

**YOUR DEI INITIATIVES ARE
MAKING YOUR CULTURE
WORSE**

Anita Sarkeesian

“

**IN OUR RAPIDLY CHANGING SOCIETY WE
CAN COUNT ON ONLY TWO THINGS THAT
WILL NEVER CHANGE.**

**WHAT WILL NEVER CHANGE IS THE WILL TO
CHANGE AND THE FEAR OF CHANGE.**

**IT IS THE WILL TO CHANGE THAT MOTIVATES
US TO SEEK HELP.**

**IT IS THE FEAR OF CHANGE THAT MOTIVATES
US TO RESIST THE VERY HELP WE SEEK.**

– Harriet Lerner, The Dance of Intimacy

”

**YOUR DEI INITIATIVES ARE
MAKING YOUR CULTURE
WORSE**

**DEI IS BUILT ON
OTHERING
PEOPLE**



TROPES VS WOMEN IN VIDEO GAMES











diveRsity



**DEI ROLES
INCREASED BY 55%**

**LACK OF
PROGRESS**

“

**DEI IS OFTEN A PANACEA –
IT IS THE CORPORATE EMBODIMENT
OF A WATERED DOWN LIBERATORY
MOVEMENT —
IT IS AN ATTEMPT TO PRODUCE
EQUITY IN A SYSTEM THAT IS
FUNDAMENTALLY INEQUITABLE
AND RESISTS EQUITY.**

– DEI Manager

”

“

**LIKE EVERYTHING ELSE IN SOCIAL
LIFE, PRIVILEGE AND OPPRESSION
EXIST ONLY THROUGH SOCIAL
SYSTEMS AND PEOPLE'S
PARTICIPATION IN THEM.**

**PEOPLE MAKE SYSTEMS AND THEIR
CONSEQUENCES HAPPEN THROUGH
PATHS OF LEAST RESISTANCE THAT
SHAPE WHO PEOPLE ARE AND HOW
THEY PARTICIPATE.**

– Allan G. Johnson

”



PEOPLE

The diagram features a circular flow with two thick, light purple curved arrows. One arrow starts at the 'PEOPLE' label and points towards the 'SYSTEMS' label, while the other starts at the 'SYSTEMS' label and points back towards the 'PEOPLE' label, creating a continuous clockwise cycle. The background is a dark blue gradient with horizontal wavy lines in shades of purple and blue.

