WWC Gender Sensitivity Workshop, 2023

Tila Cappelletto (Senior Program Officer, Gender)

Masana Mulaudzi (Senior Manager, Campaigns Organizing)

WMF Campaigns Programs

WIKI WOMEN
CAMP 2023

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Overview

- Introduction - Why is gender sensitivity important? (10 mins)
- Review of main concepts (10 mins)
- Applying concepts - scenario application
  - 30 mins group work
  - 30 mins plenary reflections
- Identifying ways of working (10 mins)

Introduction - Why is gender sensitivity important?

According to the [European Institute for Gender Equality:](#) "[Gender sensitivity] ensures that women and men – and those who do not conform to the binary gender system – are treated as persons of equal importance and dignity."

What is gender sensitivity?
"Gender sensitivity refers to the awareness, understanding, and consideration of the different roles, experiences, and needs of individuals based on their gender." ([Studoco](#))

It is important to note that in a patriarchal world gender equality doesn't happen by accident, it is an intentional process that strengthens the impact of our outcomes - especially when grounded in **intersectionality, care and power-sharing practices.**

What does gender sensitivity mean to you?

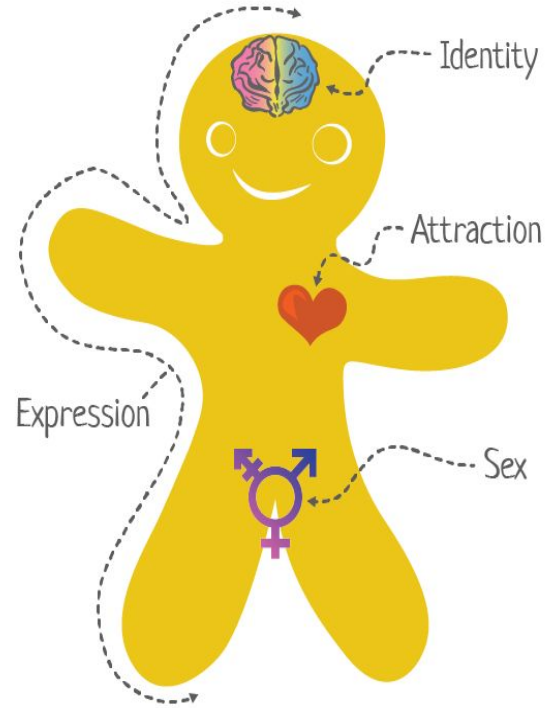# Introduction - Why is gender sensitivity important?

Values of that can underpin Gender Sensitivity
- Diversity, Equity and Inclusion
- Co-creation
- Power-sharing
- Intersectionality
- Transparency & accountability
- Informed by lived reality - *those closest to the experience are experts*

What are some other values that could underpin the Wikimedia Movements' gender sensitive approach?

The Genderbread person

means a lack of what's on the right side

Gender Identity
→ Woman-ness
→ Man-ness

Gender Expression
→ Femininity
→ Masculinity

Anatomical Sex
→ Female-ness
→ Male-ness

Identity ≠ Expression ≠ Sex
Gender ≠ Sexual Orientation

Sex Assigned At Birth
☐ Female ☐ Intersex ☐ Male

Sexually Attracted to... and/or (a/o)
→ Women a/o Feminine a/o Female People
→ Men a/o Masculine a/o Male People

Romantically Attracted to...
→ Women a/o Feminine a/o Female People
→ Men a/o Masculine a/o Male People

Genderbread Person Version 4 created and uncopyrighted 2017 by Sam Killermann

For a bigger bite, read more at www.genderbread.org
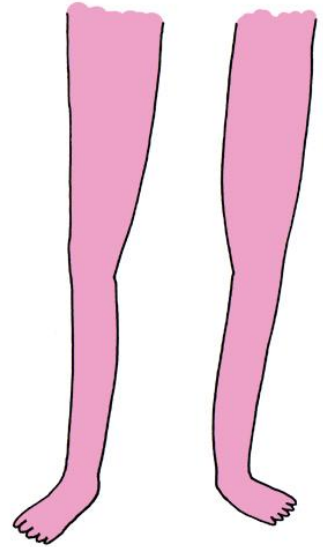
Identity
Attraction
Expression
Sex

