

Women... it takes a village

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Founder/Co-founder:

- WikiProject Women
- WikiProject Women Writers
- WikiProject Women in Red
- WikiWomen's User Group

WikiConference USA
National Archives
Washington, D.C.

October 10, 2015



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Esino Lario, Italy

https://commons.wikimedia.org/wiki/File:Esino_Lario3.JPG

Agenda

- Introduction
- Initiatives
- Case Study
- Roadmap
- Questions & Answers

Introduction

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Framing "Gender Gap"

Editor Gender Gap

- Disparity in the percentage of female and male editors.
- While this is a wide gender gap – very few women edit in comparison to men – the issue is not addressed in this presentation.

Framing "Gender Gap"

Content Gender Gap

- Gender-based missing articles related to women such as biographies, works by women, and other women-related articles
- Systemic bias issue on Wikipedia

Framing content gender gap: Venezuela, 1957

Women's biographies
as a percentage of all
biographies in:

3.6%

Rodríguez, Ramón Armando (1957). *Diccionario Biográfico, Geográfico e Histórico de Venezuela* (in Spanish). Madrid, Spain.

Framing content gender gap: Wikipedia, 2014

Women's biographies
as a percentage of all
biographies in
En-Wikipedia...

- 5%
- 15%
- 25%
- 35%
- 45%
- 55%



Framing content gender gap: Wikipedia, 2014

Women's biographies
as a percentage of all
biographies in
En-Wikipedia...

15.5%

See Wikipedia:WikiProject Countering systemic bias/Gender gap task force/Media and research, cited to Graells-Garrido, Eduardo; Lalmas, Mounia; Menczer, Filippo (9 February 2015).

["First Women, Second Sex: Gender Bias in Wikipedia"](http://arxiv.org) (PDF). <http://arxiv.org>. p. 3.

Other bias points in CGG

- Meta-data
- Language
- Network structure

See Wikipedia:WikiProject Countering systemic bias/Gender gap task force/Media and research, cited to Graells-Garrido, Eduardo; Lalmas, Mounia; Menczer, Filippo (9 February 2015).

<http://arxiv.org>. p. 3.

A quote



"It is not women's inferiority that has determined their historical insignificance; it is their historical insignificance that has doomed them to inferiority."

—Simone de Beauvoir (1942) in:
Beauvoir, S. D. (2012) "The Second Sex".

https://commons.wikimedia.org/wiki/File:Simone_de_Beauvoir2.png

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INITIATIVES

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Initiatives (2012-15) on Meta which address content gender gap

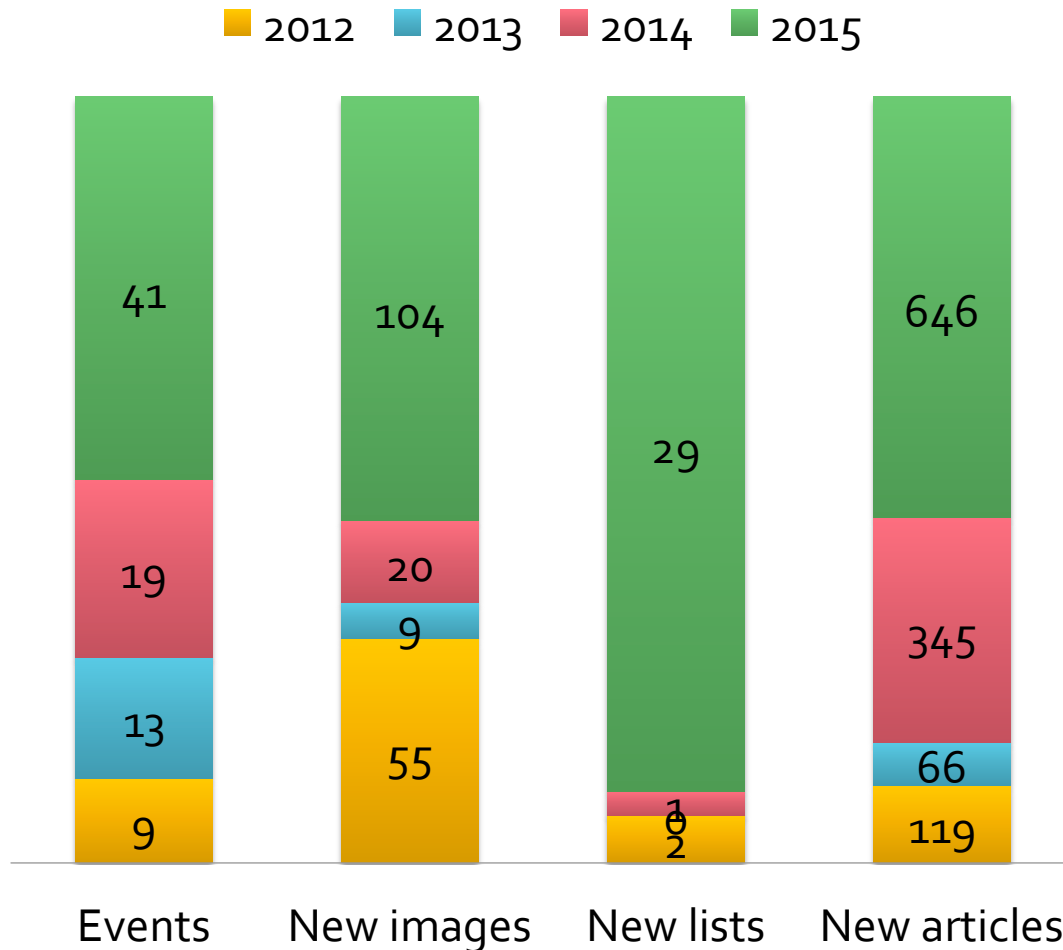
- Many initiatives, some local and some global
- Focus on “Content” initiatives (rather than Culture, Convening, Research, Campaign, etc.)
- Stovepiped: lack an umbrella movement or coordination from 60,000 feet (18,000 m)

