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**WIKI WOMEN**  
CAMP 2023

## **Session: Hubs presentation & Q&A**

**When: Friday 20th Oct**

### **Agenda:**

- 1. Movement Charter & Hubs - Ciell**
- 2. CEE Hub - Barbera**
- 3. DEI Hub - Camelia**



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# Wikimedia Movement Charter & Hubs

Ciell



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# Movement Charter

Wikimedia could be a Better Place

**2017-2021:**

**A big strategy with 10 big recommendations was created.**



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## **Recommendation 4:** **Ensure Equity in Decision-Making**

Common challenges in one part of the movement can be different than in others. We aim for a movement with shared responsibilities and inclusion, where decisions are made locally.

To make this work, we will establish a Movement Charter to provide a sense of belonging, as well as clearly defining roles and responsibilities for current and future members of our Movement.



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## In plain English:

- We understand we are different, work in different countries, cultures, budgets and environments
- We are one Movement: we share values and mission, we are global, so we need to share responsibilities and be open to diverse people
- To make this work, we will write and ratify a document for the whole of Wikimedia: Movement Charter. It will clearly define rights and requirements for all the actors, show roles and help to implement strategic recommendations.



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The **Movement Charter** is currently being drafted and will be proposed for movement wide ratification in 2024.

It will define roles and responsibilities for all the members and entities of the Wikimedia Movement, and will introduce new concepts like the Global Council and hubs.

# Wikimedia Movement Charter



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# The Movement Charter Drafting Committee





# Topics addressed in the Charter:

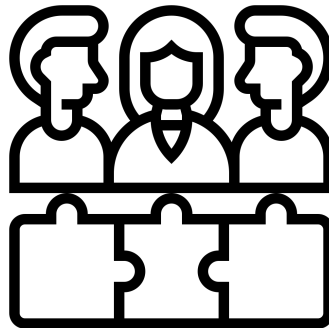
- Global Decision Making Body:  
**Global Council**
- New supporting structures:  
**Hubs**
- Rights and responsibilities of volunteers and communities
- Role of Wikimedia affiliates
- Role of Wikimedia Foundation
- Wikimedia Movement values & principles
- Decision making, resource allocation, glossary and more



## **Regional and thematic hubs are structures for mutual support.**

They empower existing and future Wikimedia communities to have the capacity and resources to make and implement their own decisions to meet their differing needs.

Hubs form a mutual support structure for the hub members and others within the Wikimedia movement to learn, share knowledge, develop best practices, and provide guidance and assistance to other hub members and communities.



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# Hubs draft

	<a href="#">Chapters</a>	<a href="#">Thematic organizations</a>	Wikimedia <a href="#">User Groups</a>	<a href="#">Hubs</a> (taken from <a href="#">pilot criteria</a> )
Scope	promote the Wikimedia projects in a <b>specified geographical region</b>	promote the Wikimedia projects within a <b>specified focal area</b> .	intended to be simple and flexible affiliates.	Organizational units in the Wikimedia movement supporting more than one volunteer community in a identified topical, regional, or linguistic scope.
Focus <input type="checkbox"/>	Geographical	<p>Thematic &amp; worldwide</p> <p>empower and engage people <b>around the world</b> to collect and develop educational content under a free license or in the public domain, and to disseminate it effectively and globally.</p> <p>While there can be multiple user groups serving a similar or single focus area, there can only be one thematic organization covering their designated thematic focus area.</p>	<i>anything, anywhere</i>	<ul style="list-style-type: none"> <li>• Regional hubs focus on supporting specific regions.</li> <li>• Thematic hubs focus on supporting global thematic areas.</li> </ul>

<p>Eligibility requirements</p>	<ol style="list-style-type: none"> <li>1. The mission of the organization must be in line with the <a href="#">mission</a> and <a href="#">vision</a> of the Wikimedia Foundation.</li> <li>2. <b>The chapter is geographically based/anchored in a legal jurisdiction.</b></li> <li>3. The chapter must have a legal structure/corporation that is legally independent from the Wikimedia Foundation.</li> <li>4. The chapter must involve at least ten, preferably at least twenty, active contributors to the Wikimedia projects.</li> <li>5. Groups must have two years of demonstrable programmatic results prior to applying for chapter recognition.</li> <li>6. Capacity, or planned capacity, to meet the future expectations: Something that makes chapters and thematic organizations unique from user groups are the increased expectations.</li> </ol>	<ol style="list-style-type: none"> <li>1. The mission of the organization must be in line with the <a href="#">mission</a> and <a href="#">vision</a> of the Wikimedia Foundation.</li> <li>2. <b>The thematic organization has a clear cultural, linguistic, or otherwise thematic focus.</b></li> <li>3. The thematic organization must have a legal structure/corporation that is legally independent from the Wikimedia Foundation.</li> <li>4. The thematic organization must involve at least ten, preferably at least twenty, active contributors to the Wikimedia projects.</li> <li>5. Groups must have two years of demonstrable programmatic results prior to applying for thematic organization recognition.</li> <li>6. Capacity, or planned capacity, to meet the future expectations: Something that makes thematic organizations and chapters unique from user groups are the increased expectations.</li> </ol>	<ol style="list-style-type: none"> <li>1. Three active Wikimedia editors</li> <li>2. Agree to Wikimedia user group agreement and code of conduct, and compliance with the Trademark policy.</li> </ol>	<ol style="list-style-type: none"> <li>1. A stated goal</li> <li>2. Public documentation</li> <li>3. Needs assessment</li> <li>4. Clear plan</li> <li>5. Connection to Movement Strategy implementation</li> </ol> <p>And:</p> <ol style="list-style-type: none"> <li>1. <b>Multiple entities</b> - List of entities involved in the set up and oversight of the project.</li> <li>2. <b>Diverse &amp; Inclusive leadership</b> - The hub pilot demonstrates a continuous effort made to ensure diversity of leadership</li> <li>3. <b>Monitoring and Evaluation</b> - Clear plan on how the progress of a hub will be monitored and evaluated</li> <li>4. <b>Community engagement</b> - Plan for how the communities supported by the hub pilot can inform the work of the pilot</li> <li>5. <b>Shared governance model</b> - Description of how the pilot will be overseen</li> </ol>
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Benefits	<ul style="list-style-type: none"> <li>● Usage of WM trademarks and name</li> <li>● Public recognition of the group's affiliation</li> <li>● Receive large, but limited, quantities of Wikimedia merchandise for use in activities and outreach efforts.</li> <li>● Exclusive use by a chapter of the Wikimedia name and brand within the group's geographic focus area.</li> <li>● access to large and/or specific grants</li> <li>● access to annual plan grants</li> <li>● access to Affiliations Committee Liaison support</li> <li>● Communications and public policy support from the Wikimedia Foundation.</li> <li>● Two scholarships to attend the Wikimedia Summit</li> </ul>	<ul style="list-style-type: none"> <li>● Usage of WM trademarks and name</li> <li>● Public recognition of the group's affiliation</li> <li>● Receive large, but limited, quantities of Wikimedia merchandise for use in activities and outreach efforts.</li> <li>● Exclusive use by a thematic organization of the Wikimedia name and brand within the group's thematic focus area</li> <li>● access to large and/or specific grants</li> <li>● access to annual plan grants</li> <li>● access to Affiliations Committee Liaison support</li> <li>● Communications and public policy support from the Wikimedia Foundation.</li> <li>● Two scholarships to attend the Wikimedia Summit</li> </ul>	<ul style="list-style-type: none"> <li>● Usage of WM trademarks and name</li> <li>● Public recognition of the group's affiliation</li> <li>● Receive large, but limited, quantities of Wikimedia merchandise for use in activities and outreach efforts.</li> <li>● access to Affiliations Committee Liaison support</li> <li>● One scholarships to attend the Wikimedia Summit</li> </ul>	<ul style="list-style-type: none"> <li>● If the use of Wikimedia trademarks is needed, the usual process of setting up trademark agreements will apply..</li> <li>● IF the hub pilot needs funding from the Wikimedia Foundation, its staff and Regional Grant Committee will assess the proposal and may suggest improvements to the proposed project, as per the Community Fund process.</li> <li>● Support from Movement Strategy team</li> <li>● Support from Movement Committees (Affiliations Committee, Regional Grant Committees) in an advisory role</li> </ul>
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# Hubs: Responsibilities

