

Recording

Password: WqJX&DZ3

WELCOME




Gender Sensitivity Workshop

Welcome icebreaker




CC BY SA 4.0 防衛省

 Name, username,
pronouns (and/or)

 How is your
energy/mood today?

AND/OR

 When you think of
gender in the wikimedia
movement, what is the
first thing you think of?



Beverly Jiang





 **Tila Cappelletto**
Contaminadas
(she/her)



CC BY SA 4.0 Contaminadas



CC BY SA 4.0 Deensel

PRINCIPLES

- Chatham House Rule
- Take space, make space
- No one knows everything, together we know a lot
- Disagree with empathy

Safety

- [Friendly Space Policy](#) (& [Universal Code of Conduct](#))
- Contact person for any safety concerns: [Beverly](#)
- Recording consent

GOALS

Why we are here today and what will we do together?

- Identify **gender baseline concepts** and the **gender gap impact in the Wikimedia movement**
- Identify **challenges and opportunities** for more welcoming and **inclusive ways to work with each other** in the Wikimedia movement

AGENDA

1. **CONTEXT** - Wikimedia Movement
2. **BASELINE CONCEPTS** - Gender
3. **HOW WE WORK WITH EACH OTHER IN THE WIKIMEDIA MOVEMENT** - Challenges and Opportunities for inclusion
 - a. PRACTICAL TIPS FOR INCLUSION
4. **QUESTIONS? COMMENTS? THOUGHTS?** And survey!

1. CONTEXT

The gender gap in the Wikimedia movement

The Wikimedia Gender Gap

Content



81%

Of Wikipedia articles across languages are about men

From the [Knowledge Gap Index](#)

Readers

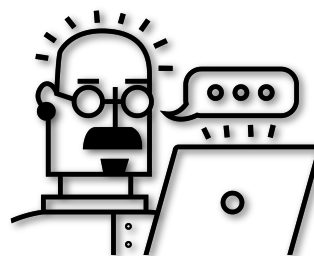


72%

Of pageviews come from people who self-identify as men

From the '19 [Reader Demographics surveys](#)

Contributors



80%

Of active editors self-identify as men

From the '22 [Community Insights Survey](#)



The Wikimedia Gender Gap

Roles within the Wikimedia movement are gendered [compared to editors](#) (13% women), admins are less likely to identify as women (7%) while organizers are more likely to do so (30%)

7%

Admins are less likely to identify as women...

[From the Community Survey](#)

30%

...while organizers are more likely to do so (but it is still a 30%)

[From the Community Survey](#)



In society, women are represented by a *single* female in too many instances: business, music, art and media, etc.

[WATCH VIDEO](#)

More Women from [#ELLEFeminism](#)

Women making it to the “top”?



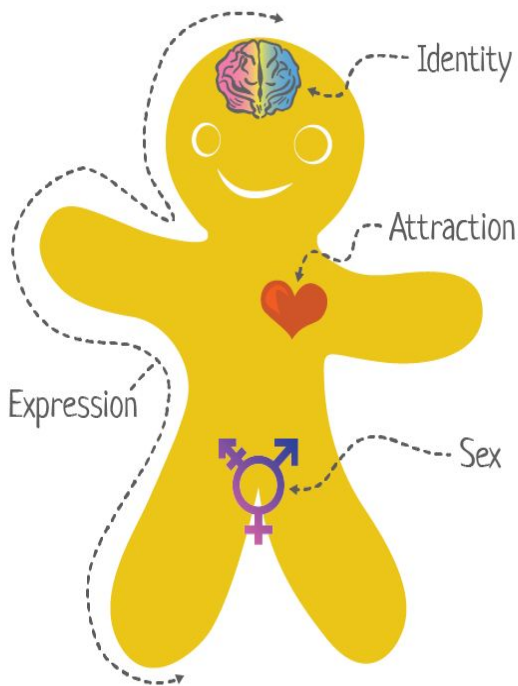
“...we need to recognize the value of women’s work and start counting production, not just profits.”

— **Vandana Shiva** - Indian scholar, environmental activist, food sovereignty advocate, ecofeminist and anti-globalisation author

2. BASELINE CONCEPTS

Key gender concepts

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

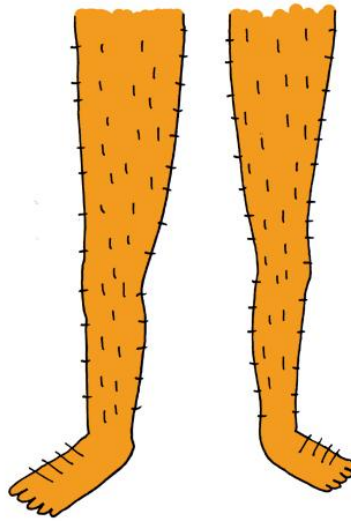
What do we mean by gender?

