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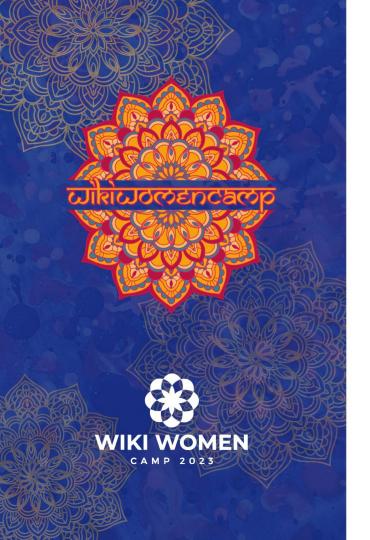






- Why Diversity matters for Wikimedia? (Wikimania 2013)
- WikiWomenCamp (2012, 2017, 2023)
- Diversity Conferences: 2013,
 2016, 2017
- Diversity Working Group -> Recommendations
- Diversity Space @ Wikimania2019
- Research: Categories of diversity
- DEIH Proposal





Strategy Cohort: Research

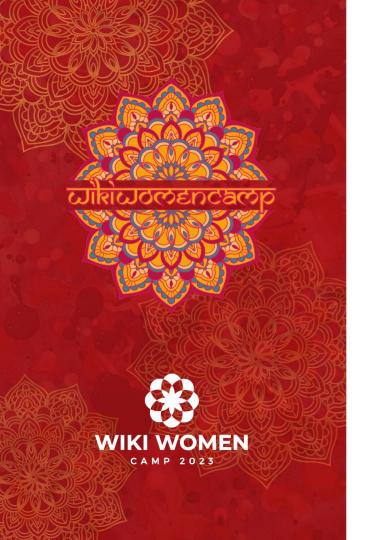
- Introduction to Research
- Research Discovery & Centralization
- Research Community
- Building a Research Network



- Knowledge gaps taxonomy
- Readers
- Content
- Policies and practices
- Pre-conference survey
- Finding gender-related content on Meta
- Finding gender-related research
- The role of the RD in developing and supporting research communities

Research keys





Strategy Cohort: Hubs

The proposed methodology for creating hubs involves two phases:

- Initial Phase: Gather and compile existing research from groups like WikiFranca, EduWiki, Wiki Arabia, CEE, and others.
- This includes timelines, grant usage, points of contact, survey details, interviews, guides, recommendations, current work status, and original objectives.
- This information will be analyzed through a research lens, potentially with assistance from the WMF research department or independent researchers.

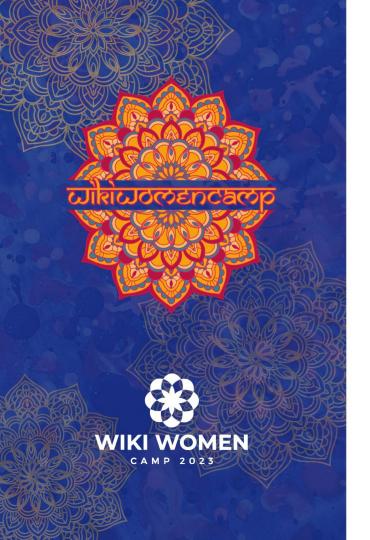


• Second Phase: Assemble an advisory board a

- Second Phase: Assemble an advisory board and a day-to-day task force.
- The advisory board will provide recommendations for subsequent steps based on the research review, such as survey implementation, stakeholder interviews, defining objectives, and creating a timeline.
- The **task force** will execute these tasks, with insights from this phase informing the decision on the type of 'Hub' to be established.

Hubs keys





Strategy Cohort: Engagement Plan

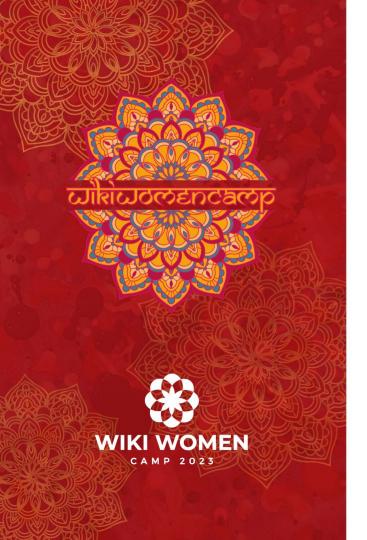
The goal is co-created, collaborative plan for the next two years that raises awareness and consciousness about the gender gap and works toward gender equity in participation and representation within the Wikimedia movement.