Hubs **must** have a clearly described purpose in one or more of the areas below:

- Support cluster: service provision, capacity development, knowledge sharing, resourcing support.
- Coordination cluster: regional and thematic coordination around networking and communications.

Hubs **should**:

- Present analysis that a hub would provide added value to the movement.
- Collaborate with other Wikimedia organizations, including other hubs, informal groups, and individuals that seek their advice or ask their support.
- These structures will work toward standards of diversity, inclusion, accountability, and equity in decision-making as per the Movement Charter.

Hubs **could**:

- Organize themselves to do additional event coordination.
- Hubs are allowed to fundraise in coordination with WMF and affiliate fundraising programs.



- **CEE - Regional Hub**
- **Arabic Language - Thematic hub**
- **Content Partnership - Thematic hub**
- **Education Hub - Thematic hub**

**Examples of pilot-hubs**







# Charter next steps:

- Continue conversations at regional and thematic events
- MCDC will reconvene in person in Q1
- Full charter draft expected in April 2024
- Join MCDC's monthly drop-in sessions via Zoom & YouTube. The next session will be on November 2nd.



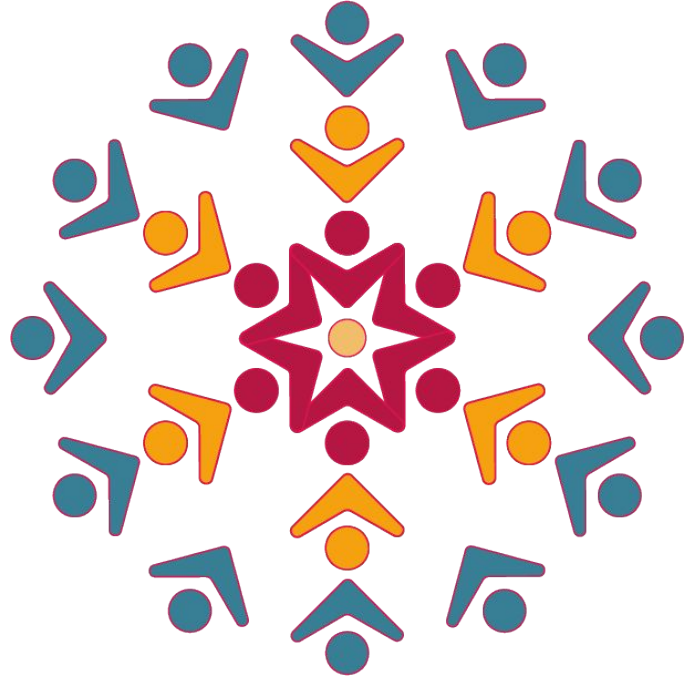
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[mcdc@wikimedia.org](mailto:mcdc@wikimedia.org)  
[meta.wikimedia.org/wiki/Movement\\_Charter](https://meta.wikimedia.org/wiki/Movement_Charter)  
[diff.wikimedia.org/tag/movement-charter](https://diff.wikimedia.org/tag/movement-charter)

# Thanks!



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# The CEE Hub

**Barbara Klen, CEE Hub Coordinator**



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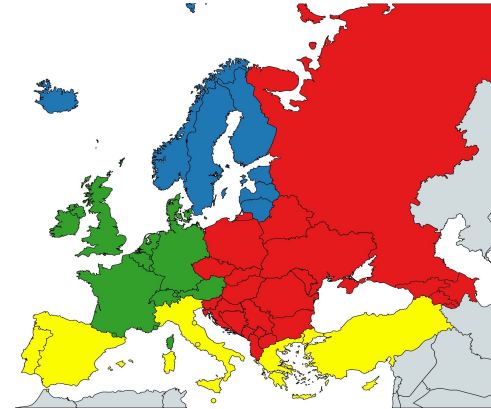
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# What and where is CEE in Wikimedia context

- On Wikipedia you can find this info ([https://en.wikipedia.org/wiki/Central\\_and\\_Eastern\\_Europe](https://en.wikipedia.org/wiki/Central_and_Eastern_Europe)) **and this map ->**