[WATCH VIDEO](#)

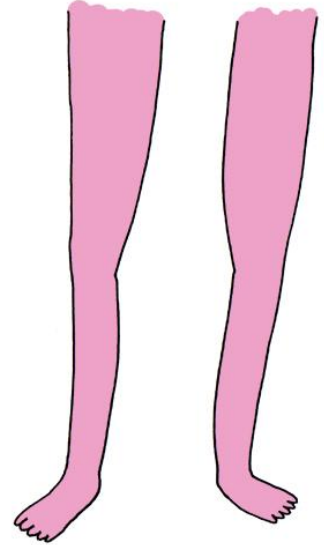
[What is gender theory? Berkeley professor explains gender theory by Big Think](#)

What are gender norms?

WHICH IS THE
MAN?



WHY?



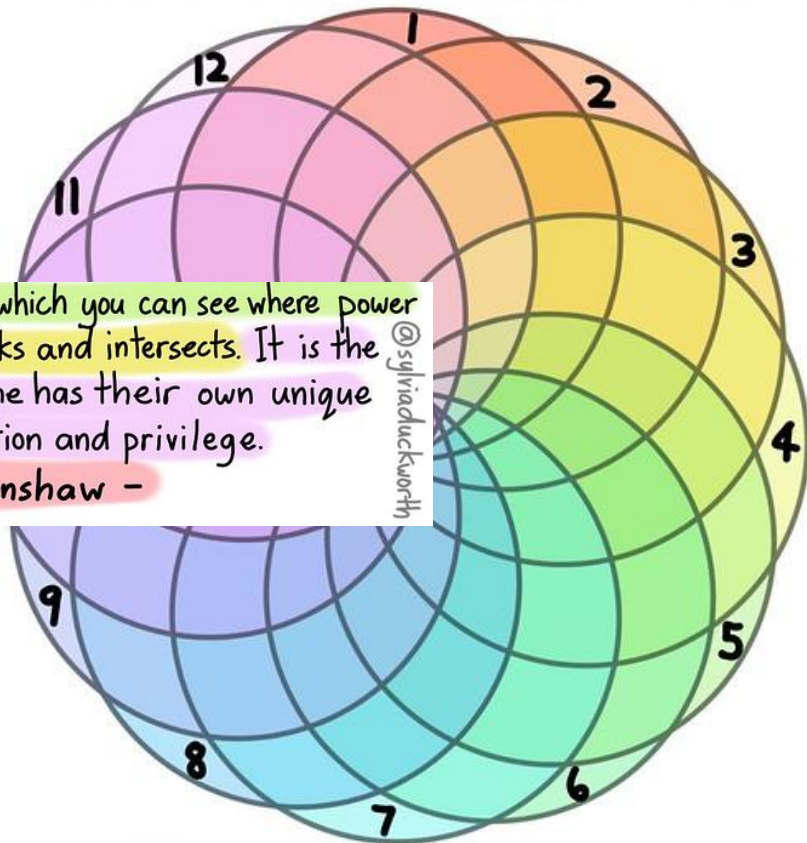
Chris Dunne CC BY SA 2.0

Intersectionality

Intersectionality is a framework for understanding how issues like sexism, racism, classism and more can overlap and affect people in multiple ways, Kimberlé Crenshaw [has said](#).