The Genderbread Person V4 by Sam Killermann

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Gender norms

What are gender norms?
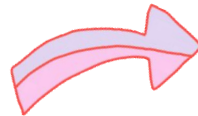
"*Intersectionality is a framework for understanding how issues like sexism, racism, classism and more can overlap and affect people in multiple ways*"
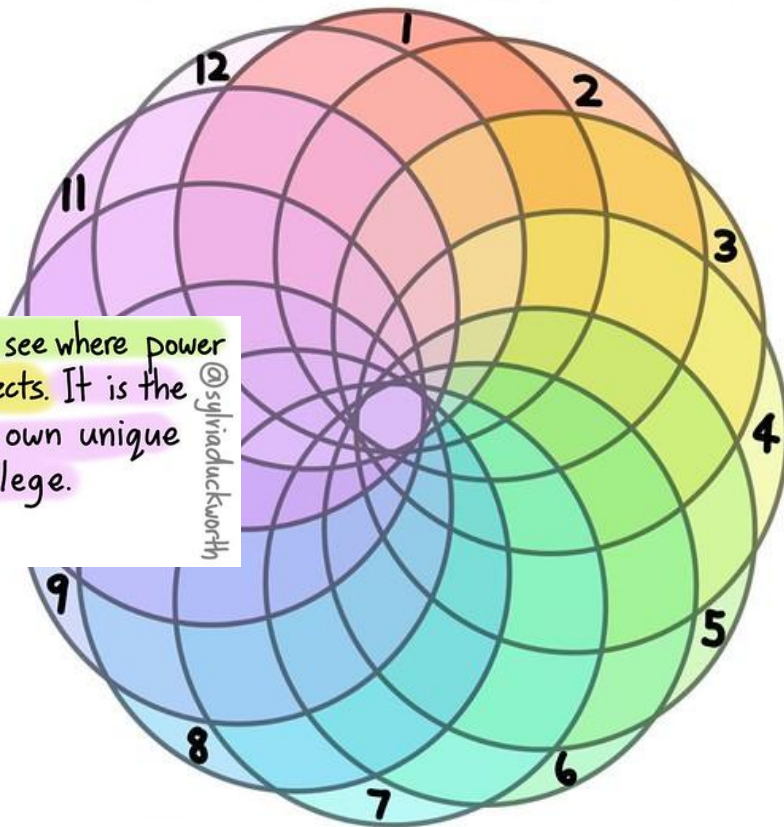
Kimberlé Crenshaw

She Said
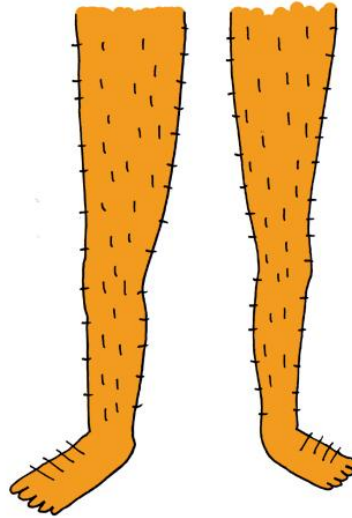
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INTERSECTIONALITY

1. Race
2. Ethnicity
3. Gender identity
4. Class
5. Language
6. Religion
7. Ability
8. Sexuality
9. Mental health
10. Age
11. Education
12. Body size
(...and many more)

Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.
— Kimberlé Crenshaw —

@sylviaduckworth

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Implicit bias

Thought processes that happen without us even knowing it
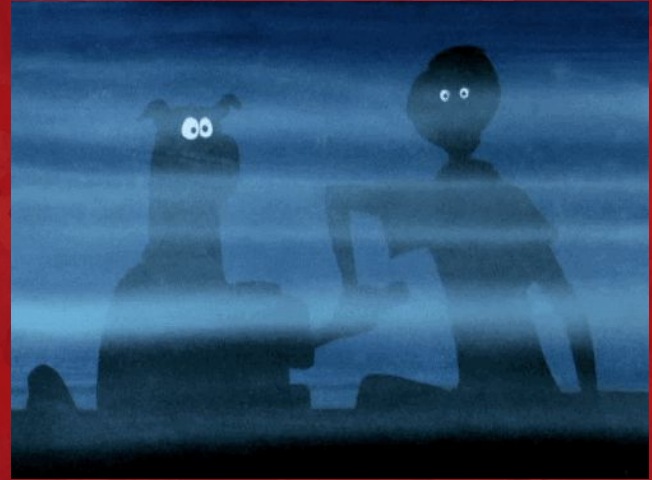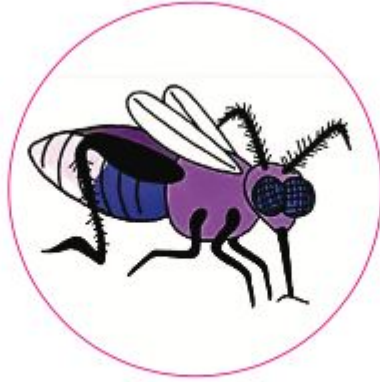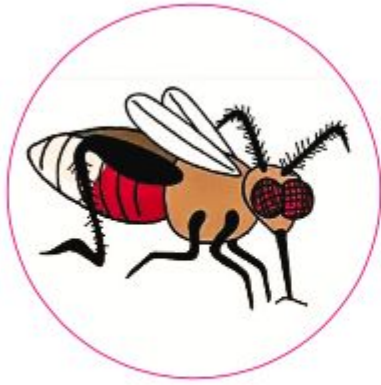
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Implicit bias

… a fog that causes associations that lead to biases

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Microaggressions

*...are like mosquito bites!*

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CASE #1: Microaggressions & Implicit Bias

You have recently started organizing in-person gatherings with other women and non-binary people in your local community around the wikimedia projects (mainly Wikipedia) and realize that you will have to deal with on-wiki community dynamics as well while creating content and welcoming newbies to your language wikipedia.

You feel that, in general, the language used by editors and the messages left on the community members' talk pages are not very friendly and disencourage learning. The biographies you are creating as a group (about women and nb people from the global majority) are often sent to deletion and on-wiki notability discussions are taking half of the group's energy and time. Templates such as "revision needed" or "non encyclopedic content" are often added to the top of the biographies your community creates (although the articles you create do follow the minimum requirements for new biographies to be added to the encyclopedia). You search and review male biographies to just confirm that there is over-scrutiny of the content you are creating.

You also feel there is little care toward newbie editions and low tolerance regarding mistakes. You realize that when there is no consensus about a biography's deletion, a vote process is open, and that most of the women in your group aren't allowed to vote since they do not have the minimum edits required. You also recently learned that admins are people with thousands of edits and with a certain access level rights for doing things such as protecting pages (restricting editing privileges to that page), blocking the accounts of disruptive users, etc. and wonder if there are women admins, as well as about their experience to get there - mindful of how many hours you already devote to volunteering, on top of your other responsibilities.

