

# **Wiki Women Camp 2023 @ WMEU Assembly**

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RISE UP!**



**When did we start talking about diversity?**



- **Why Diversity matters for Wikimedia? (Wikimania 2013)**
- **WikiWomenCamp (2012, 2017, 2023)**
- **Diversity Conferences: 2013, 2016, 2017**
- **Diversity Working Group -> Recommendations**
- **Diversity Space @ Wikimania 2019**
- **Research: Categories of diversity**
- **DEIH Proposal**





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## Strategy Cohort: Research

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



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## Research keys

- **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**







WikiWomenCamp



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## 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.



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## Hubs keys

- **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.



# 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.



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# Engagement plan keys

- **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.





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# 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**



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**WWC 2023 key recommendations**



- **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**





# 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](#)





# Thanks!

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