

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>
- <https://en.wikipedia.org/wiki/Wikipedia:Snuggle>
- 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
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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

- The Systemic Bias editing **workshop kit**, by User:**Keilana** (developed through **IEG**): https://commons.wikimedia.org/wiki/File:Systemic_bias_workshop_kit.pdf
- 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?**