Diverse Inclusivity makes a Healthy Community:

A helping hand

17.08.2023. 10:20–10:40, Room 324

Ivana Madžarević
Miroslav Loci
Wikimedia Serbia

Bearing in mind that community health has been heavily impacted by the global circumstances, our idea was to revive the spirit of togetherness.

During recent years, we have noticed an ongoing absence of certain demographics within the online events we held. That inspired us to reestablish in-person interactions and shed light on the underrepresented groups.
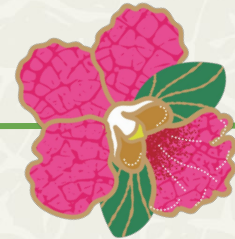
This was in collision with our strategic goals and also strategic reccomendation 3. Provide for Safety and Inclusion.

We wanted to tackle with this issue and share with you some of the ways to do it, giving in mind we're all facing similar challenges.

Tools for applying in your own community

1 - Address the needs of misrepresented and vulnerable groups

- Look into your community's needs

- Recognize social injustice and use proactive approach

- Categorize causes

2 - Find partners that are experienced in the subject

- Reach out to NGO's and government bodies for collaboration

- Establish partnerships (focus on sustainability and long-term goals)

- Find individuals with common interest

- Contact Wikimedia affiliate with experience for cross-regional collaboration or for the purpose of know-how exchange

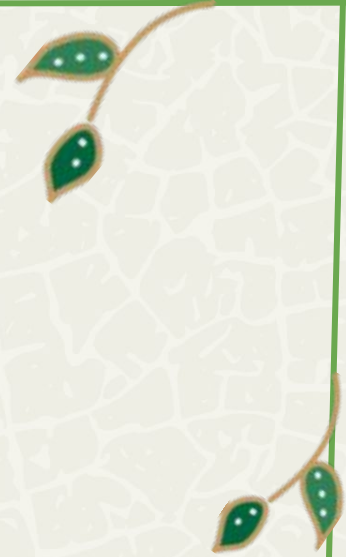# 3 - Determine project type specific to the individual group

- **Consider needs**

- **Assess budget (edit-a-thons, micro grants, photo tours)**

- **Availability of information (references, books, articles)**

- **Determine accessibility (online/in person)**

4 - Outline solid goals

- **Decide relevant metrics**

- **Set achievable targets**

- **Determine milestones**

- **Lay foundation for future development**
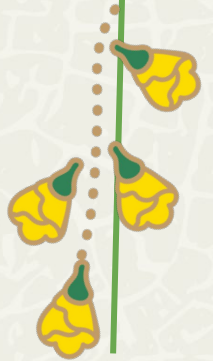
5 - Consider possible challenges

- **Vandalism and safety concerns due to topic sensitivity**

- **General disinterest**

- **Lack of technical skills**

- **Inaccessibility of information**
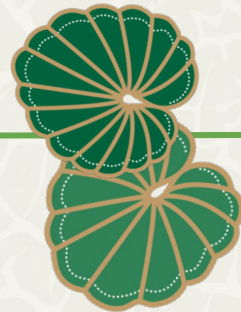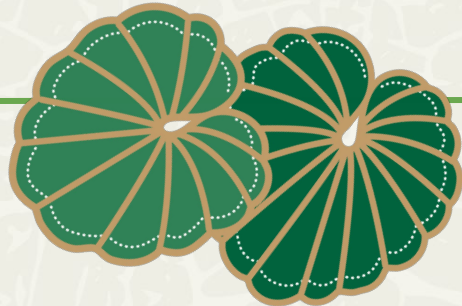
- **Retention of new participants**
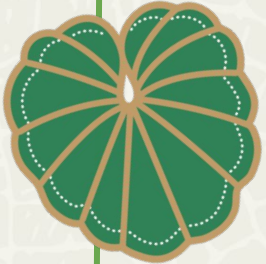
6 - Lessons (to be) learned

- **Prepare sources / enable access to relevant information**

- **Provide motivational means: barnstars/ awards / gift-cards**

- **Offer mentorship (buddy program) for newbies**

- **Designate Person of Trust and Safety**

How can we make diversity easier for all stakeholders?

