

Wiki Women Camp 2023

Session Title: Creating Safe(r) and Inclusive Spaces

Scenarios for Group Work

- Slides can [be found on Wikimedia Commons](#).
 - Category: WikiWomenCamp 2023 slides
- For questions or suggestions, reach out to [AAkhmedova \(WMF\)](#)

1. Event Organizing

You are organizing an Antarctica Wiki Conference after 5 years for the second time in the history of your community.

It is a major milestone for the community to get together in person to work with some of the issues that were impossible to deal with online.

For you as an organizer, It is important that community members show up in a safe and inclusive space.

You want to make sure that active community members participate in this conference as one of the main goals of your User Group is community and trust building.

Participants: You have gathered the list of participants. At the moment, you have 13 male-identified community members, one elderly woman at the age of 62 who works as a librarian, and a young student identified as woman Clara who is an active Wikipedia contributor.

Challenge: The only young woman Carla who expressed interest in attending the conference is having difficulty in terms of attending the conference. Firstly, she needs to travel to the conference from a different town by train or car alone; then she needs to stay at a hotel in Antarctica for two days and be surrounded by male participants whom she never met before.

She tells you as the contact person that her parents want to be sure that it is safe for her to be at the conference, so they are trying to change her mind and that it is better not to go alone. She asks you what to do.

Please share your thoughts with each other in the group and discuss the questions below.

Questions:

1. How do you as an organizer from the User Group create a sense of security for her at the conference?

2. How do you communicate and ensure that Clara's participation is safe before, during, and after the event?

2. Navigating challenges and building solidarity for gender organizers

Serena is a young woman who recently joined the local language community after attending a series of trainings on "How to edit Wikipedia". She is excited to learn more and contribute to Wikipedia in her language on the topic of women's health and feminism. She posts on a local community forum about her idea and to see if someone else is already working on the topic. Luckily, she finds out that there is an experienced person named Lilla who wants to collaborate with Serena. Serena and Lilla mainly chat on wiki, they live in different countries. Just like Serena, Lilla is a feminist as well and she is part of the LGBTQI+ community. She supports folks who want to make knowledge available to everyone.

Not too long passed, and while Serena was busy working and studying, she read on the forum that people were talking about Lilla. She goes on Lilla's talk page and it says that she is retired for a couple of days. Serena finds out that Lilla voluntarily left the community after facing repeated aggression, sarcasm, and opposition to her contributions as she was a vocal one.

Serena feels frustrated: "If this happened to Lilla who was supporting marginalized communities, this can happen to me and other girls as well.

Serena can't reach out to Lilla, as Lilla deleted all her contacts. Serena is surprised despite the fact that Lilla made a huge contribution to the project, not many people acknowledge this. On the other hand, she observes that people say "another feminist", and "she should learn how to control her emotions".

Serena is worried and feels alone in this battle behind her laptop.

Questions:

1. What immediate steps can Serena take to ensure her safety and emotional well-being?
2. How and where can Serena connect with other community members who share her interests in the topic?

3. (Optional) How can we make these spaces where we connect (e.g., online spaces) really work to be mindful to the emotional and other needs of marginalized groups of people?
4. Do you have other questions? Share with us!

3. Accessibility and Disability Inclusion

You have been offered a place at a wonderful conference in a historic town hall. Good conditions, an amazing place. Among many participants from different communities, there is Alex who is a blind person. He is attending the conference from a different country just like yourself. You notice that Alex is having challenges when it comes to navigating within the space of the town hall as it is the first day of the conference.

There are about 100 participants walking and chatting, the space is crowded just like in a shopping mall. Chairs and tables are being moved often. Breakfast and lunch are organized in different spaces and participants need to take steps to get to the first floor. When Alex goes to lunch which is organized in the form of a buffet, a long table with a variety of foods, he struggles to find the food and water as they are located on different sides. Alex does not eat pork.

In an activity to introduce each other, you talk to Alex and learn about his work. In the afternoon, there is a sightseeing tour for everyone. You notice that Alex is asking people: "Where do we meet? Which bus are we going with?"

Questions:

You are a regular participant in the conference.

As a participant, what would you do in this situation?

How can you contribute to creating a safer and more inclusive space for people with invisible disabilities (epilepsy, autism spectrum disorder, dislexya, among others)?

Prompts: navigation assistance, buffet/lunch accessibility, sightseeing tour Information, what else?

Do you have additional questions that we need to think of? Share with us!

Thank you!

4. Doxxing and online safety

Belek is a Wikipedia editor and she/they work on the topics of gender. In her country, the government is not supportive of gender issues, there are many issues that women and gender diverse face in their everyday life. She knows that for girls and women from the country's regions is important to find information on Wikipedia in their mother tongue.

One day she wakes up to find out that they have been doxxed by a local anti-gender group. Unfortunately, their personal information, including her name and social media accounts has been posted on a channel run by the anti-gender group. Belek has received many messages of support as well as mentions of her work on social media.

You know Belek and their work, you are concerned for their safety and mental well-being.

Questions:

Based on the scenario of Belek being doxxed, what immediate actions should be taken?

How can someone document evidence of doxxing incidents to support potential legal action?

What should you do if you come across someone who has been doxxed or harassed online?

(Optional) What role can friends, family, and colleagues play in supporting someone who has experienced doxxing?

Do you have additional questions or comments, share with us!

Thank you

5. Event Safety - Unwanted following

Juana is attending a regional conference, supported by her chapter. The first day another Wikimedian named Alfred introduces himself and asks her about herself, with some questions feeling too personal for Juana's comfort. For the next day, Alfred attends all the same sessions as her, sits with her at lunch, speaks very closely to her, touches her arm repeatedly, and asks her about her plans for the evening. She tries to discourage him with short answers and body language, but it continues.

Juana wants to tell Alfred to respect her space and leave her alone for the rest of the conference, but is worried about his reaction. She contacts you as an event organizer to ask for help and advice.

Question:

What would you do? Please share the steps of action and explain why.

Thank you!