Bridging the Wikipedia Gender Gap

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What is a “Gender Gap?”

Genders of active Wikipedians (WMF Editor Survey 2011)

- Male: 90%
- Female: 9%
- Trans: 9%

But how do we look beyond this?
- Is it all about number/ratio?
- Is it all about women?
<table>
<thead>
<tr>
<th>Internal</th>
<th>External</th>
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<tbody>
<tr>
<td>Challenges using Wiki mark-up and its</td>
<td>Limited access to internet and facilities</td>
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<tr>
<td>interface</td>
<td></td>
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<td>Challenges in getting help from</td>
<td>Lack of technical skills</td>
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<td>community members</td>
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<td>Being discriminated as a female newcomer</td>
<td>Lack of confidence</td>
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<td>Harassment and sexism</td>
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<td>The fear of becoming “visible” online or</td>
<td>Limited time</td>
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<td>in the male-dominant community</td>
<td>Preference to online activities (Lack of</td>
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<td>interest/motives)</td>
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<td>Awareness - not knowing Wikipedia is editable</td>
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Examples of statements we make when looking at the issue in different level and mindset:

**Individual Level**
- "Women are not good at technologies"
- "Women are discouraged too easily"

**Community Level**
- "There is not enough resources or technical support in our community to assist women who need it"
- "There is a lack of emotional support and effective communication/networking within the community"

**Societal Level**
- "Our society should create a friendly and supportive environment for women to acquire technical skills in younger age"
- "Women should be able to feel as confident, powerful, and competent as men in our society"
So what?

- Community: Inclusivity, diversity
- Representation: repeating hierarchy, imbalanced decision-making, who defines “knowledge”? 
- Language and structure: male as default, gendered perspectives, women as “periphery” subjects
- Remembering: passing on women’s legacy, highlighting women’s interests

If men and women are equally capable, does it matter if the editor is male or female?
Global Initiatives on Gender Gap

- Women in Red
- Women’s History Month
- HerStory (2016) with UN
- Arts+Feminism
- Wikiwomen User Group
- Whose Knowledge Campaign
GOALS AND PENDING WORK
IN THE LATER HALF OF THE RESEARCH (in 2017)...

INCREASE EVENTS
In coordinate with Women's History Month in March, we are planning for more women-related events. Lessons learned from past events and interviews will also be applied.

*In 2017, instead of merely inviting women, let's also have more men engaged in the gender gap discussion.
MORE COMMUNITY BUILDING

Rather than examining only interventions in the form of gender gap bridging events, more focus on how a safe and friendly women community within the Wikimedia communities are / can be formed.

"For me it is to have both spaces... to have men involved in the conversation... (and) to make women feel comfortable and free to be themselves..."
LEARN FROM OTHER COMMUNITIES

Wikipedia/media projects are not the only online community that faces the gender gap problem in the free knowledge movement. There are plenty to learn from other communities and projects.
CREATE A SAFE AND POSITIVE SPACE

Call for more awareness on positive and safe space rules such as event Code of Conducts. Negotiate handling mechanism of incidences, support group, and guidelines in local regional communities.
A Collaborative Toolkit for Gender Gap Intervention

Inspired by Keilana's (Emily Temple-Wood) "Systematic-Bias Workshop Kit," a toolkit document targeting the Indian communities is drafted and will be shared with local communities to expand. Topics covered in the toolkit will include (but are not limited to) event planning advice, funding information, promoting strategies, etc.
Activity!

___ You noticed participants of gender gap bridging events you organized are ___ always all women (even though you did not make it women-only)

___ When you are recruiting women to join Wikipedia, they reply that they don’t want to try because “How can I be benefited by it when I sacrifice my own time”?

___ You want to organize an edit-a-thon on women scientist but find it really hard to find enough reliable sources for many of them. What will you do?

___ A female Wikipedian confessed to you that she felt harassed (online and offline) by one of the community members, which made her reluctant to come to events or even continue editing

___ You realized many new women Wpians you recruited need extra help for their editing. But most of them don’t have time to attend another workshop.