Remarkable Women

Cause: Lack of articles of notable women on SRWP

- Swedish Embassy initiated international cross-wiki colab
- Wikimedians of Republic of Srpska involved in organizing edit-a-thon
- Wiki Librarians added referenced content of remarkable women in arts and sciences
- #SheSaid global campaign on WikiQuote

Objective: encourage Women Librarians to get more involved.

Challenges: poor accessibility to bibliography,
fear of acceptance within the wiki community

Success: outstanding results of #SheSaid campaign (1781 quotes),
new project bloomed

LGBTQI+ Persons

Cause: Insufficient amount of LGBTQI+ topics on SRWP

- contacted relevant organisations (i.e. Da se zna!, Civil rights defenders. WIKIS)
- week long edit-a-thon and editing seminar during Europride
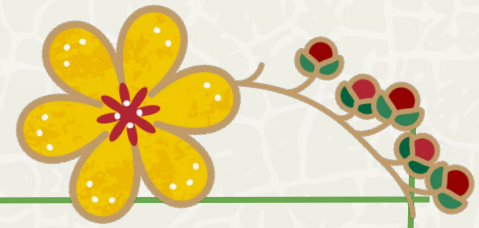- pride walk supported by photo-tour

Goals: ecouranging attendees to edit Wikipedia independently and in a long run

Challenges: overlapping of activities results in smaller number of in-person

attendees, deletion of articles

Success: larger scope of online participants, no vandalism detected on WP

Roma Culture

Cause: Unawareness about Roma people globally

- contacted 15 Roma organisations - 4 responded (Romani Women's Center Bibija, Inclusion of Roma and other minorities, League of Roma, and Associaton of Romani students)
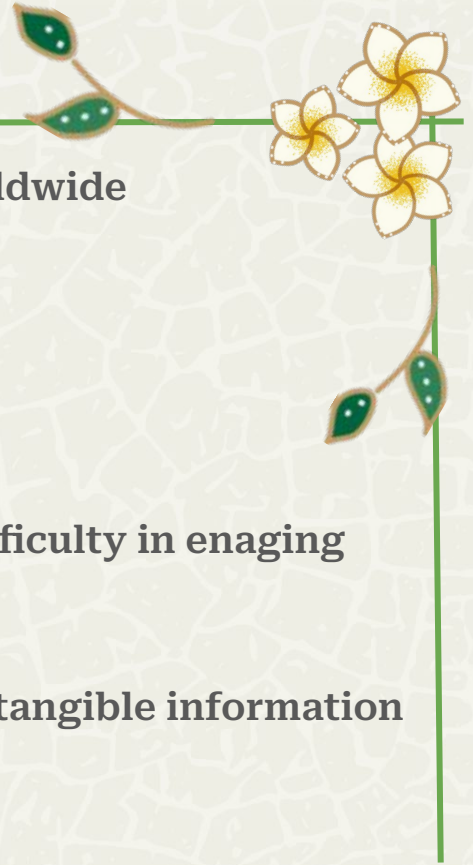
Goal: increase visibility of Roma community and culture, one of the largest minority groups in Serbia

Challenges: technical difficulties, insufficient motivation

Success: online workshop, international engagement (especially regional - 67 participants, 10 languages, 279 new articles), established cooperation with Roma organizations for long term partnership

Refugees and Migrants

Cause: Increase of intolerance towards refugees and migrants worldwide

- edit-a-thon on human rights and social justice
- cross-regional and international cooperation (5 languages)
- visit to the exhibition "What they took with them"

Goal: emphasize the importance of multicultural coexistence

Challenges: no reliable sources, low response for participating, difficulty in enaging

Success: local community involvement

Lessons learned: generational issue, get people commited, obtain tangible information

Conclusion:

Enable inclusivity whenever possible, through different outlets!

Community on Serbian Wikipedia developed stronger communication among the members, which led to better understanding and teamwork!

International involvement through creating and editing articles makes stronger impact!

Thank you for your attention!

Your experience?

Questions?

ivana.madzarevic@vikimedija.org
miroslav.loci@vikimedija.org