Initiatives (2012-15) on Meta which address content gender gap

Project pages – content gender gap	Timeframe
WikiWomen's History Month Events	2012 onwards
Art & Feminism Meetups	2014 and 2015
Women Scientists Workshop Development, and the Systemic Bias Workshop Kit	2014-15
WikiWomen Prize	2014
The Wikidata game, gender tagging	ongoing
Gender gap task force, English Wikipedia	ongoing
Reduce the gender gap in Wikipedia projects from Mexico	January 2015
Women in Red, content gender gap WikiProject	July 2015 onwards

https://meta.wikimedia.org/wiki/Address_the_gender_gap/Initiatives

WikiWomen's History Month



- March of each year
- IWD, March 8th

WWHM	2012	2013	2014	2015
Events	9	13	19	41
New images	55	9	20	104
New lists	2	0	1	29
New articles	119	66	345	646

WikiProjects & Task Forces

Gender gap task force, English Wikipedia

Women in Red, content gender gap WikiProject, English Wikipedia

WikiProjects & Task Forces & Affiliated projects

Feminism

Gender gap task force

Jewish women

Women

Women architects

Women artists

Women's health

Women's history

Women's History Month

Women of psychology

Women in red

Women's sports

Women in technology

Women in warfare & military

Women writers

Women Scientists Workshop Development, and the Systemic Bias Workshop Kit

Women Scientists Workshop Development, and the Systemic Bias Workshop Kit
-Author, Keilana

2014-15

**WRITING
DIVERSITY
BACK INTO
HISTORY**

A WIKIPEDIA HOW-TO

Edit-a-thons & Meetups

Art & Feminism Meetups	2014 and 2015
Reduce the gender gap in Wikipedia projects from Mexico	Planning: September 2014. Implementation: January 2015

Globally, we've run a lot of content gender gap-focused edit-a-thons. Examples include:

- 🔥 WMMX: *Editatonas*
- 🔥 WMSV: *Women in Fiction*
- 🔥 Art+Feminism: 2015=~1,500 participants
- 🔥 Women in Red

CASE STUDY

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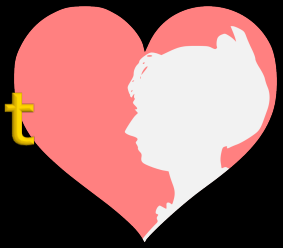
Case study: Women in Red

“Complex issues require collective action.”

--Siko Bouterse, Alex Wang, and Maria Cruz (March 4, 2015), “Inspire Campaign to fund new gender diversity initiatives”, Wikimedia blog.

