

The background of the slide is a dark, stylized map from the game League of Legends, showing a top-down view of a game area with various terrain features and structures.

MAKING DIVERSITY & INCLUSION WORK

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RIOT GAMES

MAKING IT WORK?



ABOUT ME



DAMES MAKING GAMES

DMG.TO



INDIGICADE

Dames Making Games
x
Indigenous Routes



I wanted to **understand** marginalized communities and their **relationship** to games

1

Solving complex problems requires creativity

2

Implicit biases and stereotypes damage teams

3

Breaking down groupthink is a key to success

IT'S DIFFICULT THO

- It's incredibly overwhelming! 1
- It takes individual self-awareness 2
- It can be perceived as unfair 3

IT'S FINE IT'S FINE IT'S FINE

IT'S COOL

I HAVE A PLAN

OH NO OH NO OH NO

OH F#%!

NEVERMIND

OK... NOW WHAT?

1. ASSESS

Strip away assumptions
and understand the
landscape

“

Diversity policies
rarely make
companies **fairer**,
and they feel
threatening to white
men

Harvard Business Review
January 2016

WHAT ARE MY VALUES?



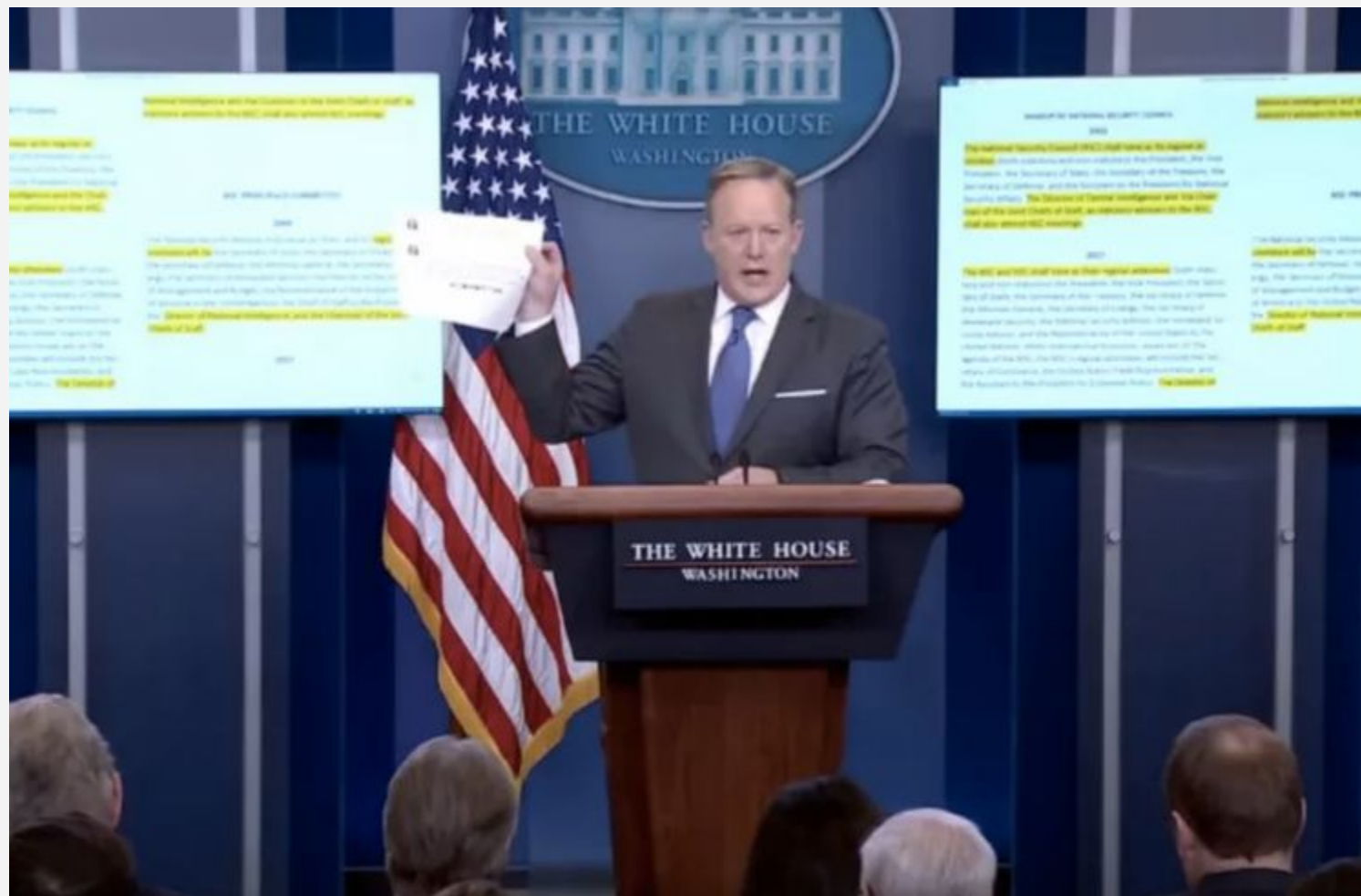
Gentle Persuasion

“

**After election,
diversity trainers
face a new version of
‘us versus them’**

NPR

November 2016



A photograph of a panel discussion at the Game Developers Conference (GDC) 13. Four women are seated at a long table covered with a dark cloth. The woman on the far left is looking towards the center. The woman next to her is looking down at a laptop. The woman in the center is looking towards the right. The woman on the far right is looking towards the center. The background is a blue curtain. To the left, there are several posters, including one for "GDC 13" and another for "RECON COMMANDER". The text "#1 Reason To Be" is overlaid in the center of the image in a large, bold, blue font.

#1 Reason To Be



We're **reducing** each other to identities or affiliations and leaving **nuance** at the door

1. ASSESS

Strip away assumptions
and understand the
landscape

2. CONNECT

Build relationships
with all kinds of
people - affected by
D&I and indifferent to
it

“

Your culture is the
loudest thing
happening in your
organization

Forbes

September 2016



FIXED

abilities are predetermined
either “smart enough” or not
failure is a setback



GROWTH

abilities are developed
intrinsic love of learning
failure is an opportunity



Thinking about diversity as an **intellectual
habit** unlocks a **growth mindset**

THEN WHAT?

1. ASSESS

Strip away assumptions
and understand the
landscape

2. CONNECT

Build relationships
with all kinds of
people - affected by
D&I and indifferent to
it

3. EMBED

Foster a culture where
D&I is part of daily
intellect and decision
making

SO WHAT'S RIOT DOING?



DIVERSITY IS
EVERYONE'S
PROBLEM TO SOLVE

Questions?