

# Supporting Diversity at Wikimedia

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Foundation



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**“Imagine a world in which every single human being can freely share in the sum of all knowledge.”**

“Though US-based, the organization is international in its nature. Our board of trustees, staff members, and volunteers are involved without discrimination based on their religion, political beliefs, sexual preferences, nationalities, etc... Not only do we accept diversity, but we actually look forward to it”

# Hiring Policy

- Positions can be remote
- Interview questions about work in a diverse environment
- Desire for foreign language/international experiences



Katie



Zhou



Chuck



Rachel



Nick

# LEGAL TEAM



Michelle



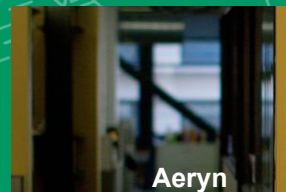
Rory



Jim



Stephen



Aeryn



Leighanna



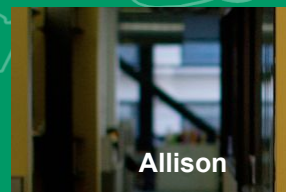
Ana



Jacob

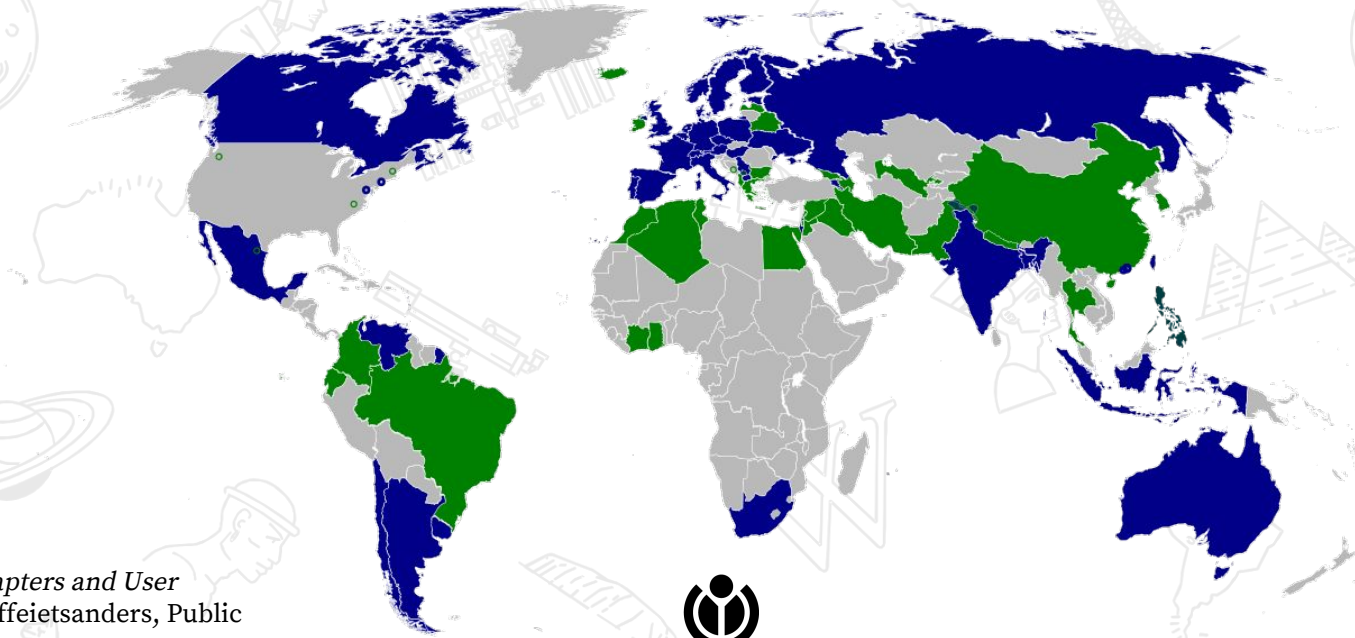


Jan



Allison

# Working with Our Communities



*Wikimedia Chapters and User  
Groups Map, Effeitsanders, Public  
Domain*



# Privacy/Anonymity:

- Anonymity on our projects provides a safe platform
- Privacy policy
- NSA lawsuit



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ILLUMINATE THE DARKNESS

SURVEILLANCE IS A SHADOW ON  
**FREEDOM**

*Stop  
Surveillance  
Poster, Rich  
Black, CC  
BY-SA 3.0*



# Diversity of Viewpoints



*Diverse Hands Painting, Dawn Hudson, Public Domain*



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# Supporting Geographic Diversity

- New Readers program
- Wikipedia Zero
- Anti-censorship initiatives



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*New Readers research Nigeria, Zachary McCune,  
CC BY-SA 4.0*

# Friendly Spaces Policy

“The Wikimedia Foundation is dedicated to providing a harassment-free venue and conference experience for everyone, regardless of gender, **sexual orientation, gender identity or expression, disability, physical appearance**, age, race, ethnicity, **political affiliation**, national origin, or religion—and not limited to these aspects.”



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# Wikimania



Wikimania 2015 - Group Photo, EneasMx, CC BY-SA 4.0

# Support at Funded Events:

- Safe space policies
- Education about inclusion
- Geographic diversity
- Technical Code of Conduct



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*Hackathon1, Yigor  
Yarovitsky, CC  
BY-SA 4.0*

A group of young girls in school uniforms lined up for class. They are wearing dark green dresses with white lace collars and white bows in their hair. The girls are standing in a line, looking towards the camera or slightly to the side. The background is a light-colored wall.

# Gender Diversity



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*Girls lining up for class, Al Jazeera English, CC BY-SA 2.0*

# Fighting Gender Imbalance:

- Events
- Education and Research
- Individuals



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*ArtAndFeminismNYC-Generations*, Michael Mandiberg, CC  
BY-SA 3.0



*Emily Temple-Wood at Wikimania  
2014, Victor Grigas, CC BY-SA 3.0*



*Barbara McClintock, Smithsonian, Public  
Domain*



# Anti-Harassment Support

- Harassment Survey
- Legal Fee Assistance Program
- Anti-Harassment Tools
- Future Plans

# Takeaways:

- Intentionality
- Research
- Resourcing
- Communication
- Expectations setting



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*The Islamic Academy for Peace  
Classroom, Mamujeeb97, CC BY-SA 3.0*

A close-up photograph of a person's hands holding a small, light blue globe. The globe is embossed with text in various languages, including Latin, Greek, and Chinese. The text is arranged in a grid-like pattern across the globe's surface. The hands are positioned to hold the globe gently, with the fingers visible on the sides. The background is dark and out of focus.

# Thank you



*Wikipedia mini globe handheld,*  
Lane Hartwell, CC BY-SA 3.0