You feel frustrated, responsible for other members' experiences, and lonely.
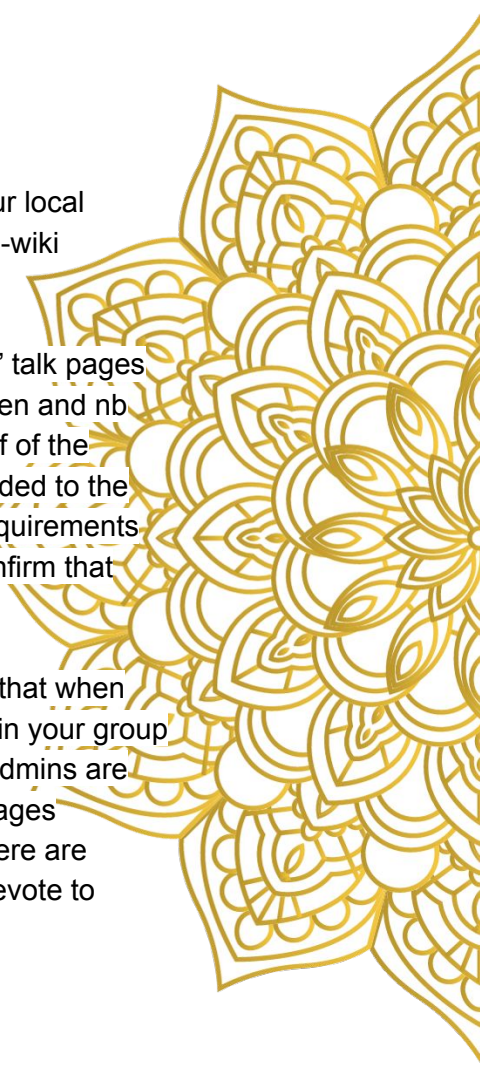
Questions:
- Consider the response of the other editors to the articles added by women and non-binary people, do you think this is problematic and why?
- How would you go about addressing these challenges experienced by your volunteer community?
- How, if at all, could you support women and non-binary people in your community to *sustainably* in the on-wiki community and if they choose, to eventually become admins themselves with the ability to address such on-wiki challenges?

CASE #2: Intersectionality & Gender Inclusion

You are an organizer for an in person event looking at developing a strategy to close the gender gap in the movement. Together with your team, you spend a large amount of time developing the program to include a diverse group of women from across the world to participate in this important event, and despite the organizing being challenging due to budget constraints and the high time commitment, you work hard to ensure regional and language diversity.

A few months into planning, a group of non-binary volunteers contact you to question why they were not included in the program since the non-binary underrepresentation on Wikipedia is relatively greater than for other genders and although largely under-researched, is still part of the gender gap. They would like to know what steps can be taken to ensure their representation at this and future events. Furthermore, they ask how the organizers will ensure their dignity and safety when they participate in these events going forward and how non-binary language can be included in the discourse on the gender gap language

Questions
1) How would you respond to the request to include this group in the event? What accommodations could you make for their participation if you decide to include them?
2) How would you run the event differently going forward, if at all, to accommodate non-binary participation in the gender gap work?
3) What are some steps you could take to make the gender gap conversations more inclusive of non-binary identities going forward?

CASE #3: Gender (in)Equality & Imposter Syndrome

You are an established, but young disabled Wikipedia editor from Central Africa who has been in the movement for several years working on a broad array of topics, including the gender gap. You joined the movement on invitation of a close friend who supported you in safely learning about how to edit and the different Wikimedia values. While you loved sharing knowledge in this way, it was sometimes difficult to learn about the specific requirements of the Wikimedia movement. Had it not been for your friend's company and coaching, you would not have continued edit. Overtime, your work in the movement has expanded to include leading several campaigns related to knowledge gaps about African women+ and your language Wikipedia is one of the most gender equal in the movement. Despite the additional time pressures of taking on volunteer leadership opportunities in the movement, you find meaning and joy in doing this work for free knowledge. At last year's Wikimania, you were also recognized as Wikimedian of the year for your work in closing the gender gap in Africa.

This year, your regional hub raised their concerns that no African had ever been represented on the board and they were looking for volunteers who met the minimum requirements to put their names forward for the next elections. While you meet 90% of the criteria, you worry that no African woman has ever been elected. And while you speak English fluently, you have sometimes noticed that the way people speak English in the movement is sometimes difficult to follow. Recently, You read on some talk pages that many in the movement did not believe in a representation model of election and that they were advocating for a continued, merit-based approach - causing you some anxiety at your 10% shortfall in the criteria. You also worry about the time commitment, unpaid care work, data access and time zone difference between Central Africa and USA that might make participating a challenge. As a young woman you are your also families' sole breadwinner and giving more volunteer time could negatively affect your household. That said, you have heard from others that you represent the continent's best chance at board representation and really believe that you can bring a fresh perspective to governance.

