

# GENDER DIVERSITY MAPPING

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Stockholm, Sweden | 4 November 2017 | CC BY-SA 4.0



WIKIMEDIA  
DIVERSITY

- 1. Introduction to the project**
- 2. Preliminary findings**
- 3. Mentimeter polling**
- 4. Base Camp discussions**
- 5. Mentimeter results**

# Objectives

**01: The present:** Create snapshot of the wiki community for the past year (2016-17).

- **Inputs:** resources invested to support gender diversity
- **Outputs:** activities, participation, and engagement
- **Outcomes:** short-term (learning, awareness, knowledge, skills); medium-term (practices, policies); long-term (impact on society)

**02: The past:** Honor what's been done in the first 15 years (2001-16) of the wiki movement.

**03: The future:** What activities do we want to champion in the future?

**04: The Big Question:** How can we become transformative?

# Timeline

<b>T1</b>	Concept & initiation	Q1 2017
<b>T2</b>	Definition & planning (convened Advisory Board, defined study period, developed work plan, announced launch)	Q1 2017
<b>T3</b>	Execution: Phase1 interviews	Q2 2017
<b>T4</b>	Data synthesis	Q3 2017
<b>T5</b>	Presentations (Wiki Women Camp, Mexico City; Wikimania, Montreal; Wikimedia Diversity Conference, Stockholm)	Q3-Q4 2017
<b>T6</b>	Reporting	TBD
<b>T7</b>	Project close	TBD

# Announcement Day! WikiWomen session @ Wikimedia Conference Berlin, Germany, March 2017



By René Zieger [CC BY-SA 4.0; via Wikimedia Commons]

- **7:** Advisory Board members
- **23:** interview questions
- **65:** interviews
- **29:** countries represented in the interview process
- **29:** language communities
- **2,069:** data points collected

