

Introduction

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Diversity and inclusion are inarguably one of the most important issues in our contemporary society. Any activity that aims to be or presents itself as a global activity must take into account the principles of diversity and inclusion. It is a positive development that communities and workplaces are actively encouraging measures that support inclusivity. Wikipedia and its sister projects are global projects in the way they engage contributors and readers, their scope and the range of topics they engage with. Contributors and community members who are greatly focused on enriching and ensuring the quality of content on Wikimedia projects often find it difficult to participate in and adapt to conversations on inclusivity in the free and open knowledge movement.

The Community Toolkit for Greater Diversity (CTGD) engages with a range of issues using the lens of diversity and inclusion. It aims to enable Indian Wikimedians to:

- find, identify and address gaps in diversity among contributors to Wikimedia projects, and
- increase the participation of and content pertaining to various underrepresented demographics on Wikim projects.

The CTGD is primarily meant to serve as reference material that incorporates the voices and active participation of demographics underrepresented on Wikimedia projects.

It is essential that there are conversations that initiate empathy and respect for differences.

Race, ethnicity, gender, class, sexuality, caste and dis/ability are important issues and must be taken into account during our work with the open knowledge communities. Another aim of the CTGD is to engage members of the Wikimedia community, volunteers from other organisations, and students who are interested in addressing the social, economic and cultural marginalisation via engaging them with open content projects.

This CTGD discusses 'diversity' in its myriad forms. It is comprised of different learning modules authored by individuals who are engaged with Wikimedia projects at different levels. The modules writers have used Wikimedia projects at a primary level (that is, participation in and organising of topical events), secondary level (that is, they are engaged with Wikipedia or its sister projects as readers) and tertiary level (that is, they are active in the movement for free and open knowledge). It was our aim that the range of diversity among our module writers questions our own practices of using, contributing and developing content in an open and inclusive manner. The learning modules are geared towards challenging our assumptions about individual engagement with the community, community

engagement with newcomers, introducing Wikimedia projects via outreach activities, and our behaviour (online and offline) towards other community members, users and contributors.

We hope that Wikimedians and non-Wikimedians alike would benefit from our effort. To provide feedback, comments and suggestions or to interact with the CTGD team, please use the information present on the [Contact Us](#) page.