

Using Wikimedia Foundation Grants to Address the Gender Gap

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Diversity Conference
June 2016



Problem:

- **Less than 20% of Wikipedia editors are women**
- **Gaps and systemic bias in content**
- **Less than 30% grants lead by women (2014)**
- **Less than 9% WMF funding spent on gender gap (2014)**



By File:We_Can_Do_It!.jpg: J. Howard Miller, artist employed by Westinghouse, poster used by the War Production Coordinating Committee derivative work: Tom Morris (This file was derived from We Can Do It!.jpg:) [Public domain], ia Wikimedia Commons

Solution:

- **Collective action**
 - **Inspire Gender Gap Campaign**
 - **Art+feminism**



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Inspire Gender Gap Campaign

- Inspire Campaign in March 2014
- \$250,000 to support gender diversity in contributors & content
- 267 ideas created; 631 participants
- Doubled gender focused funding; 42 proposals; 16 grants; 88% led by women; 81% new grantees



2015 Inspire campaign - idea totals by day



Funded Grant Proposals [\[edit \]](#)

- [IdeaLab/Full Circle Gap Protocol: Addressing the Unknown Unknowns](#)
- [PEG/Wikimedia Ghana User Group/Wikineedsgirls](#)
- [IEG/WOW! Editing Group](#)
- [PEG/Parlour Inc/Women Wikipedia Design](#)
- [PEG/User:Peata likes art /Wellington Wikipedia Meet Up - With Childcare!](#)
- [PEG/User:Aliceba/Empowering Afrodescendant women in Wikipedia](#)
- [PEG/User:MMelvaer/Just for the record](#)
- [IdeaLab/Survey women who don't contribute](#)
- [PEG/User:LLRungegordon/Wikipedia edit-a-thon for the Aphra Behn Society](#)
- [PEG/User:DrMel/Wiki Edit-a-thon Work Parties](#)
- [PEG/User:Senolatzo/Gender in East Asia Wikipedia Editing](#)
- [IEG/WIGI: Wikipedia Gender Index](#)
- [PEG/Ada Initiative/Gender-gap admin training](#)
- [PEG/User:Nattes à chat/Let's fill the gender gap Workshops](#)
- [PEG/User:Gretchenmcc/Linguistics Editathon series: Improving female linguists' participation and representation on Wikipedia](#)
- [IEG/Wikipedian in Residence for Gender Equity](#)

Evaluation [\[edit \]](#)

Art+feminism edit a thons

- Funding for infrastructure, training materials, support for ambassadors, and participant
- Multiple grants (Individual Engagement Grant & Project and Event Grant)
- Grew project over several years



West Virginia University Wikipedian in Residence for Gender Equity



- No prior experience editing Wikipedia
- Strong support from university admin
- Volunteer Advisors/mentors
- To change demographics of editing community the new editors need resources/support

Gender Gap Ally Skills Training

- Pilot project to develop training
- \$9000 to Ada Initiative
- 2015 at Wikimania



- ProtoplasmaKid (Own work) [CC BY-SA 4.0 (<http://creativecommons.org/licenses/by-sa/4.0>)], via Wikimedia Commons

Wiki Gender Index

- \$22,500 to gather, automate, graph observe gender trends in Wikipedia's biographies on public website.





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Grants Discussion

Read Edit View history More

Search

Grants:IdeaLab

Translate this page; This page contains changes which are not marked for translation.

Other languages: العربية • مصرى • Azərbaycanca • Български • বাংলা • català • čeština • Deutsch • English • Canadian English • Esperanto • español • فارسی • français • हिन्दी • magyar • italiano • 日本語 • 한국어 • Kurdi • lietuvių • norsk bokmål • Nederlands • polski • پنجابی • português do Brasil • русский • سنڌي • svenska • தமிழ் • తెలుగు • اردو • 中文



IdeaLab is an incubator for people to share ideas to improve **Wikimedia** projects and to collaboratively develop them into plans and grant proposals.



[How IdeaLab works](#) | [Friendly Space expectations](#) | [Inspire campaign](#)



New idea!

last updated: 12 June 2016

Active, informed and responsible digital



Meet me in the lab!

last updated: 22 March 2015

Facundo

Rapid Grants

quick support for low-risk opportunities

Project Grants

experiment & grow successes

Annual Plan Grants

simple process for program and operating expenses

full FDC process for general support funding

Conference & Travel Support

scholarships and support for travelers

funds, kits and logistics for organizers

Rapid Grants



Rapid Grants provide quick support for projects throughout the year. Up to USD 2,000.

- *Quick decisions
- *Agree to reporting requirements
- *Up to one 12 months
- *Friendly space

Translations

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Tools

Project Grants

Start	Guidelines and criteria	Plan your project	Apply for a grant	Edit & review proposals
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[Create a report](#) [Edit & review reports](#) [Committee](#) [Forum](#)

Project Grants fund new experiments and proven ideas. Whether you're innovating or iterating, all projects are welcome!

- *Up to \$100,000
- *Awarded quarterly
- *Minimum budget \$2000
- *July 1

Travel & Participation Support funds
Wikimedians to actively represent
Wikimedia at events around the
world.



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APPLY FOR FUNDING



Browse Applications

2 Travel and Participate



Plan Your Trip

3 Report Your Experience



Browse Reports

Start writing up your idea today.

Select the type of grant:

Contact WMF grants department for help!



