



**WIKI WOMEN**  
CAMP 2023

# Communication: strategies for strong, compassionate conversations

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**MAP UP, RISE UP!**



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## Agenda

Empowered  
communications

Challenging situations

Implicit bias

Cross-cultural strategies



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## Empowered communications

In this section, learners will judge their strength in communicating and elevating their work.

- Standing up to systemic bias
- Using I statements
- Sharing your work
  - Channels for communication

### Activity

Visualize what barriers you experience in communication.



## Standing up to systemic bias

Take up space

- Studies show spreading out your body is important

Push back firmly

- We don't do that
- That is not okay
- Ask, "Why did you do/say that?"



## Mini Activities to give you strength

Systemic bias makes us feel small.

***Resist! Know your strength!***

Everyone - stand or sit tall please

Imagine yourself as a mighty tree, your roots deep in the ground and your branches wide. Your power roots you. Your branches are strong to carry your lived experience.



## Using I statements

What are I statements?

- Start with “I...” instead of “You...”

Using and sharing feelings

Examples:

- I feel...
- I was hurt when...
- I don't understand why...



## Share your work

It's easy for us to become shy about our work.

We are taught to take up as little space as possible.

***Resist that feeling!***

Share what you are doing!

**You are amazing!**



## Channels for sharing your work

Here are some ideas for sharing your work:

- Social media
- Telegram
- On-wiki
- Diff
- Mailing lists

Be sure to explain your message clearly and add links.





## **Activity: Empowered communications**

### **Activity**

Close your eyes if that is comfortable for you. Visualize what barriers you experience in communication. Keep those in mind today as we are in this workshop.



## Challenging situations

In this section, learners will discover power in setting boundaries regarding acceptable and unacceptable communication.

- Silent response
- Skills to remind others of acceptable behavior
- Universal Code of Conduct
- Trust and Safety resources

### Activity

Talk in pairs about a situation which was challenging. Apply these skills to plan a response.



# Silent response



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## Reminding others of acceptable behaviors

When you see something wrong, speak up.

We are social creatures.



## Universal Code of Conduct

- It is enforceable!
- The Charter for the coordinating community is being prepared for community ratification
- Know harassment and marginalization is not ok in our community.



## Trust and Safety

- When community support fails, email [ca@wikimedia.org](mailto:ca@wikimedia.org)
- A Trust and Safety staff member will review the situation and reach out to you.
- Your name is not published publicly or revealed to others.





## **Activity: Challenging situations**

### **Activity**

Talk in pairs about a situation which was challenging. Apply these skills to plan a response.

# Implicit bias

In this section, learners will question their own biases and construct tools to challenge bias.

- Bias basics
- How bias is developed
- Move beyond your default setting
- Challenge bias in others

## Activity

Write about a time when

1. someone was biased
2. you were biased





## **Bias basics**

We all have bias.

Accepting our biases allows us to start to change our biases.

Recognize when you experience bias and when you think in a biased way.



## How bias is developed

Bias is learned.

- Media
- Family
- Friends
- Societal experiences and expectations.



## **Move beyond your default setting**

Bias is our default setting.

Bias takes over when we feel strong emotions.

Try journaling about your experiences. It will get easier.



## Challenge bias in others

Be gentle.

Aim to educate.

Calling in instead of calling out.



## Activity: Implicit bias

### Activity

Write about a time when

1. someone was biased
2. you were biased



## Cross-cultural strategies

In this section, learners will prepare to write for a global audience and identify about low and high context cultures.

- Writing for a global audience
- Inclusive writing
- Transcreation
- Communicating with high and low context cultures

### Activity

Write down some miscommunications you had because of cultural differences.



## Writing for a global audience

Use simple English.

Provide examples.

Make links.

Consider varied formats - pictures, videos, podcasts, and so on.



## Inclusive writing

Think from other perspectives.

Use they and other inclusive words.

Use people first language.

Have other people read the message and provide comments.