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 -

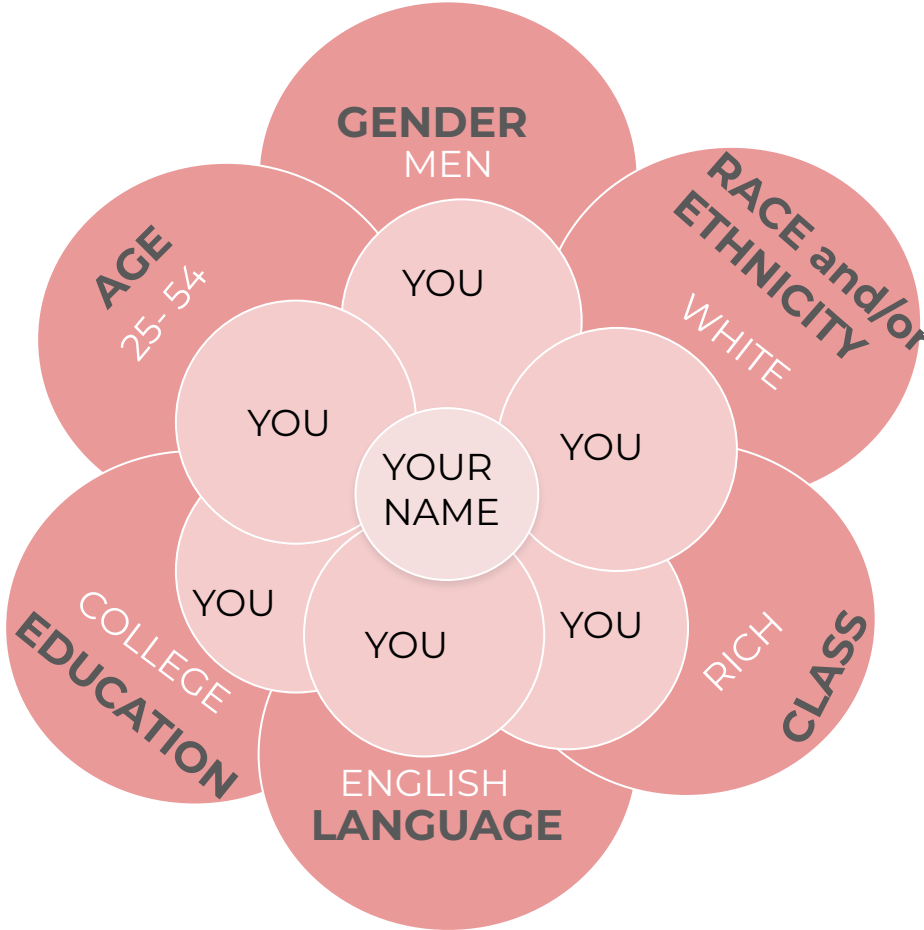
@sylviaaduckworth

Intersectionality at play

When a ***young girl is assaulted at a school bus stop in India***, the first reaction is to demand better police security on the road. However, community consultations plus statistical and contextual analysis reveal that ***police security is part of a broader system of discrimination***.

Rather, the assault ***reveals discrimination informed by intersections of caste and gender: Dalit*** girls and women, usually poor, often dark-skinned, and whose families are without formal education and are disproportionately affected by violence.

Flower Power



ICEBREAKER: DID YOU KNOW?

When a woman's name was replaced with a man's name on a résumé, how much more likely were evaluators to say they would hire the applicant?²³¹

A. Over 80% more likely

B. Over 65% more likely

C. Over 60% more likely

ICEBREAKER: DID YOU KNOW?

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ICEBREAKER: DID YOU KNOW?

According to Harvard University's Implicit Association Test, what % of people more readily associate men with "career" and women with "family"?³⁸⁶

A. 76%

B. 52%

C. 30%

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Implicit bias

[WATCH VIDEO](#)

What is implicit bias? NYT/POV's Saleem Reshamwala unscrews the lid on the unfair effects of our subconscious.

ICEBREAKER 1/4 : DID YOU KNOW?

**How many
times more
often do men
interrupt
women than
other men?**⁴⁹

**A. Almost 2
times more
often**

**B. Almost 3
times more
often**

**C. Almost
never**

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ICEBREAKER: DID YOU KNOW?

In a study of performance reviews, what % of women received negative feedback on their personal style such as “You can sometimes be abrasive”? And what % of men received that same type of feedback?⁵⁰

A. 66% of women and 1% of men

B. 49% of women and 10% of men

C. 30% of women and 0% of men

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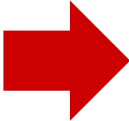
BONUS SLIDE – things I stumbled upon **after** the workshop

“...you can sometimes be abrasive”



Extra abrasive bar soap ;)

Implicit bias



Microaggressions



Microaggressions

[WATCH VIDEO](#)

*How microaggressions are like
mosquito bites • Same Difference
by Fusion Comedy*

**Genderbread
Intersectionality
Flower power
Implicit bias
Microaggressions**

3. How we work with each other in the Wikimedia movement

Challenges and Opportunities for inclusion



“Without community, there is no liberation...but community must not mean a shedding of our differences, nor the pathetic pretense that these differences do not exist.”