## In our WM context the CEE is:

- Central Europe with Germany and Austria as supporting communities
- Eastern Europe including the Caucasus and Russia
- Southeastern Europe including Türkiye, Greece, Cyprus
- Southern Europe (Malta)





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## WM CEE cooperation overview

- Shared history and culture (although much diversity too)
- Informal CEE network since 2011
- CEE meetings as a chance to really meet and get together (face to face) since 2012
- CEE Spring contest since 2015
- Wikimedia Strategy 2030 serves as a basis:  
Invest in Skills and Leadership Development, Manage Internal Knowledge, Provide for Safety and Inclusion, Ensure Equity in Decision-making, Innovate in Free Knowledge, Coordinate Across Stakeholders
- First there was a CEE Hub research grant: final months of 2021-June 2022
- CEE Hub project grant: from July 2022



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# CEE Hub Project Biography

**Date of birth:** July 2022

**Place of birth and focus:** Central and Eastern Europe, more than 25 CEE communities

**Status:** Not an official entity / not incorporated

**Contact info:**

[https://meta.wikimedia.org/wiki/Wikimedia\\_CEE\\_Hub](https://meta.wikimedia.org/wiki/Wikimedia_CEE_Hub)

**Expertise/3 areas of focus/3 pillars:** Administrative, Programmatic and Communication

**With whom Hub cooperates:** CEE communities and affiliates, interested individuals from the CEE, WMF

**Responsible people behind all the work:** 2 staff members, 9 (10) SC members and 2 advisors



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# CEE Hub principles

- It belongs to all communities in the region, with equal access for everyone
- It is a network composed of WM organisations, Wikimedians and communities
- It is a network for knowledge exchange and collaboration; it's not a political/representative umbrella organization





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## Project timeline since the summer 202

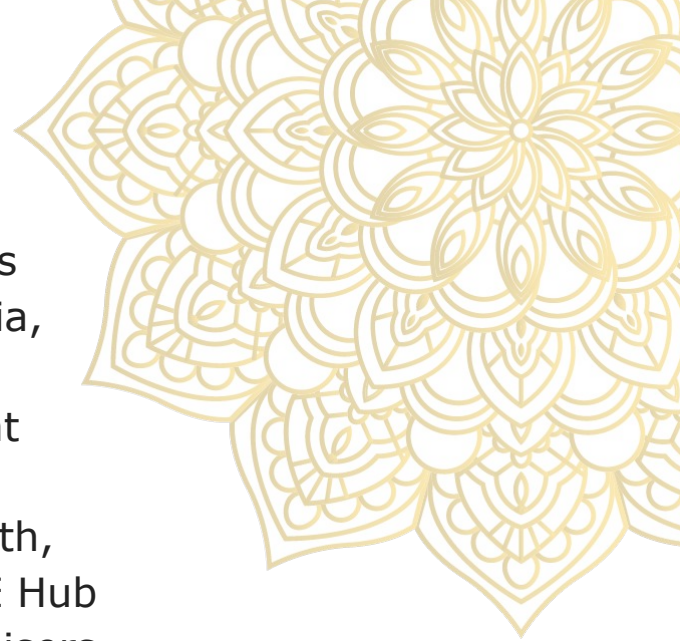
- Temporary Steering Committee (SC)
- At the CEE meeting in Ohrid (N. Macedonia) presenting CEE Hub Year 1 plan, CEE Hub Steering Committee (and CEE Hub advisors) and CEE Hub Coordinator
- Employment/contracting: selection process, interviewing, onboarding
- Team (in our case 2 people) working on project specific activities in cooperation with the SC and wider CEE group



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## CEE Hub Year 1 Activities

- Meetings with CEE communities and active individuals
- Identifying potential new active Wikimedians (Bulgaria, Bosnia and Herzegovina, Cyprus...)
- Regular contact with the WMF staff and other relevant actors
- Mapping work processes: CEE Spring, Wiki Loves Earth, CEE meeting bidding and preparation procedure, CEE Hub Governance and SC election procedures, CEEM organisers selection, Fiscal Sponsorship selection criteria
- Purchasing on demand promo materials for communities, supporting organisation of regional meetings and knowledge-sharing



# CEE Hub Year 1 Activities

- Establishing communication channels: Monthly Open Office hour, Catch Up bimonthly regional meetings, mailing lists, Newsletter.
- Organizing learning sessions: WLE, MS Grants...
- Initiating regional cooperation projects: CEE Youth group.
- Support upon request:
  - grant proposals preparation
  - event preparation
  - Montenegrin WP project status
  - supporting underrepresented groups in the CEE (youth, women).



## Success Stories

In general: grant applications support, support to individuals/communities, learning sessions, organising communication channels

### **But what is this success really?**

- From not having a contact person in a community to helping them submit their first rapid grant
- From talking to a group that noone has ties with to supporting their first rapid grant application (approved) and supporting their Wikidata training
- Being told that after our WLE it was easier to start their local campaign
- Being able to give out scholarships and enable more relevant people to join the CEEM
- Not have CEE Youth in any plans - having CEE Youth Group and organising their in person meeting this November!