## Transcreation

Creating content together.

Welcoming to and inclusive of languages and cultures.

Provide details and let others create the message for their community.



## Low and high context cultures

### High context

Communication style includes body language, tone, situation, and context

### Low context

Communication is more straightforward and direct





## **Activity: Cross-cultural strategies**

### **Activity**

Write down some miscommunications you had because of cultural differences.

# Thank you for learning with me today!

Let's keep talking

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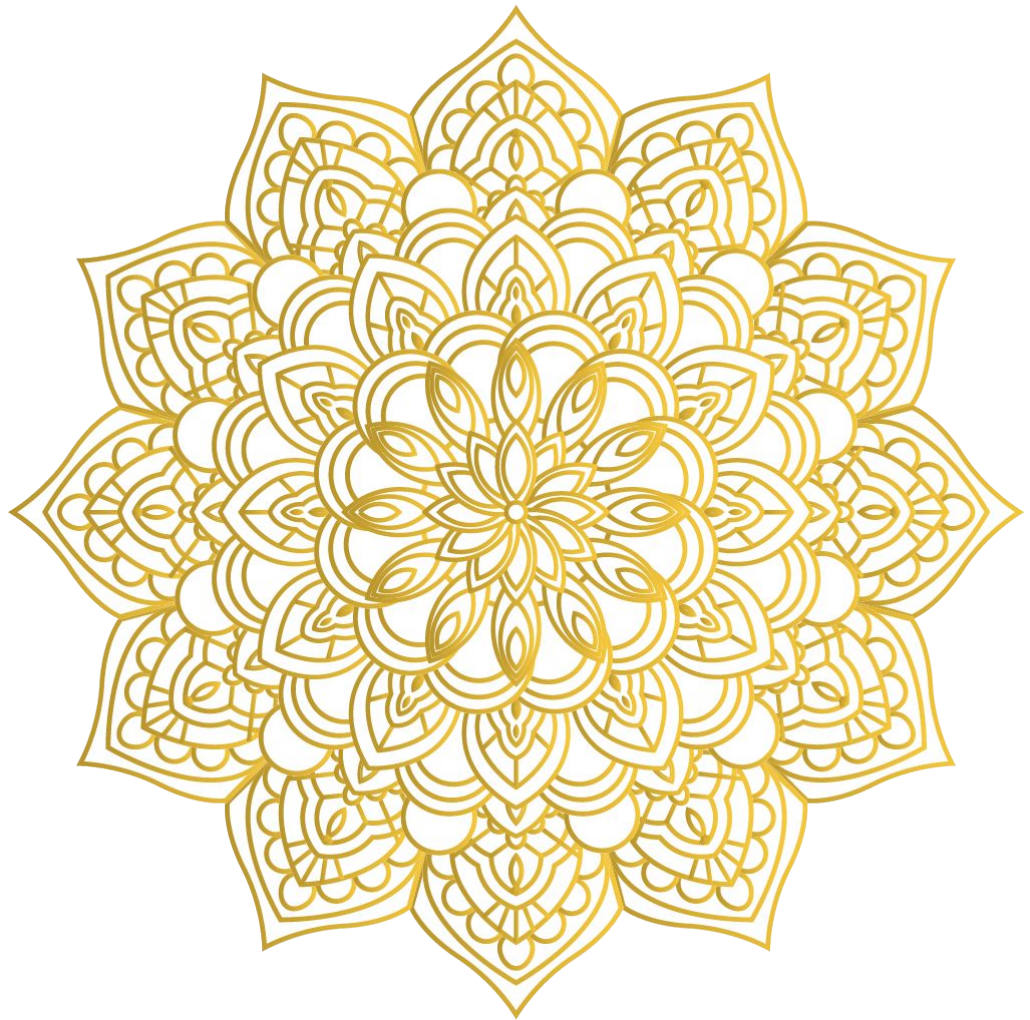


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MAP UP,  
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Now let's  
breathe to  
reset our  
energy.





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