— **Audre Lorde** - African American writer, professor, philosopher, intersectional feminist, poet and civil rights activist

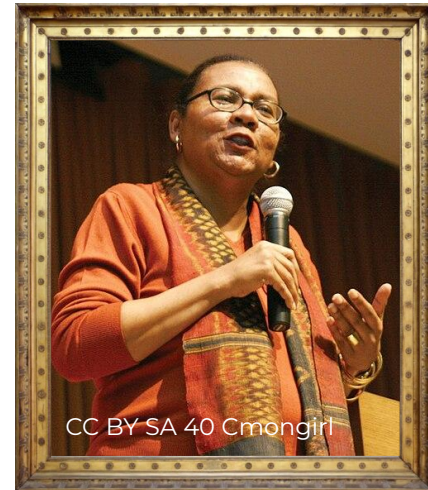
**Have you *witnessed* oppression,
felt oppressed, or *oppressed*
others unintentionally while
working in the Wikimedia
movement?**

Challenges and Opportunities for inclusion

According to *bell hooks*, men can advocate for equality. They can share power and denounce gender violence.

Men can craft their own identities and reject stereotypical norms that reward aggression, violence, and physical strength.

— **bell hooks** - Scholar, author, social critic and activist whose work examined the connections between race, gender, and class



Can you share examples of times in your Wikimedia life when you have been able to work together with people from different identity groups (gender, race, nationality, etc.)?

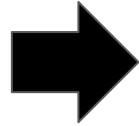
What about times when you have NOT been able to?

Challenges and Opportunities for more welcoming and inclusive ways to work with each other in the Wikimedia movement

EXERCISE WRAP UP

Challenges and Opportunities

Inclusion



Equity

Ensuring everyone has the opportunity to share their perspectives and challenge our ideas.

Accounting for, and responding to, shifts in power and working to redistribute it.

3. a Practical tips for inclusion

at events, talks, organizing

Checklist for inclusion

at events, talks, organizing



- Pronouns - don't assume, include them on a badge and use inclusive language.
- Pre-event, if possible, understand the accessibility needs of participants and try to accommodate these (hearing impaired participants may need mic support/close captioning; visually impaired participants may need alt text descriptions, etc.).
- Checking speaking time - making space for everyone, no interruptions, using AND language (instead of “no” or “You’re wrong”).

Checklist for a speaker/organizer looking to run an inclusive event

at events, talks, organizing



- Make space for body breaks/quiet reflection time. ([‘decompression’ areas](#) or quiet rooms).
- Find the quiet voice and make space for that participation.
- De-stigmatizing conflict - [safely disagreeing](#).
- [Set up ground rules](#) (i.e. what to do when there’s harassment/feel unsafe).
- Shared/transparent notetaking.

Other opportunities Sustainable Gender Equity

*Gender Transformative
Approaches or Gender
Mainstreaming*

REFERENCES AND RESOURCES

- [Implicit Bias: Peanut Butter, Jelly and Racism](#)
- [How microaggressions are like mosquito bites • Same Difference](#)
- [MORE WOMEN #ELLEFeminism](#)
- [Power Flower: Our Intersecting Identities](#)
- [Gender Inclusive Tech Events: A hands on how-to guide | by Perry Eising | Medium](#)
- [50 Ways to Fight Bias, a bias program to support women at work](#)
- [Key Gender Concepts - SBCC and Gender](#)
- [Moving from Allyship to Solidarity | by Asher Firestone | Fearless Futures | Medium](#)
- [The Young Feminist Leadership Toolkit for LGBTQI+ organizers in West, East, Southern, and Central Africa \(WESCA\)](#)
- [The Formal Economy as Patriarchy: Vandana Shiva's Radical Vision](#)
- [Beyond Intersectionality: Embracing a Decolonial Feminism - Meeting of Minds](#)
- [Berkeley professor explains gender theory | Judith Butler](#)
- [Vandana Shiva | Ecofeminism and the decolonization of women, nature and the future](#)
- [Conference anti-harassment/Policy resources | Geek Feminism Wiki](#)
- [Harvard Implicit Association Test](#)
- [Your Complete Nonviolent Communication Guide](#)
- [Moving from Allyship to Solidarity | by Asher Firestone | Fearless Futures | Medium](#)
- [Gender transformative approaches](#)
- [Women in the changing world of work - Facts you should know](#)
- [A Class That Turned Around Kids' Assumptions of Gender Roles!](#)
- [I Heart the Singular They](#)
- [Gender Mainstreaming or gender transformative approaches: video reference](#)

QUESTIONS? COMMENTS?

*Please fill out the survey! [HERE :\)](#)
Let's evaluate, iterate and adapt.*

Thank you!

[Tila Cappelletto](#) and [Beverly Jiang](#)

September 23rd, 2023