- Social activities: Activities that aim to connect and support each other. For example: video calls, mentoring program, support space for people doing sensitive work etc.
- Trainings: Activities that results in knowledge or skill development. For example: annual trainings for admins on gender sensitivity, training session with journalists on how to write on women and cover women's stories, WW* podcast
- Wikiprojects specific: Activities that take place on or are related to Wiki projects. For example: Wiki project Women's health in multiple languages, increase content diversity using PAC2 tool, increase the number of links to women* biographies in 100 vital wiki articles
- Continuations: Previous or existing activities that we should continue or restart. For example: WikiGap, Art + Feminism, Steering Committee to advance the proposal to start a hub.



Engagement plan keys



Community building

This involves several sessions:

- Safe and Inclusive Spaces for people who identify as women
- Communication: strategies for strong, compassionate conversations
- Community Story, Collaborations and Partnerships Workshop
- Community Engagement: Outreach and Facilitating Conversations
- Campaign Organizing collective session





- Creation of a Working Group or Task Force for Gender Equity Prioritization
- Development of Policies for Balanced Representation
- Mandate for Grantees to Include Women* on Their Teams
- Establishment of Support Structures for Contributors
- Development of Guidelines and Support for Sustainable Resources
- Commitment to Global Coordination
- Creation of a WW* Care Network



Source: Community Insights 2023 Report & Creating Safe(r) and Inclusive spaces – WikiWomen Camp 2023, User:AAkhmedova (WMF), CC by SA 4.0, Wikimedia Commons

Having taken note of the little support received from movement's prepared entities (based on the principle of the autonomy of community processes), the stalling of the proposal for a Diversity Hub and the initiatives contained on the 3rd recommendation (private incident reporting, psychological support and conflict management etc.), during the WikiWomenCamp 2023 we talked about the need to give life to the **WikiWomen* (WW*) Care Network**. Which has as its objective, foreseen by the recommendations of the 2030 Strategy, also the creation of hotlines and a concrete network support in case of harassment.

Recognising the need to start a WW* Care Network [modifica]

[iscriviti]

Extensive cases of mental and emotional harassment discussed at the sidelines of WikiWomenCamp 2023, in which there was little recourse to proper consultation available. Inadequacies of existing networks which are supposed to provide support to Wikimedians in need of support were discussed.

The need for a one-stop dedicated care network which will be there for anyone who requires assistance arose from the meeting. We recognised vulnerabilities across a spectrum of gender and sexual identities: with some individuals facing extreme forms of discrimination and violence because of them identifying with lesser known and understood forms of gender. We therefore need to identify problems in nomenclatures and embrace new definitions of gender coming from those who feel the most vulnerable. The identification of problems is fundamental to start thinking of solutions that this care network intends to provide to the larger knowledge community.

Highlighting the idea of moving beyond a binary system, we want to challenge the traditional gender participation on our projects and create welcoming spaces for everyone who identifies as a woman.



Camelia Boban (WikiDonne UG) on behalf of the WikiWomen* Care Network

Links (selection)

- Diversity (Wikimania 2013)
- Wikimedia Diversity Conference (WDC) 2013, 2016, 2017
- Diversity Conversations (WDC 2017)
- Strategy Working Groups Diversity & Community Health
- Diversity Space @ Wikimania 2019
- Equity Knowledge WikiDonne User Group's approach
- Wikimedia Affiliates Data Portal
- Gender Gap on Wikimedia Resource Center
- Wikipedia Diversity Observatory: Meta Page, Commons video, CCC
- Wikimedia Movement Affiliates
- Etherpad (DEIH @ WWC 2023)
- Diversity, Equity and Inclusion Hub minutes
- WWC2023 Strategy research
- WWC2023 Strategy Hubs
- WWC2023 Strategy Engagement plan
- WWC2023 slides
- Diff article
- WikiWomen* Care Network Statement about harassment on the Wikimedia projects







MAP UP, RISE UPI