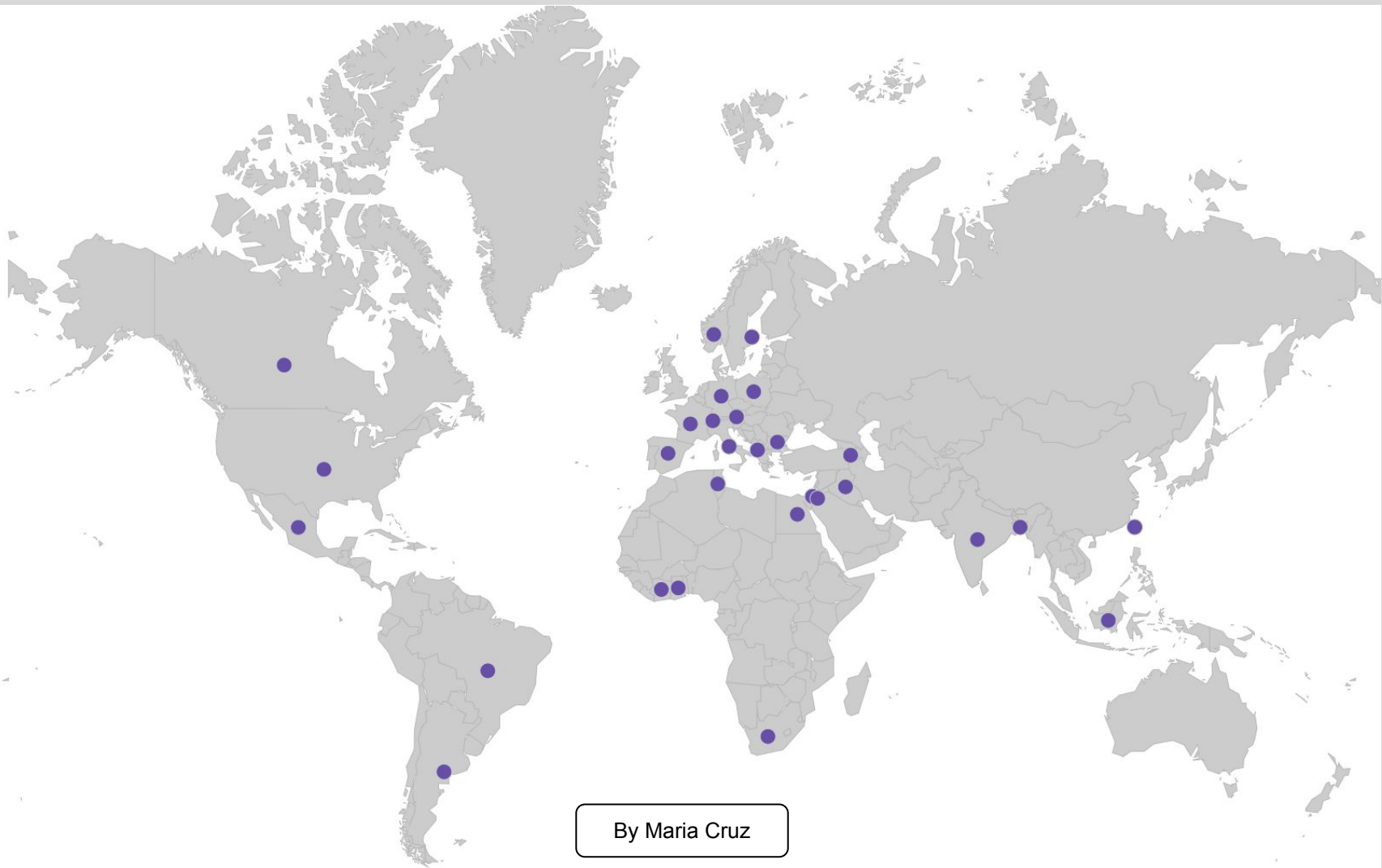
## **Statistics**

## Countries

Albania, Argentina, Armenia,  
Austria Bangladesh, Brazil,  
Bulgaria, Canada, Ivory Coast,  
Egypt, France, Germany,  
Ghana, India, Indonesia, Iraq,  
Israel, Italy, Jordan, Mexico,  
Norway, Poland, South Africa,  
Spain, Sweden, Switzerland,  
Taiwan, Tunisia, USA

## Languages

Albanian, Arabic, Armenian,  
Bengali, Bokmal, Bulgarian,  
Catalan, English, Euskadi, Ewe,  
French, German, Hebrew,  
Hindi, Indic languages,  
Indonesian, Italian, Kurdish,  
Marathi, Malayalam, Nynorsk,  
Polish, Portuguese, Romanian,  
Spanish, Swedish, Telugu,  
Traditional Chinese, Twi



By Maria Cruz



# Preliminary findings - the 7 themes

# Theme 1



Gender can only be understood through a person's cultural context.

**Th1:** Gender is highly culturally-contextualized.

“Only on Woman’s Day does the community work on women’s issues. No one ever does LGBT or other gender diversity edit-a-thons, ever. This is because it is a social taboo. People pretend there’s no other gender other than cisgender male and female. So far, I [cannot] find any third gender contributor in [my] wiki.”

**Th1:** Gender is highly culturally-contextualized.

“[There is an] issue of social taboo.  
“Nonbinary”, “cis gender”....  
These words doesn’t exist in my language.”

**Th1:** Gender is highly culturally-contextualized.

“It’s become apparent with our project that **gender is so culturally informed and expressed.** [There are] such different understandings of what gender is in different regions/countries/cultures.

**Trying to communicate around gender is very difficult.”**

## Theme 2



We are not as  
inclusive as  
we could be.

**Th2:** We are not as inclusive as we could be.

**“We always work with women...**

**We don't have experience with queer or other diversity...**

We started the LGBT edit-a-thon with WikiWomen.

People don't “come out”.

**We don't have experience.**

**We don't know how to do this.”**

**Th2:** We are not as inclusive as we could be.

“I am not really aware of  
non-female/non-male in my community.  
Or maybe I completely oversee that;  
I might be biased in that way.”



**Th2:** We are not as inclusive as we could be.

“There are LGBTQ groups but they keep it [quiet].  
We don’t want to create problems  
for people who are under stress,  
which is why we focus on women  
as much as we do.”

## Theme 3



Implicit bias permeates everything: policies, content, sources, history, society... “everything”. It creates a false sense of “neutrality”. It does not reflect “reality”.

**Th3:** Implicit bias permeates everything.

“[There is] the issue of citations as  
**our history is oral, not digital, not Western,  
not peer-reviewed journals format.**  
It is hard to represent [us] because  
**the sources accepted are not sources we have.”**

**Th3:** Implicit bias permeates everything.

“In [my language Wikipedia] the articles on sex include religious point of view. Translations help to perpetuate this [bias].”

**Th3:** Implicit bias permeates everything.

“Only 7% of the world’s knowledge  
is published in books.