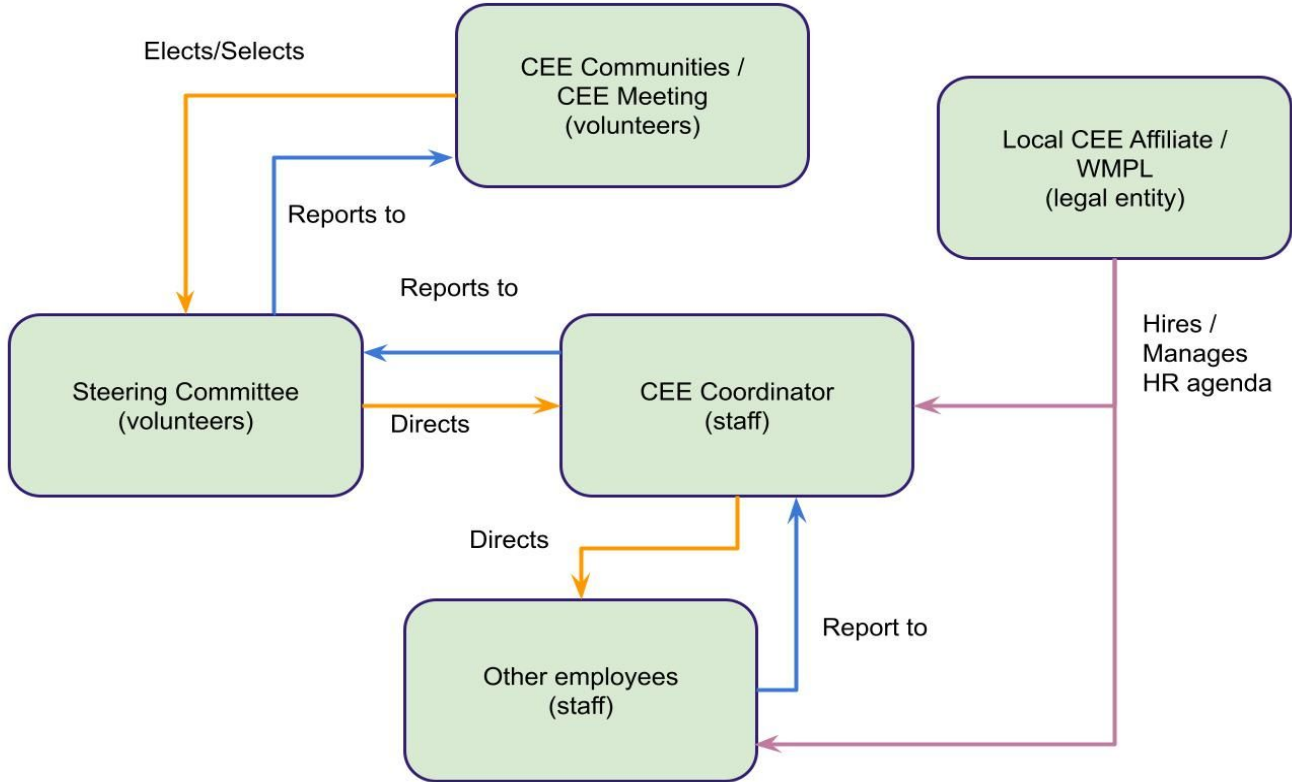
## What could be better i.e. more concrete?

- CEE Hub governance defined
- CEE Hub logo designed
- Significant support for individual Wikimedians and unorganized CEE communities
- Benefit from funding outside the WMF



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# Organisational chart CEE Hub



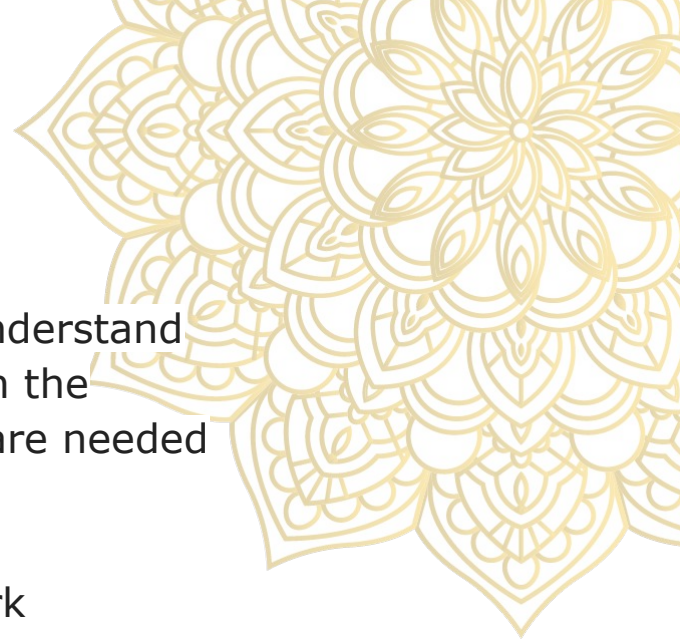
## Lessons learnt

Building relationships with communities takes time

Communities without affiliates sometimes do not know/understand what kind of support they need or where they could be (in the future), therefore more frequent and proactive attempts are needed

Mapping work processes is time well invested

We cannot make everyone happy but if we have clear work processes and open communication, misunderstandings can be managed



## Where are we now?

- At the CEE meeting in Tbilisi (Georgia) new SC and Year 2 plan were confirmed
- Together with the WMF staff (thank you Yop!) we are fine-tuning our Year 2 proposal which we are about to submit
- If approved, our new grant will start on December 1st 2023 or January 1st 2024





New CEE Hub Steering  
Committee members,  
location distribution

-SC members: 3 female  
and 7 male

-2 CEE Hub advisors:  
both female



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- 35+ communities with different sizes and challenges
- Find the right balance in communication to avoid too much communication
- Spreading the hub's resources too widely and then not being able to have an impact with these resources

### **Newly proposed activities:**

- Microgrants
- 1 new employee focusing on community building in 1-2 inactive/less organised CEE communities
- Planned support for the newly established CEE Youth group



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**If the CEE Hub Year 2 grant is approved, what will be our challenges, what will be our new activities**



## ATTRIBUTIONS

[https://en.wikipedia.org/wiki/Central\\_and\\_Eastern\\_Europe](https://en.wikipedia.org/wiki/Central_and_Eastern_Europe))

[https://meta.wikimedia.org/wiki/Wikimedia\\_CEE\\_Hub](https://meta.wikimedia.org/wiki/Wikimedia_CEE_Hub)

Wojciech Pędzich, CEE Hub SC Meeting, Zagreb 2023 29.jpg

Family photo of the Wikimedia CEE Meeting 2023 - 3.jpg, Tbilisi State University, Georgia, Adem, Creative Commons Attribution-Share Alike 4.0

Wojciech Pędzich, Wikimedia CEE Meeting 2023, 40.jpg

Wojciech Pędzich, Wikimedia CEE Meeting 2023, 32.jpg

Wikimedia Foundation, Wikimedia Foundation logo - horizontal, CC BY 3.0



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# Thank you!

