- ? of 38 chapters are working specifically on diversity
- 1 of 2 ThOrg is working on diversity
- Projects working on diversity, but not affiliated
- Individuals interested which don't recognize themselves in any affiliation





What do we know?

Needs

- Same needs, more people involved on concrete duties
 - People to set the campaigns
 - People to communicate (contacts with partners, posts on the social media/site/blog)
 - People to follow the participants (sometimes newbies) signed during an editathon
 - Tech people for the mailing list (including moderation), templates, graphic design (posters, logos)
 - Legal support
 - Many others



What do we know?

Governance

- Not all the affiliates have governance and capacity guiding
 - Not all the affiliates have a board
 - Not all the affiliates have a staff
 - Not all the affiliates have clear what they need to do in order to be compliant with their duties
 - Not all the affiliates have rules and clear processes
 - Not all the affiliates have activity & financial plans
 - Not all the affiliates have funds
 - If non-profit orgs too, the affiliates have also duties towards the law in their country



DEIH scope Purposes

- Engage affiliates, projects, individuals centered on the same focus
- A body based not on a language, a territory, an affiliate, but on an issue we want to solve and we all know we have: the gaps
- Be more incisive on the gaps (common scope and actions)
- Avoid fragmentation and members isolation
- Increase the diversity in content, more inclusive policies, more accessible interfaces, translations, partners, capacity building
- Help small entities to growth, giving them the same sit at the table, the same opportunities in resources
- Have better process of recruit and follow the new editors (hard work)
- Have a better and complete communication, so everybody can see the own efforts known and recognized by the whole community



DEIH resources model



- A commons fund for the hub expenses and growth support
- 5-10% of the budget as participation from the big group to the common fund (WMF + chapters, as beneficiaries from the fundraising banners where UGs and little groups have no access)
- Support not only in money, but in other different ways (training, translations, conflict mediation, staff)
- Mutual aid
- Crowdfunding for specific events

DEIH governance model

- Decentralization (DEIH in many locations?)
- Can join who is working on the diversity of any kind
- Can also join who is not working on the diversity, but wants to be part, if starts to work on the topic
- It is not necessary to be part of the hub, freedom to choose to non participate to this Wikimedia affiliation model
- No predominance: any chapter, ThOrg, UG, project have one representative elected by vote (eq. WMF elections model)
- General Assembly, Steering Committee, statute
- ED, board? Let's talk! For sure staff
- System to measure the results and the impact
- A safe space and open mind people





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Risks & Issues

- No interest/participation (no desire to participate in any affiliates infrastructure)
- Seeing the own hub as the holder of absolute truth
- Individual or group identification as part of another structure (linguistic, territorial)
- Overlaps with other hubs
- Risk to form coalitions based on region/language/culture inside the hub
- The scope is seen as too large (eq. desire to deal only with a part of diversity (eq. gender diversity))
- The scope could be seen as non realizable/utopic
- Diversity could be seen only as a fashionable topic, with no real and effective engagement
- Different development scale and understanding between the group members of the hub
- As a non-profit legal entity is needed (eq. an APS in Italy), the risk is to replicate one of the same entities we already have (replicate the same errors and the same power model)
- Different laws & contexts



Benefits

- Distributed participation
- Embrace the intersectionality as we are all, as individuals, carries of many diversities
- Avoid conflicts, as everything starts with a common ground on the same group (increase and support diversity). The whole group take part to the hub's life and can mitigate misunderstandings.
- Not a competition between small, medium and big affiliates/groups, but a collaboration for a common scope
- Avoiding the actual power model of the affiliates
- Trust, fair, equity in processes, as anyone is part of the hub at the same level as others
- Engolve active projects & individuals that don't want to become a "classic" affiliate
- Better support to newcomers
- DEI is a well identified acronym for partners



Links (selection)

- [Diversity, Equity and Inclusion Hub 1° meeting](#) minutes, November 23th, 2021
- [Strategy/Wikimedia movement/2018-20/Working Groups/Diversity](#)
- [Strategy/Wikimedia movement/2018-20/Working Groups/Community Health](#)
- Provide for safety and inclusion
- [Equity Knowledge - WikiDonne User Group's approach](#), NWE Regional Committee Grants
- [Wikimedia Affiliates Data Portal](#)
- [Gender Gap](#) on Wikimedia Resource Center (Meta)
- Wikipedia Diversity Observatory: [Meta Page](#), [Commons video](#), [CCC](#)
- [Diversity Conversations](#) (Wikimedia Diversity Conference)
- [Wikimania 2019 Diversity Space](#)
- [Wikimedia Movement Affiliates](#)

GRAZIE !



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