And we still think **that** is the  
knowledge of the world?”

## Theme 4



We are working to  
address a power  
imbalance.

**Th4:** We are working to address a power imbalance.

“I want my girls to be more comfortable with the wiki movement.  
The boys... they are ‘straight’ [cis].

I want intersectional people to be part of the  
diversity in the wiki movement. This is missing.

We need to have more groups:  
intersectional feminism... LGBT...  
How can Wikimedia help groups?”

**Th4:** We are working to address a power imbalance.

“In my country,  
women are taught to be subordinate.  
It is hard to relearn to be equals.  
They will hit you with Bible quotations  
that women are to be subordinate.  
It’s our culture.”



**Th4:** We are working to address a power imbalance.

“Sometimes, I am the token woman.  
I might be invited to attend an event  
so there aren’t only men.  
This isn’t a very healthy trend.  
They were trying to keep me because  
if I left wiki, they wouldn’t have women.”

## Theme 5



There are many ways to participate; and all are valid.

**Th5:** There are many ways to participate; and all are valid.

“[There should be an] expansive understanding of what a participant is: showing support online, or just showing up... you don’t have to edit. Acknowledging and celebrating everyone’s contribution no matter what it is. Not creating a hierarchy of participation.”

**Th5:** There are many ways to participate; and all are valid.

“How do you create metrics  
around community building?”

**Th5:** There are many ways to participate; and all are valid.

“Allyship is super important.”

## Theme 6



By Patrick Nouhailler's  
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There is a feeling of  
solidarity.  
There is also a feeling  
of isolation.

**Th6:** There is a feeling of solidarity. There is a feeling of isolation.

“We are organizing quite a lot of meetups...  
national meetups.  
Women like to meet in person;  
to feel that this is a friendly place;  
to feel that they are a part of the community.  
They don't feel shy about what they can't do.”

**Th6:** There is a feeling of solidarity. There is a feeling of isolation.

***“Who cares?!”***

In the last year, only you communicated with me regarding gender diversity.”



**Th6:** There is a feeling of solidarity. There is a feeling of isolation.

“The “clubiness” of the wiki community... we continue to be seen as outsiders, and that’s a barrier, as, if we can’t get people in the community to see us, how can we help even more new editors to join?”

## Theme 7



We are still learning  
how to tell our story.

By Fir0002  
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## Th7: How can we tell our story?

“Writing your own history is another tool of empowerment; has a transformative impact. And for others, [they] can now access the history of people that have previously been invisible.”

## Th7: How can we tell our story?

“Knowledge was not written down in my country. It was largely passed down by word of mouth. There is a lack of references. There is no chance that something was quoted in a journal. That is a very Western sense of knowledge.

So different language wikis have adapted their policies on WP:N and WP:RS. If editors don't know about this, there should be conversations.”

## Th7: How can we tell our story?

“There is no such thing as voiceless;  
you are just denied hearing [our voices], [their voices], amplifying  
them.”

# Mentimeter polling

**Th1:** Gender is highly culturally-contextualized.

**Th2:** We are not as inclusive as we could be.

**Th3:** Implicit bias permeates everything.

**Th4:** We are working to address a power imbalance.

**Th5:** We have an expansive view of participation.

**Th6:** There is a feeling of solidarity.  
There is a feeling of isolation.

**Th7:** How can we tell our story?

[www.menti.com](https://www.menti.com)

Code: 241873

#1:

Which of the themes matches most closely with your experience?

**Th1:** Gender is highly culturally-contextualized.

**Th2:** We are not as inclusive as we could be.

**Th3:** Implicit bias permeates everything.

**Th4:** We are working to address a power imbalance.

**Th5:** We have an expansive view of participation.

**Th6:** There is a feeling of solidarity.  
There is a feeling of isolation.

**Th7:** How can we tell our story?

[www.menti.com](https://www.menti.com)

Code: 241873

#2:

Which of the  
themes is most  
surprising to you?



**Th1:** Gender is highly culturally-contextualized.

**Th2:** We are not as inclusive as we could be.

**Th3:** Implicit bias permeates everything.

**Th4:** We are working to address a power imbalance.

**Th5:** We have an expansive view of participation.

**Th6:** There is a feeling of solidarity.  
There is a feeling of isolation.

**Th7:** How can we tell our story?

[www.menti.com](https://www.menti.com)

Code: 241873

#3:

If you were to work on one of these themes in 2018, which would it be?