[barbara.klen@wmceehub.org](mailto:barbara.klen@wmceehub.org)



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# **Diversity, Equity And Inclusion Hub (DEIH) - Where are we right now?**

**Camelia Boban, DEIH proposer**



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**When did we start talking about diversity?**



# Why Diversity matters for Wikimedia? (Wikimania 2013)



Pagina principale  
Wikimedia News  
Traduzioni  
Ultime modifiche  
Una pagina a caso  
Aiuto  
Babel

Community  
Wikimedia Resource Center  
Wikimedia Forum  
Mailing lists  
Requests  
Babylon  
Reports  
Research  
Planet Wikimedia

Beyond the Web  
Meet Wikimedians  
Events  
Movement affiliates  
Fai una donazione

Strumenti  
Puntano qui  
Modifiche correlate  
Pagine speciali  
Link permanente  
Informazioni pagina  
Cita questa pagina  
Ottieni URL breve

Stampa/esporta  
Crea un libro  
Scarica come PDF  
Versione stampabile

In altre lingue

Pagina Discussione

Italiano Camelia boban discussioni preferenze beta osservati speciali contributi esci 10:58:49

Leggi Modifica Cronologia Altro

## Diversity

Elemento di Wikidata non trovato.

Altre lingue: English

Many in our community have rallied around the idea that **diversity in the Wikimedia movement** is essential to its mission. We have thought of numerous approaches to improving diversity, and begun testing them in different projects and regions.

This page provides some points for talking about the importance of diversity in Wikimedia, and aims to generate a clear call to action for anyone who wants to **get involved** in fostering increased diversity in the Wikimedia community. Help us broaden and deepen our community and our content!

### Indice [nascondi]

- 1 Defining diversity
- 2 Why it matters for Wikimedia
- 3 Known diversity issues
- 4 How we grow diversity
- 5 What we don't yet know
- 6 Projects
- 7 Resources
- 8 Get involved
  - 8.1 Values
  - 8.2 Initiatives
- 9 References



Wikimania 2013 participants

### Defining diversity [ modifica ]

When we talk about diversity in Wikimedia, we refer both to having diversity in terms of our base of contributors and the content that we create. Diversity means both **variety and difference**, and its presence helps to foster inclusion and equality.

We aspire for the diversity in Wikimedia projects to be a mirror and a representation of the **diversity of the world**.

### Why it matters for Wikimedia [ modifica ]

Our goal is to share the sum of **all human knowledge** with every person on the planet. Having diverse contributors and content is necessary to achieve this. Where we are missing important voices, we may also be missing important context and information.

The basis of our projects is to create "free content that anyone can edit, use, modify, and distribute." Diversity directly connects to Wikimedia movement values of freedom, accessibility, quality, independence, openness, transparency, and community.

The more points of view we have, the better able we will be to reflect the full diversity of human knowledge, and to represent it completely and fairly. Each person is a part of the human crowd, and each person should be represented in developing humanity's shared source of free knowledge.



Wikipedia gender diversity meetup at Wikimania 2013

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# Diversity Conferences: 2013, 2016, 2017

Concept VisualEditor  
 Edit-a-Thons Actions  
 Communication WikiProject  
 Editors Open Source  
 MediaWiki LGBT Wikidata  
 Open Culture Innovation  
 Behaviour Teahouse Content Women Edit  
 Collaboration Learning Resources  
 Encouragement Participation  
 Guidelines Broadening Community  
 Education Change  
 Gender Wikimedia Strategies  
 Toolset Global South  
**Diversity Conference**  
 Indigenous Languages Dialogue WikiQueer  
 Research  
 Volunteers Free Knowledge  
 Reducing Barriers Technical Developments  
 Challenges & Opportunities Outreach IdeaLab  
 Initiatives  
 Equality Feedback Quality  
 Wikipedia

**November 9 - 10, 2013**  
**Berlin**



**Wikimedia Diversity Conference 2016**  
**Washington, DC**

Join us on **June 17-18** at the international conference for diversity in the Wikimedia movement!

[→ Learn more](#)

**What is the Wikimedia Diversity Conference?**

The Wikimedia Diversity Conference is designed to facilitate conversation and action on issues of diversity throughout the Wikimedia movement. The conference will feature speakers, panels, and workshops that outline the case for diversity and consider ways to address the movement's key diversity challenges.

The conference will be held at the **National Archives** in Washington, DC on **June 17-18, 2016**. The

**WIKIMEDIA**  
**DIVERSITY**  
**CONFERENCE**  
**STOCKHOLM 2017**



# Diversity Working Group -> Recommendations



- Pagina principale
- Wikimedia News
- Traduzioni
- Ultime modifiche
- Una pagina a caso
- Aiuto
- Babel
- Community
- Wikimedia Resource Center
- Wikimedia Forum
- Mailing lists
- Requests
- Babylon
- Reports
- Research
- Planet Wikimedia
- Beyond the Web
- Meet Wikimedians
- Events
- Movement affiliates
- Fai una donazione
- Strumenti
- Puntano qui
- Modifiche correlate
- Pagine speciali
- Link permanente
- Informazioni pagina
- Cita questa pagina
- Otteni URL breve
- Stampa/esporta
- Crea un libro
- Scarica come PDF
- Versione stampabile
- In altre lingue

italiano | Camelia boban | discussioni | preferenze | beta | osservati speciali | contributi | esci | 10:40:50

Pagina Discussione

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## Strategy/Wikimedia movement/2018-20/Working Groups/Diversity

< Strategy | Wikimedia movement | 2018-20 | Working Groups  
Elemento di Wikidata non trovato.

Traduci questa pagina

Altre lingue: Deutsch | **English** | Türkçe | dansk | español | français | português do Brasil | العربية | فارسی | हिन्दी | ភាសាខ្មែរ | 中文 | 한국어

- OVERVIEW**
- RECOMMENDATIONS**
- IMPLEMENTATION
- REPORTS
- FAQ

**i** Movement strategy working groups are currently undergoing a transition as the process moves from drafting recommendations to synthesizing those recommendations into one coherent set. We are not in an open consultation phase at the moment, but you can **review the draft recommendations below**.

