Bridging the Gender Gap

What is already known to work?

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Purpose

- present a few approaches that are already known to work in increasing gender diversity
- foster discussion of these approaches, comparisons to local practices, learn about local considerations that may affect these approaches
- avoid high-level ideological discussion
This works #1: Invitations

- People of all genders respond well to personal invitations (e.g. on talk pages)
  - Women's participation was particularly boosted through invitation
- Key principles: identify promising new contributors; speak like a human
- Examples: The (ENWP) Teahouse; Snuggle; certain WikiProjects
This works #1: Invitations

- Teahouse research: https://meta.wikimedia.org/wiki/Research:Teahouse
- Manual welcomes and mentoring spaces on many wikis
This works #2: Safe spaces

- Learning about safe spaces and the behaviors incompatible with it helps
- Calling out bad behavior calmly and consistently encourages women to contribute
- Adopting a safe space policy and enforcing it helps; doesn't have to be the first step
This works #2: Safe spaces

- https://wikimediafoundation.org/wiki/Friendly_space_policy
- https://meta.wikimedia.org/wiki/Grants: Friendly_space_expectations
TW #3: Thematic focus/outreach

- Women edit about all kinds of things, and should not be expected to edit about "Women's topics"
- However, the systemic (albeit generally unconscious) bias in Wikipedia that leads to significant under-coverage of notable women is a meaningful and motivating challenge that many women respond to.
- Holding thematic editing workshops or editathons (e.g. to address systemic bias) helps encourage more women to edit
TW #3: Thematic focus/outreach


● Art and Feminism Editathon How-To: https://en.wikipedia.org/wiki/Wikipedia:Meetup/ArtAndFeminism/HowTo

● more generally: https://meta.wikimedia.org/wiki/Grants:Evaluation/Program_resources/Edit-a-thons
Discuss

- Have these been working in your community?
- Have other things?
- What obstacles are you seeing?