

# Bridging the Wikipedia Gender Gap

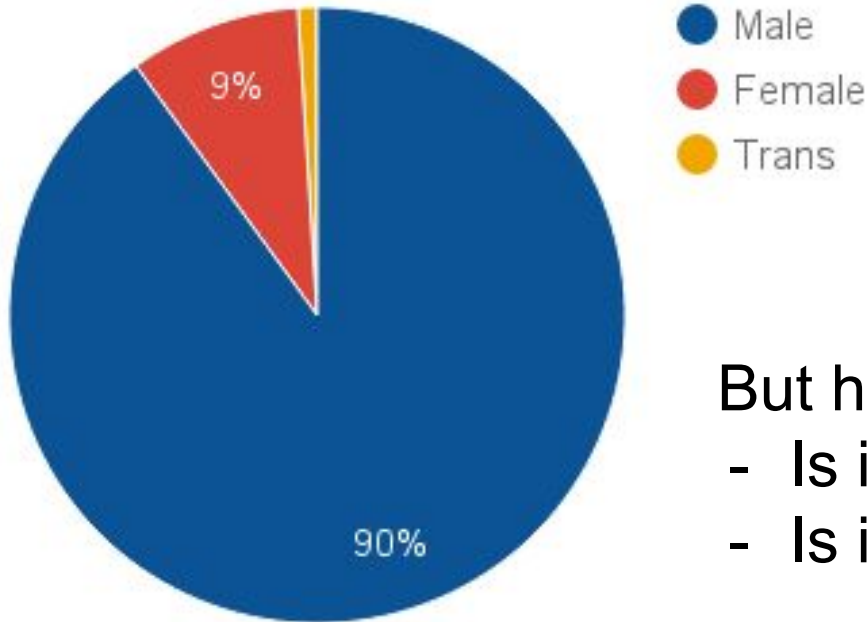


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# What is a “Gender Gap?”

Genders of active Wikipedians (WMF Editor Survey 2011)



**Editor Population**

+

**Content Coverage**

But how do we look beyond this?

- Is it all about number/ratio?
- Is it all about women?

## Internal

Challenges using Wiki mark-up and its interface

Challenges in getting help from community members

Being discriminated as a female newcomer

Harassment and sexism

The fear of becoming “visible” online or in the male-dominant community

## External

Limited access to internet and facilities

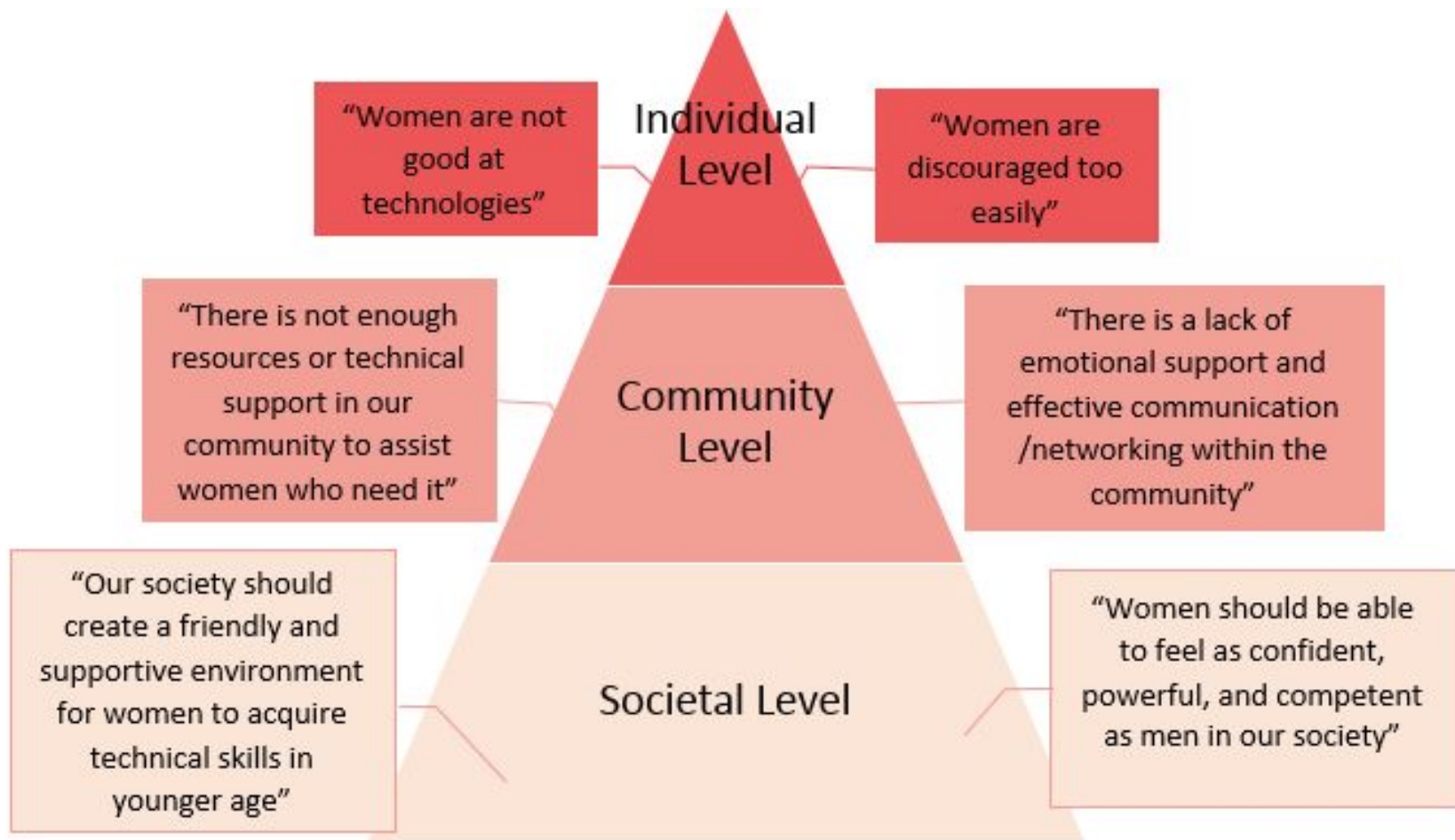
Lack of technical skills

Lack of confidence

Limited time

Preference to online activities (Lack of interest/motives)

Awareness - not knowing Wikipedia is editable



Examples of statements we make when looking at the issue in different level and mindset

# So what?

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If men and women are equally capable, does it matter if the editor is male or female?

- **C**ommunity: Inclusivity, diversity
- **R**epresentation: repeating hierarchy, imbalanced decision-making, who defines “knowledge”?
- **L**anguage and structure: male as default, gendered perspectives, women as “periphery” subjects
- **R**emembering: passing on women’s legacy, highlighting women’s interests

# 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.