

Wikimedia's Gender Gap

How can we create the sum of
all human knowledge...
without women?



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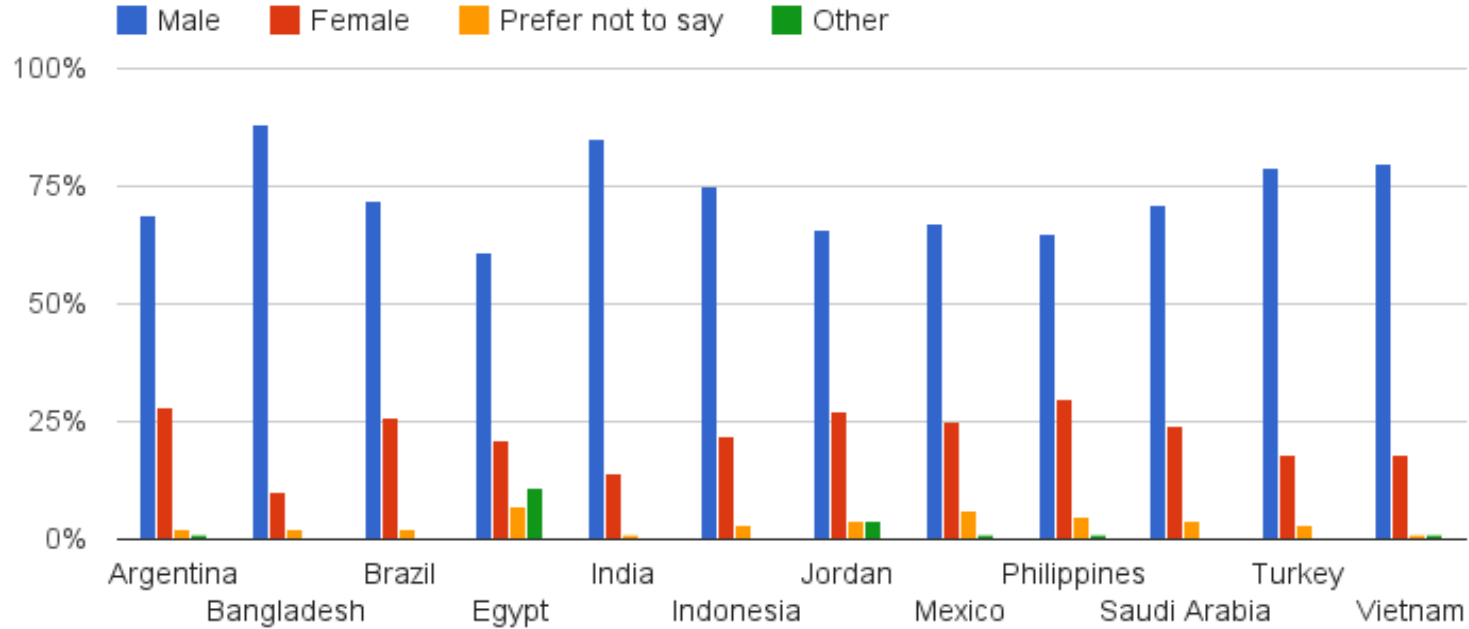


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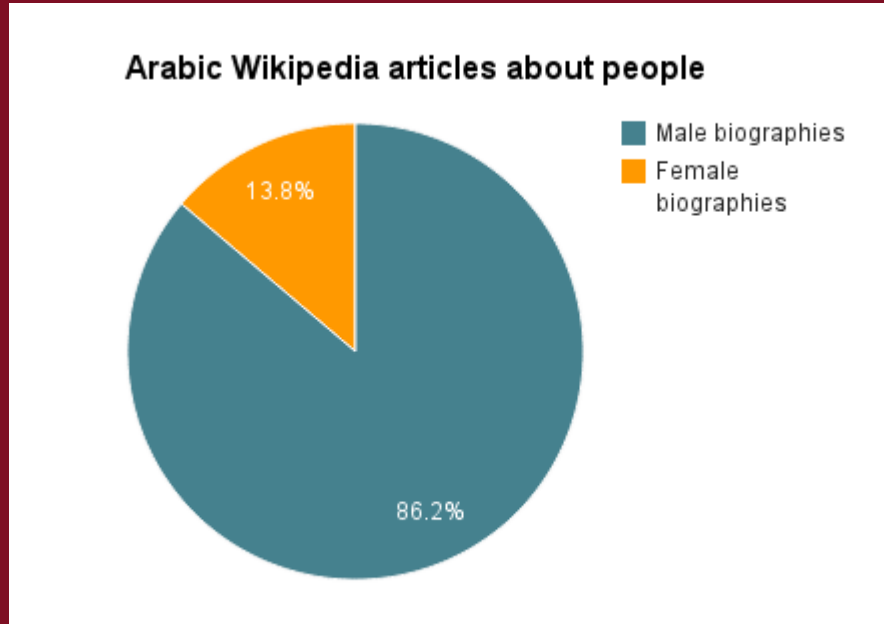
What's the issue?



Contributors



Content



~45,000 biographical articles on AR WP

better ratio than 66% of the 105 Wikipedias w/ >1000 gender-tagged biographies

Why is there a gap?



Why less contributors?

- *lack of free time (work + family)
- *technical interface and complex policies take time to navigate
- *lack of stable internet access
- *unsupportive community
- *confidence in own knowledge



Why less content?

- *reliable sources & notability
- *less women contributing content



So, what can we do?



Current initiatives

Content:

- *Institutional partnerships (Education Program, GLAM)
- *Edit-a-thons (Art+Feminism)
- *Competitions (WikiWomen Prize)

Contributors:

- *Mentorship (Teahouse)
- *Social support (WikiWomen's Collaborative)
- *Regular editing parties (Women Scientist Workshops)



Inspiring collective action

Inspire Campaign March 2015

<https://meta.wikimedia.org/wiki/Grants:Inspire>

- *264 ideas for new initiatives
- *615 participants in IdeaLab
- *\$250,000 in grants for actionable ideas



Inspiring collective action

Ideas came in from Ghana to Mexico, but...where were the Arabic ideas?

Hypotheses: maybe the AR community didn't share more ideas because...

- *your ideas were already there
- *don't see gender gap as a priority issue?
- *didn't know how/where to get involved?
- *don't know how to participate on this weird IdeaLab on meta-wiki?
- *or??



How can we support you?

What ideas do you have to address the gender gap?

What projects can we start together to have an impact this year?