- Indice** [nascondi]
- 1 Overview
    - 1.1 Keywords
    - 1.2 Focus
    - 1.3 Rationale
    - 1.4 Guiding Questions
    - 1.5 Mailing list
    - 1.6 Members
  - 2 Reports and documents
    - 2.1 Recommendations
    - 2.2 Scoping document
    - 2.3 Activities and reports
    - 2.4 Wikimedia Conference Working Group Report (2018)
  - 3 Resources
    - 3.1 Existing materials
  - 4 See also

### Overview

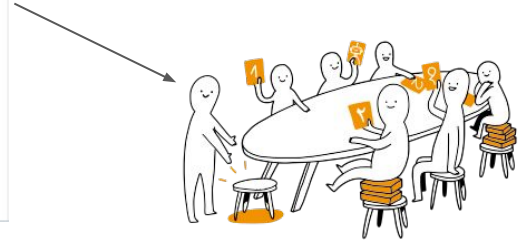
### Keywords

**Movement Strategy Working Groups**

**Thematic Working Groups (2018-2019)**  
Advocacy - Capacity Building - Community Health - Diversity - Partnerships - Product & Technology - Resource Allocation - Revenue Streams - Roles & Responsibilities - Roles & Responsibilities

**Writing Working Groups (2019-2020)**  
Writers - Connectors - Reviewers - Integrators

V · T · E



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# Diversity Space @ Wikimania 2019

## 2019:Diversity

### DIVERSITY SPACE

Welcome to the landing page for the **diversity space** at Wikimania 2019 in Stockholm!

Välkommen till målsidan för **mångfaldsutrymmet** på Wikimania 2019 i Stockholm!

Benvenuti nella pagina dello **spazio per la diversità** a Wikimania 2019 in Stoccolma!

#### Background [ modifica | modifica sorgente ]

The Diversity Space at Wikimania will be on Saturday August 17th and Sunday August 18th, 2019. It is being organized by **WikiDonne User Group** and other wikimedians interested in diversity.

Through mini-keynotes, lightning talks, case studies, skills training, identifying critical challenges and group brainstorming sessions, the space will employ a number of approaches to engage Wikimedia community members, and those new to the movement, in how to improve content and participation in every type of diversity (cultural, language, geographical, gender, generational, abilities, and others).

These may include updates on cross-wiki projects, practical workshops, sharing of experiences, and pitches by external partners regarding further collaborations.

The event is open to everyone.

#### Contact [ modifica | modifica sorgente ]

The space leaders for this space are:

- [Camelia \(camelia.boban@gmail.com\)](mailto:Camelia (camelia.boban@gmail.com))
- [Comp1089 \(email\)](#)
- [Sam \(email\)](#)
- [Netha \(email\)](#)
- [Rosie \(email\)](#)

You can reach us on our talk pages or with the email links.



# Research: Categories of diversity

## Categories for diversity

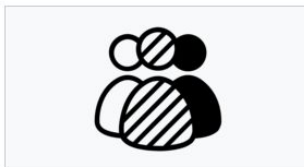
There exist some specific categories that are especially relevant for diversity as they tend to be underrepresented on Wikipedia. To achieve more diversity in content and fight for [knowledge equity](#), it is necessary to represent all the different **1) places** (geographical entities), **2) peoples** (characteristics such as gender, sexual orientation, religious groups, ethnic groups, and indigenous group), **3) cultural concepts** for each group of people and place, and **4) languages** (national, indigenous and marginalized) of the world on Wikipedia.



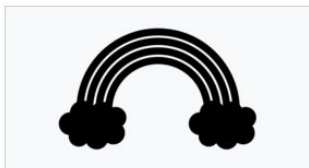
The **geography gap** manifests itself mainly by a lack of articles about specific geographical entities (whether they are continents, countries, etc.) in most of the Wikipedia language editions.



The **gender gap** manifests itself mainly by a lack of articles (biographies) about women in most of the Wikipedia language editions when compared with articles about men.



An **ethnic group or ethnicity** is a category of people who identify with each other, usually on the basis of presumed similarities such as common language, ancestry, history, society, culture, nation or social treatment within their residing area.



The **sexual orientation groups gap** manifests itself mainly by a lack of articles (biographies and any topic) about LGBTQ+.



The **religious groups gap** manifests itself mainly by a lack of articles about people coming from every religion in every Wikipedia language edition. There is also a gap in knowledge about the topics that relate to every religion.

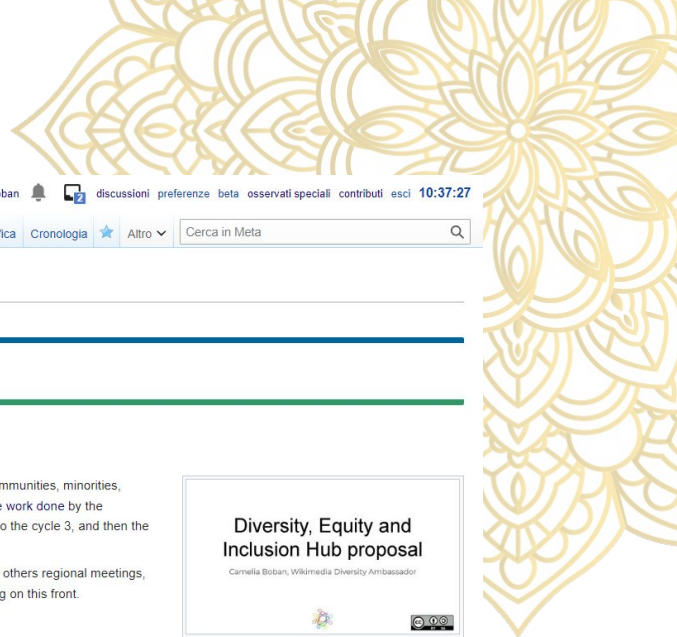


The **culture gap** manifests itself mainly by 1) a lack of representation of topics of a language cultural context in its language edition and 2) the lack of sharing or coverage of articles in other language editions that represent their cultural context.

The **language gap** manifests itself in a lack of a Wikipedia language edition for all the languages that are spoken in the world. Depending on the language status (e.g. [minoritized](#)), the number of speakers (e.g. a minority or a majority of the population), among other factors, it will be more difficult to engage speakers into becoming contributors. It is necessary to understand every linguistic situation. We created this page to provide statistics and analysis to see which [languages](#) could obtain their Wikipedia more easily.