According to Wikipedia:  
“An important part of transformative learning is for individuals to change their frames of reference by critically reflecting on their assumptions and beliefs, and consciously making and implementing plans that bring about new ways of defining their worlds. This process is fundamentally rational and analytical.”

[www.menti.com](https://www.menti.com)

Code: 241873

#4:

How do we become  
transformative?

# Base Camp discussions

# Mentimeter results

# Appendix 1 (handouts)

# Th1: Gender is highly culturally-contextualized.

1. The issue of social taboo. “Nonbinary”, “cis gender”.... These words doesn't exist in my language wiki.
2. It's become apparent with our project that gender is so culturally informed and expressed. Such different understandings of what gender is in different regions/countries/cultures. Trying to communicate around gender is very difficult.
3. Other gender identities: if they exist, they are not visible.
4. There was no article in my language wiki on Homophobia till I created it this year, 2017.
5. I think diversity is good in contexts, but it should come as naturally as possible. It's easier for affiliates, as they know people face to face and invite for example a competent woman to be part of the board or lead the group.
6. If you start doing an article about a transgender person... he/she/nonbinary... things related to queer theory... it is difficult to deal with wording. If it's hard in English, imagine how hard it is to translate concepts into my language's words.
7. We don't work specifically with queer, gender non-conforming, gender non-binary. But I've been inviting them to come. But there are reasons why they are not interested in engaging in the community. Some of them say it isn't a good atmosphere on wiki; it's been their experience when they try to edit and on the discussion pages; they aren't inclusive towards people who aren't in the norm. I think there are some people with other gender identities within mylanguage community. They feel language is exclusive and binary-- only men and women. People in my country introduced a personal pronoun that can be used instead of he/she. There was also a big discussion whether wikipedia can allow this word. We don't want to fight. We want to join orgs which are more open.

## Th2: We are not as inclusive as we could be.

1. Only on Woman's Day does the our community work on articles about women's issues.
2. In the wiki world, I end up working more with women. This is interesting as, in my day job, I work more with gender non-conforming. Yet I don't know how to bridge that gap, to bring them into the wiki space.
3. There are LGBTQ groups but they keep it under the banner. We don't want to create problems for people who are under stress which is why we focus on women as much as we do.
4. I am not really aware of non-female/non-male in my community. Or maybe I completely oversee that; I might be biased in that way.
5. In my country, it is unfortunate that other gender identities, such as queer, gender non-conforming, gender non-binary are not recognized yet. It is social a taboo so people pretend there's no other gender, other than cisgender male and female.
6. Mostly focused on women (vs. non-binary). Culturally, my country will take more time to be more inclusive.
7. If we are talking about my country, I work with women. The other gender identities, this is not a common thing in my language.
8. I see that women get harassed and nothing happens; they get no help; they get chased off.
9. In my country, we particularly worked with many associations that promote women's rights. We have never worked with gender non-conforming or queer. But I think if we had Wikipedia queer community here, we would certainly work with them. Especially if they could help us in the evolution of the project (e.g. in collecting data).

## Th3: Implicit bias permeates everything.

1. Only 7% of the world's knowledge is published in books. And we still think that is the knowledge of the world?
2. Systemic bias exists in publishing and this impacts sources and notability on Wikipedia.
3. My community is marginalized, but it is developing content. But many sources aren't digitized. They'll have a blog, as they can't afford their own server, so they use something like Wordpress, which isn't a valid source per Wikipedia. So how can we use knowledge created by marginalized groups when our history is oral, not digital, not Western, not peer-reviewed journals format... It is hard for example to represent [us] because sources accepted are not sources we have.
4. In my country, something so rule-bound as Wikipedia is different.
5. The articles on sex include religious point of view. Translations perpetuate this bias.
6. There are a lot of women scientists' whose accomplishments are included in their husband's articles, and the women don't have their own article. I don't want to perpetuate this.
7. [There is a] dogmatic view on Neutrality, Notability, Reliability; wiki's organizing policies are principles of the minority of the world, white men sitting in North America and Europe. So whenever anyone challenges these, those organizing principles are thrown back at us as weapons of mass oppression.
8. Since history is mainly written by white men, we repeat ourselves. Therefore everything that is written already has been expressed as the truth so you have to fight also against that, and you have to argue why the things that are written is not representative for all humans. This is a fact not only in the wiki project but all written culture.



