Using Wikimedia Foundation Grants to Address the Gender Gap



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Diversity Conference
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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

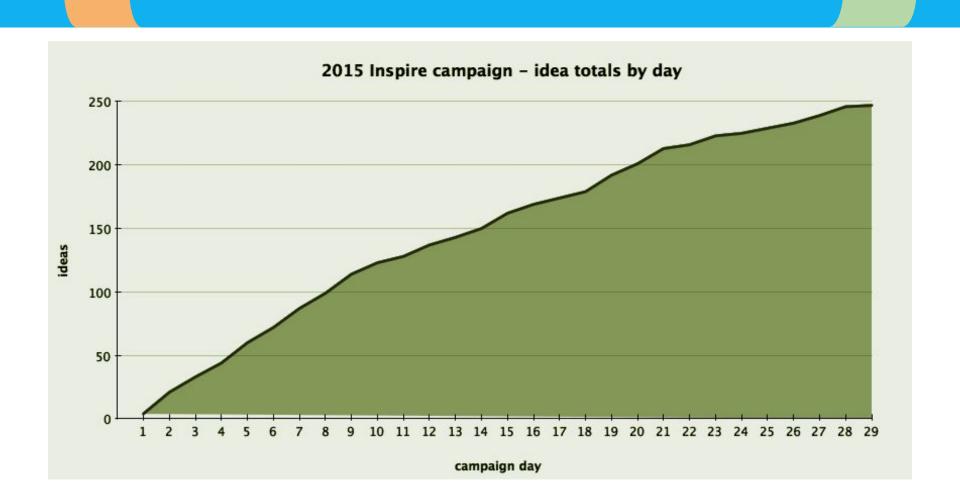
Solution:

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



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



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 Wikipedan 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



Wiki Gender Index

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

We Can [edit]



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



share ideas



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

Guidelines Plan your Apply for a grant proposals

Create a Edit & review report reports Forum

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



Tools

Project Grants

Guidelines Plan your Apply for Edit & review and criteria project a grant proposals

Create a Edit & review report reports Committee Forum

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

\$100,000 *Awarded quarterly *Minimum budget

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



APPLY FOR FUNDING

De

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!