1) What are some aspects of Imposter Syndrome exist within this case study? What aspects of structural exclusion are also present?
2) What practical support could you or anyone else offer to this young person?
3) What structural changes would you recommend be made to include diverse voices in leadership structures in our movement? How would you go about implementing these?

The Task

In your groups:
- Take 10 minutes to read your case study
- As a group, reflect on the dynamics presented, considering a gender sensitive approach (15 mins).
- Document your findings and nominate 1 person to share these in plenary (5 mins)

In plenary:
- You will have 5 minutes to share your responses back to the group

Identifying ways of working

Informed by the reflections from the case scenarios, what are some ways that you want to incorporate gender sensitivity into your Movement work?
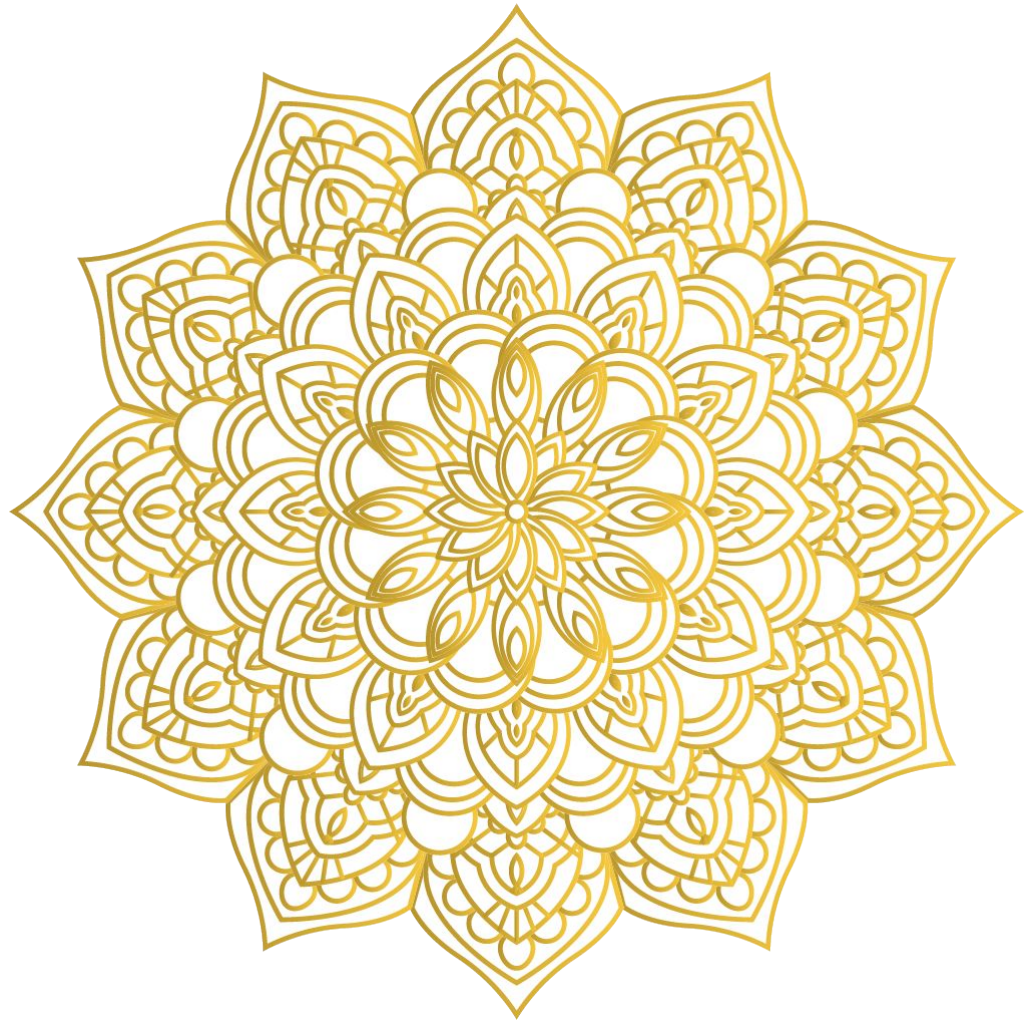
Thanks!

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