<http://blog.wikimedia.org/2015/03/04/inspire-campaign-funds-gender-diversity/>

Case Study: WikiProject Women in Red (aka: "that WikiProject regarding content gender gap")



- 🔥 Planning stage: February 2015
- 🔥 Launched: 11 July 2015, Mexico City, MX
- 🔥 Scope: **content gender gap!**
 - 🔥 **Women's biographies**
 - 🔥 **Women's works**
 - 🔥 **Women's issues**

Women in Red (WiR)



- 🔥 Layout design: [WikiProject X](#)
- 🔥 Metrics: through [Wikidata](#) and [Wikipedia Gender Gap Index \(WIGI\)](#)
- 🔥 Talkpage posts: **760** (“Complex issues require collective action.”)

WiR – new articles



New articles/month	
Starting July 11	464
August	976
September	981
October	?
	<u>2,421</u>

WiR – edit-a-thons



Dates	Virtual edit-a-thons	Sponsor	Participants	New articles/ edit-a-thon
Sept 4-6	APA Women	Smithsonian	10	38
Sept 7-20	Women in Leadership	---	26	175
Oct 15-25	Women in Architecture	Guggenheim	17	?

WiR – Articles for Deletion (AfD)



Struggles/Opportunities:

- Notability
- Reliable sources
- Foreign language sources
- New editors and seasoned editors

WiR – AfD examples



- **Judith Jesch:**
 - chair of the international Runic Advisory Group
 - president of the English Place-Name Society
 - wrote the first book-length work devoted entirely to Women in the Viking Age.
- **Kerstin Günther:** chair of Magyar Telekom

WiR – Categories



Example: **WikiProject Women writers**

- 659 categories
- 23,535 articles
- Average 168 new articles/month

ROADMAP

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Roadmap: create a movement unifying content gender gap & the Wikivillage

WWHSD

- Strategy
- Branding & promotion
- GLAM
- Education
- Chapters & User Groups
- Tech
- Wikidata
- Funding

Global strategy

A call for action:

1. Convene [WikiConference Content Gender Gap](#) in 2016
2. Goal: establish a global “Content Gender Gap WikiMovement
3. Assure international representation

WikiCon Content Gender Gap

Include thought leaders representing varied viewpoints such as:

- 100 Wikidays
- Chapters & User Groups
- Commons
- WikiProject Biography
- WikiCup
- Wikidata
- WikiEdu
- Program design/mgmt
- Technical expertise
- Grant writing
- Strategic planning
- Project management
- Branding & promotion
- Research & testing
- Community interaction

Branding & Promotion

- The movement needs a name, a logo, a unified look & feel
- Local and global advocacy and promotion
- Internal and external marketing and advertising
- Social media
- Promote and inspire across all language Wikipedias, Wikidata, and Commons

GLAM & Education

Find and support GLAM and WikiEdu activists.

- Partnerships big and small.
- GLAMs and Education need to benefit.
- They are goal-oriented and the movement's activities need to support their goals.

GLAM & Education

- Build on worldwide sponsored meetups and edit-a-thons, such as September's Smithsonian event, and October's Guggenheim guggathon.
- Emphasize remote participation.
- One day events don't work as well as multi-day events do.

GLAM & Education

Subject Matter Experts (SME):

- Develop best practices.
- Provide input regarding women's biographies and women's works.
- Wikipedian in Residence.

Technical support

- The movement needs a technical coordinator.
- WiR's technical wish list is long.
- Our requirements exceeded the scope of WikiProject X.
- Bots.

Wikidata

- How do we assure that all Wikipedia articles have a Wikidata item?
- How to report on articles created per month, etc.?
- How to incorporate WIGI data?

Chapters & User Groups

How can we partner with you?

- Our greatest ally
- Benefit from the ideas, the connections, support of your unique communities.
- Learn from you past experiences.
- Engage in bi-directional learning.



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Grants

Program design will determine grant needs.

QUESTIONS & ANSWERS

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Questions & Answers

1. What will our Wikipedia legacy be if we are judged by the disparity in women's and men's biographies, and works by women and men?
2. What's the risk of buying into the "build it and they will come" movement?
3. Today's readers are tomorrow's editors. If we build this movement, will new editors want to participate in this work?
4. How do we build in a safe space environment?
5. Are we prepared to re-address the policies on Notability, Reliable Sources, and so on?

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Thank You