Supporting Diversity at Wikimedia

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Who We Are
“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
LEGAL TEAM

Katie, Zhou, Chuck, Rachel, Nick, Michelle, Stephen, Aeryn, Rachel, Rory, Jim, Ana, Jacob, Jan, Leighanna, Allison
Working with Our Communities

Wikimedia Chapters and User Groups Map, Effieitsanders, Public Domain
Privacy/Anonymity:

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

Diverse Hands Painting, Dawn Hudson, Public Domain
Supporting Geographic Diversity

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

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.”
Support at Funded Events:

- Safe space policies
- Education about inclusion
- Geographic diversity
- Technical Code of Conduct
Gender Diversity
Fighting Gender Imbalance:

- Events
- Education and Research
- Individuals
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Barbara McClintock, Smithsonian, Public Domain

Emily Temple-Wood at Wikimania 2014, Victor Grigas, CC BY-SA 3.0
Anti-Harassment Support

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

- Intentionality
- Research
- Resourcing
- Communication
- Expectations setting

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

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