## Th4: We are working to address a power imbalance.

1. When I first started editing my wiki, I was probably the only woman. Sometimes, I am the token woman. So I might be invited to attend an event so there aren't only men; this isn't a very healthy trend. They were trying to keep me because if I left wiki, they wouldn't have women.
2. Representation is key. The biggest problem with a homogenous group of participants is that you get only one type of representation. So all knowledge means you must have different places, different perspectives. So you must have the diversity of the world represented in the participants.
3. I want my girls to be more comfortable with the wiki movement. The boys... they are straight [cis]. I want intersectional people to be part of the diversity in the wiki movement. This is missing. We need to have more groups: intersectional feminism; LGBT. How can Wikimedia help groups?
4. In my country, women are taught to be subordinate; it is hard to relearn to be equals. They will hit you with Bible quotations that women are to be subordinate. It's culture.
5. The women are poor. How can they attend to editing or in other activities? They have different works. They are less educated than men.
6. There are no female administrators on my wiki.
7. I am the only woman in my Affiliate.

## Th5: Th5: There are many ways to participate; and all are valid.

1. Expansive understanding of what a participant is (showing support online; or just showing up, you don't have to edit). Acknowledging and celebrating everyone's contribution no matter what it is. Not creating a hierarchy of participation.
2. Some are writing these articles not because they think it is important to do, but they think, "I don't mind. I can do this. We get free sandwiches when we meet."
3. How do you create metrics around community building?
4. Anything you can do to battle imposter syndrome. Especially in women, but I've seen it with men. "Yes you can do it. Yes you can figure this out."
5. Outreach from outside, e.g. the press, to join you in a workshop. Has a different set of eyes. Brings in her own network/contacts.
6. Having strong community organizers in those communities who can bring in more participants and scholars from their own communities (academics, librarians). They may not be editing, but they facilitate others to be successful in editing.
7. Allyship is super important.

## Th6: There is a feeling of solidarity. There is a feeling of isolation.

1. We see each other a lot in person. We videoconference with [other] countries.
2. We are organizing quite a lot of meetups, national meetups. Women like to meet in person to feel that this is a friendly place, to feel that they are a part of the community, they don't feel shy about what they can't do.
3. Supporting wikiwomen in any way they wish. That's the most important thing we're doing: onwiki, on Facebook, face-to-face.
4. Broader culture is very different when working with human rights defenders, or international feminists, or queer and non binary folks. The culture is one of solidarity and understanding and respecting embodied knowledge and story telling -- very different from Western culture of documenting knowledge. When those two cultures meet there are obviously challenges that we need to address.
5. Their account is totally anonymous. This is because people don't want to get into trouble. The LGBT community is in a difficult situation. People get killed.
6. Who cares! In the last year, only you communicate with me about gender diversity.
7. The "clubiness" of the wiki community... we continue to be seen as outsiders, and that's a barrier, as, if we can't get people in the community to see us, how can we help even more new editors to join?

## Th7: How can we tell our story?

1. Writing your own history is another tool of empowerment. Has a transformative impact. And for others -- can now access the history of people that have previously been invisible.
2. Historical view is as important as the snapshot view.
3. Fragility of existence. We see how loud certain voices can be in relationship to how undermined others can be. There is no such thing as voiceless; you are just denied hearing them, amplifying them.
4. One of the biggest challenges is having people understand how women are referenced in the past. Some people who nominate an article for deletion, believe that an 18th-century woman needs multiple references to show notability.
5. I found that LGBT issues are ignored. Lack of information; that is the problem. Gender equality, discrimination, diversity? There is enough about male and female discrimination. But not about other gender. Yes, some people are getting interested in this; they are using IP address; adding a small bit of information.
6. Knowledge was not written down in my country. It was largely passed down by word of mouth. There is a lack of references. There is no chance that something was quoted in a journal. That is a very Western sense of knowledge. So different language wikis have adapted their policies on WP:N and WP:RS. If editors don't know about this, there should be conversations.

# Acknowledgements

- Interviewees
- Advisory Board: Aliceba, Anna Torres, Chinmayisk, Margott, May Hachem93, SandisterTei, Sara Mörtsell
- Wikimedia Foundation: Alex Wang, Program Officer, Community Resources; Sati Houston, Grants Strategist, Community Resources

# Thank You

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[https://meta.wikimedia.org/wiki/Gender\\_Diversity\\_Mapping](https://meta.wikimedia.org/wiki/Gender_Diversity_Mapping)