There are several [tools](#) to bridge these gaps (e.g. gender is addressed by [Wigi](#), [Delenezh](#), and [WDCM Biases](#) dashboards). In this [page](#) you can read more about the definitions, community initiatives and tools to bridge the gaps.

# DEIH Proposal



Pagina principale  
Wikimedia News  
Traduzioni  
Ultime modifiche  
Una pagina a caso  
Aiuto  
Babel

Community  
Wikimedia Resource Center  
Wikimedia Forum  
Mailing lists  
Requests  
Babylon  
Reports  
Research  
Planet Wikimedia

Beyond the Web  
Meet Wikimedians  
Events  
Movement affiliates  
Fai una donazione

Strumenti  
Puntano qui  
Modifiche correlate  
Pagine speciali  
Link permanenti  
Informazioni pagina  
Cita questa pagina  
Ottieni URL breve  
Stampa/esporta

Italiano Camella.boban discussioni preferenze beta osservati speciali contributi esci 10:37:27

Pagina **Discussione**

Leggi Modifica Cronologia Altro

## Diversity, Equity and Inclusion Hub

Elemento di Wikidata non trovato.

### Diversity, Equity and Inclusion Hub

**About** Background Goals Resources Participants Meetings Next steps

The **Diversity, Equity and Inclusion Hub (DEIH)** is a Wikimedia [hub](#) initiative for affiliates and volunteers who are working on equity, gender gap and gender communities, minorities, languages, culture, ethnicity, age, disability, in one word: diversity in Wikimedia projects. The idea of a hub with the focus on diversity started looking back to all the work done by the Wikimedia Diversity Working Group and Wikimedia Community Health Working Group during the Wikimedia 2030 Movement Strategy process, from the cycle 1 to the cycle 3, and then the Harmonization Sprint and writing the 10 recommendations (first of all the *Provide for Safety and Inclusion*), till the UCoC.

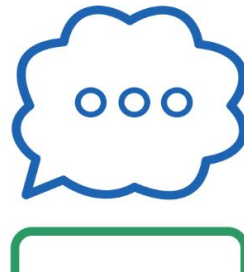
It is also a look to any kind of diversity presentations, reports, panels, sessions and projects during WikiWomenCamp, Wikimedia Diversity Conference, CEE and others regional meetings, strategy calls, SWAN and people deeply involved. And of course Wikimania [📍](#). It is also a recognition of all the hard work the community in any continents is doing on this front.

#### Common initiatives [\[ modifica \]](#)

- Art + Feminism campaign
- Wiki Loves Pride campaign
- Women in Climate Change campaign
- Planetary Science Wiki Edit-a-thon
- Wiki Loves Sport campaign
- Wiki Loves Fashion campaign
- Interwiki Women Collaboration campaign
- Feminism and Folklore campaign
- International Roma Day campaign
- She Said campaign
- CEE Women campaign
- 1 Day 1 Woman campaign
- ...

#### Diversity, Equity and Inclusion Hub proposal

Camella Boban, Wikimedia Diversity Ambassador



MAP UP, RISE UP!



WikiWomenCamp



**WIKI WOMEN**  
CAMP 2023

## What do we know? Gaps

- Gender gap
- Cultural gaps
- Geographical gaps
- Ethnicity gaps
- Minorities gaps
- Language gaps
- Different abilities gaps
- Generational gaps

Username: [Camelia.boban](#)



**MAP UP, RISE UP!**

వికీమహిళా కేంద్రం



**WIKI WOMEN**  
CAMP 2023

# What do we know? Affiliation

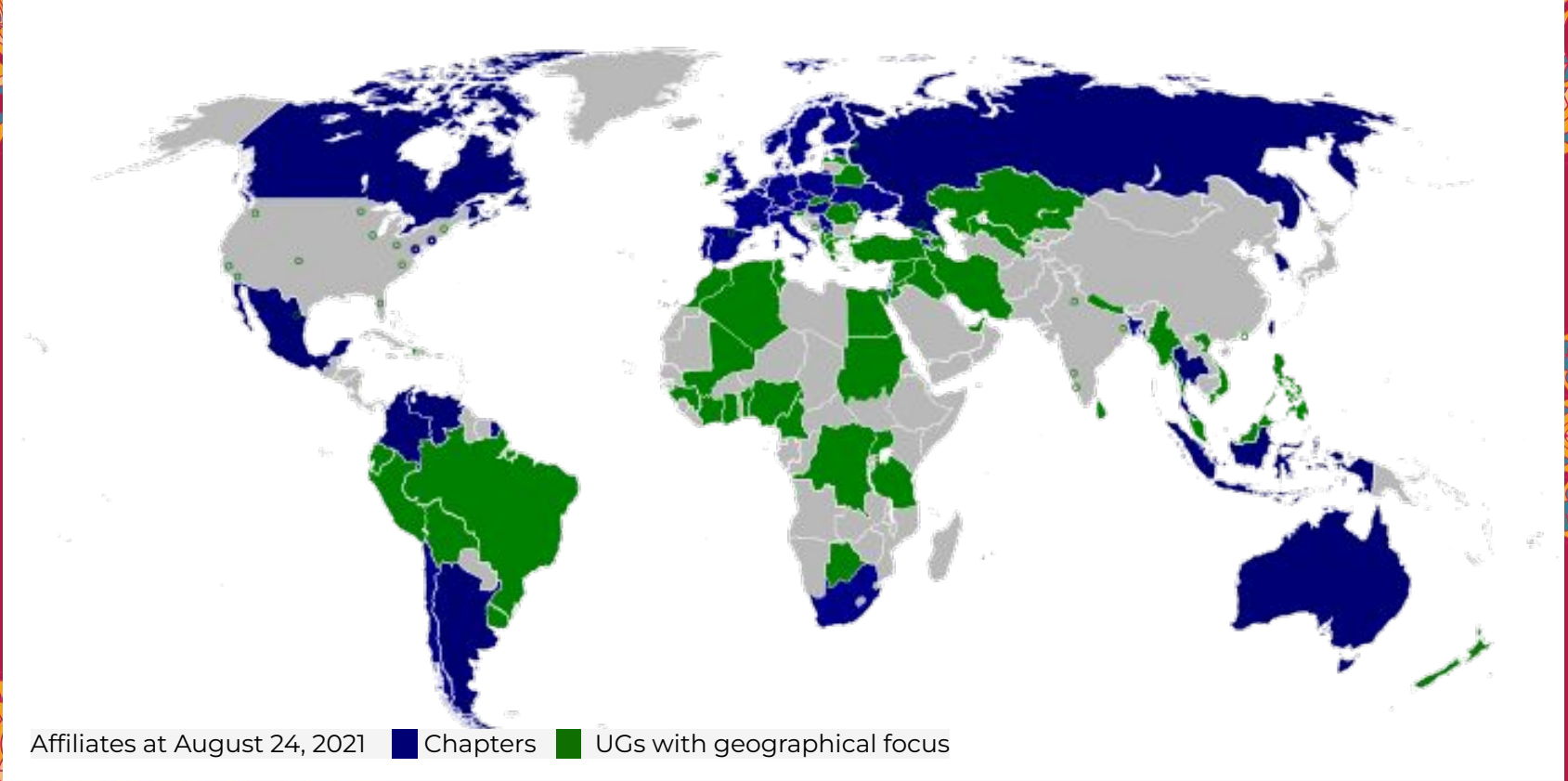
- ? on 136 affiliates is working on diversity:
  - ? on gender gap
  - 2 on disability
  - ? on language diversity
  - etc
- ? on 38 chapters is working on diversity
- ? on 2 ThOrg is working on diversity

Username: Camelia.boban



**MAP UP, RISE UP!**





Affiliates at August 24, 2021 ■ Chapters ■ UGs with geographical focus

## Why having a DEIH?

- **Common scope and actions**
- **Same needs for projects & community**
- **Same challenges**
- **Deal with harassment on our projects**
- **Not all the affiliates have governance, staff and capacity building**



## DEIH scope Purposes

- **Unity of purpose and actions (increase the diversity, engage users, involve partners, promote capacity building, good practices dissemination)**
- **Having the same opportunities in resources**
- **Mutual aid (financial, human resources, expertize)**
- **Avoid fragmentation and the groups isolation**
- **Having a better and complete communication**
- **Everybody see the own efforts known and recognized by the community**



## DEIH resource model

- A commons fund for the hub expenses
- 5-10% of the budget as participation from the big group to the common fund (WMF + chapters, as they benefit from the banner fundraising).  
Otherwise UGs and little groups have no access to the fundraising
- Support in different ways (training, translations, conflict mediation, staff)
- Mutual aid
- Crowdfunding



# **DEIH governance Model proposal**

- **Joining who is working on the diversity of any kind**
- **Joining who want to be part, but only if starts to work on the diversity**
- **Any chapter, ThOrg, UG, project**
- **Every member have one representative elected by vote**
- **Steering Committee (max 9)**





# Risks

- **No interest/participation (no desire to participate in the affiliates infrastructure)**
- **Seeing the own hub as the holder of absolute truth**
- **Individual or group identification as part of another structure (linguistic, territorial)**
- **Overlaps with other hubs**
- **The scope is seen as too large**
- **Scope seen as non realizable/utopic**
- **Different development scale between the group members of the hub**
- **Risk to replicate the same entities we already have**
- **A non-profit legal entity is needed.**



# Benefits

- **Embrace the intersectionality**
- **Avoid conflicts**
- **Not a competition between small, medium and big affiliates/groups, but a collaboration for a common scope**
- **Avoiding the actual power model**
- **Engolve active projects that don't want to become an affiliate**
- **DEI is a well identified acronym for partners**



**MAP UP, RISE UP!**



## Links (selection)

- [Diversity \(Wikimania 2013\)](#)
- [Wikimedia Diversity Conference \(WDC\) 2013, 2016, 2017](#)
- [Diversity Conversations \(WDC 2017\)](#)
- [Strategy/Wikimedia movement/2018-20/Working Groups/Diversity](#)
- [Strategy/Wikimedia movement/2018-20/Working Groups/Community Health](#)
- [Diversity Space @ Wikimania 2019](#)
- [Equity Knowledge - WikiDonne User Group's approach](#)
- [Wikimedia Affiliates Data Portal](#)
- [Gender Gap on Wikimedia Resource Center](#)
- [Wikipedia Diversity Observatory: Meta Page, Commons video, CCC](#)
- [Wikimedia Movement Affiliates](#)
- [Etherpad \(DEIH @ WWC 2023\)](#)
- [Diversity, Equity and Inclusion Hub minutes](#)



# Thanks!

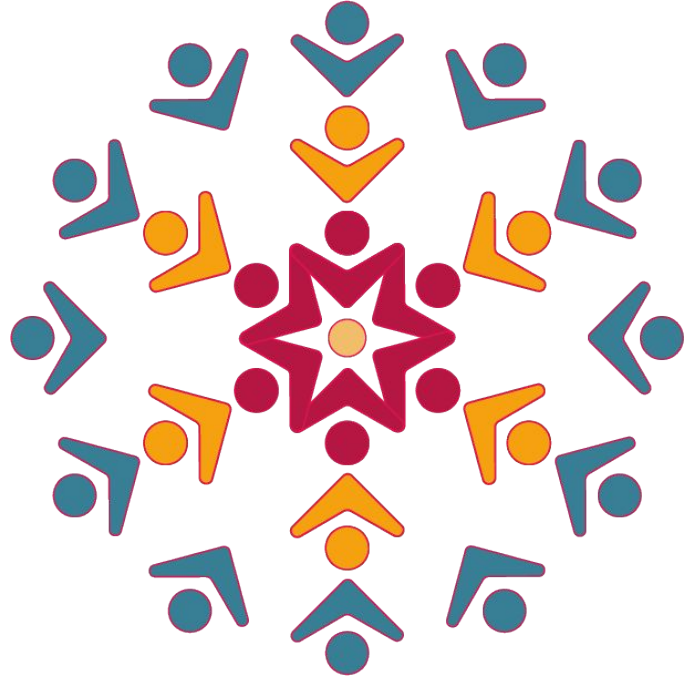
[camelia.boban@gmail.com](mailto:camelia.boban@gmail.com)



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