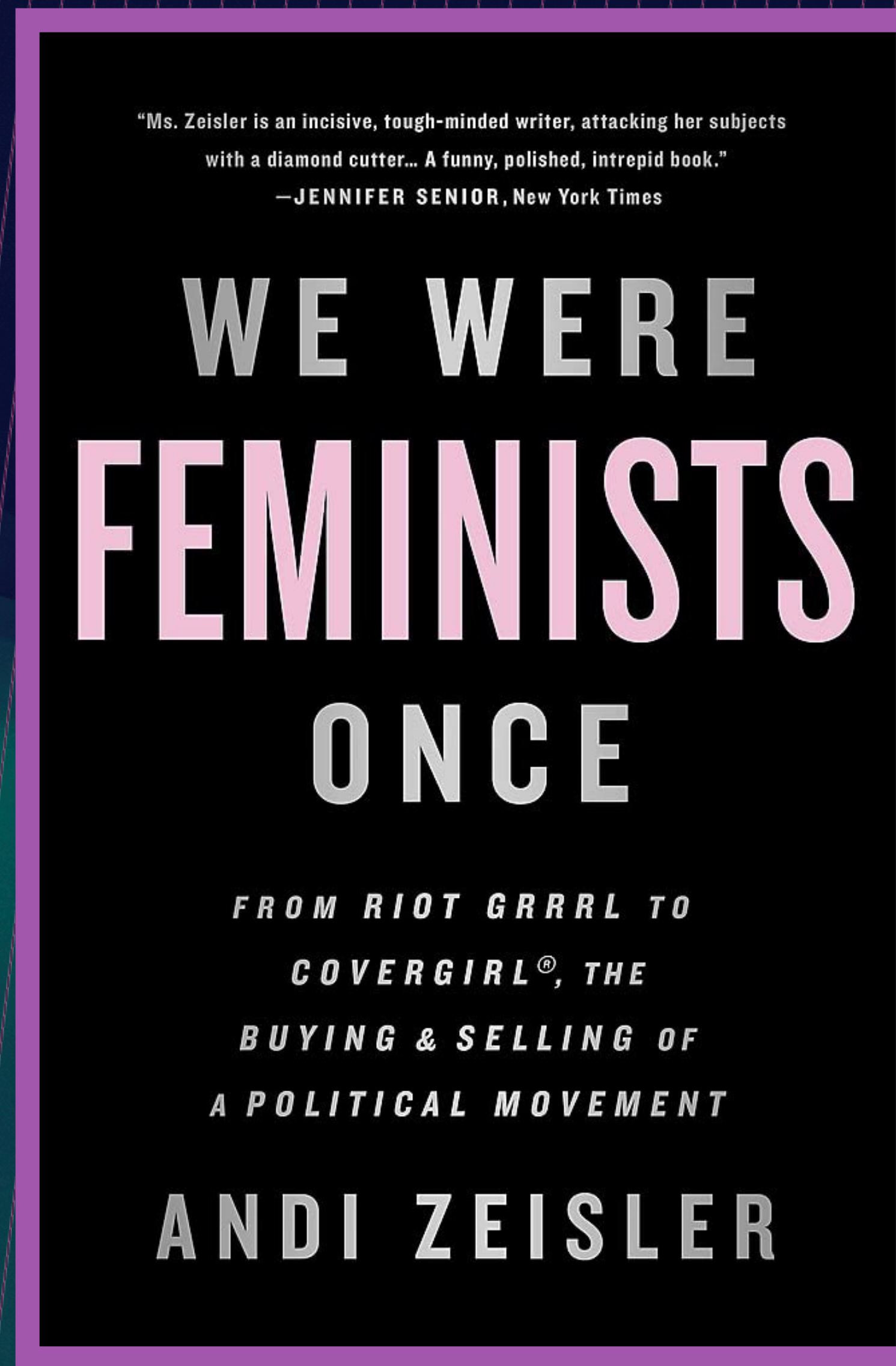
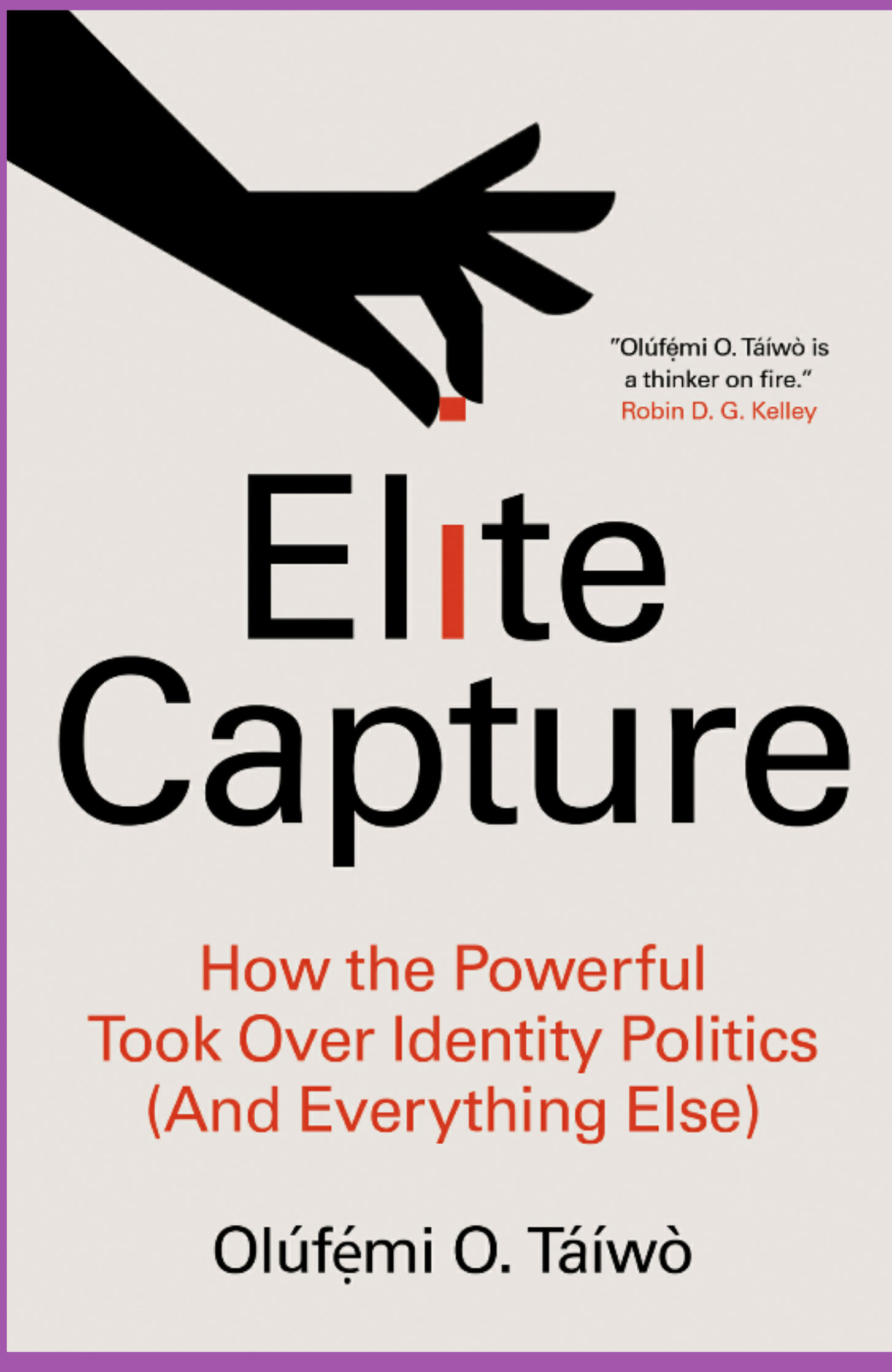
SYSTEMS



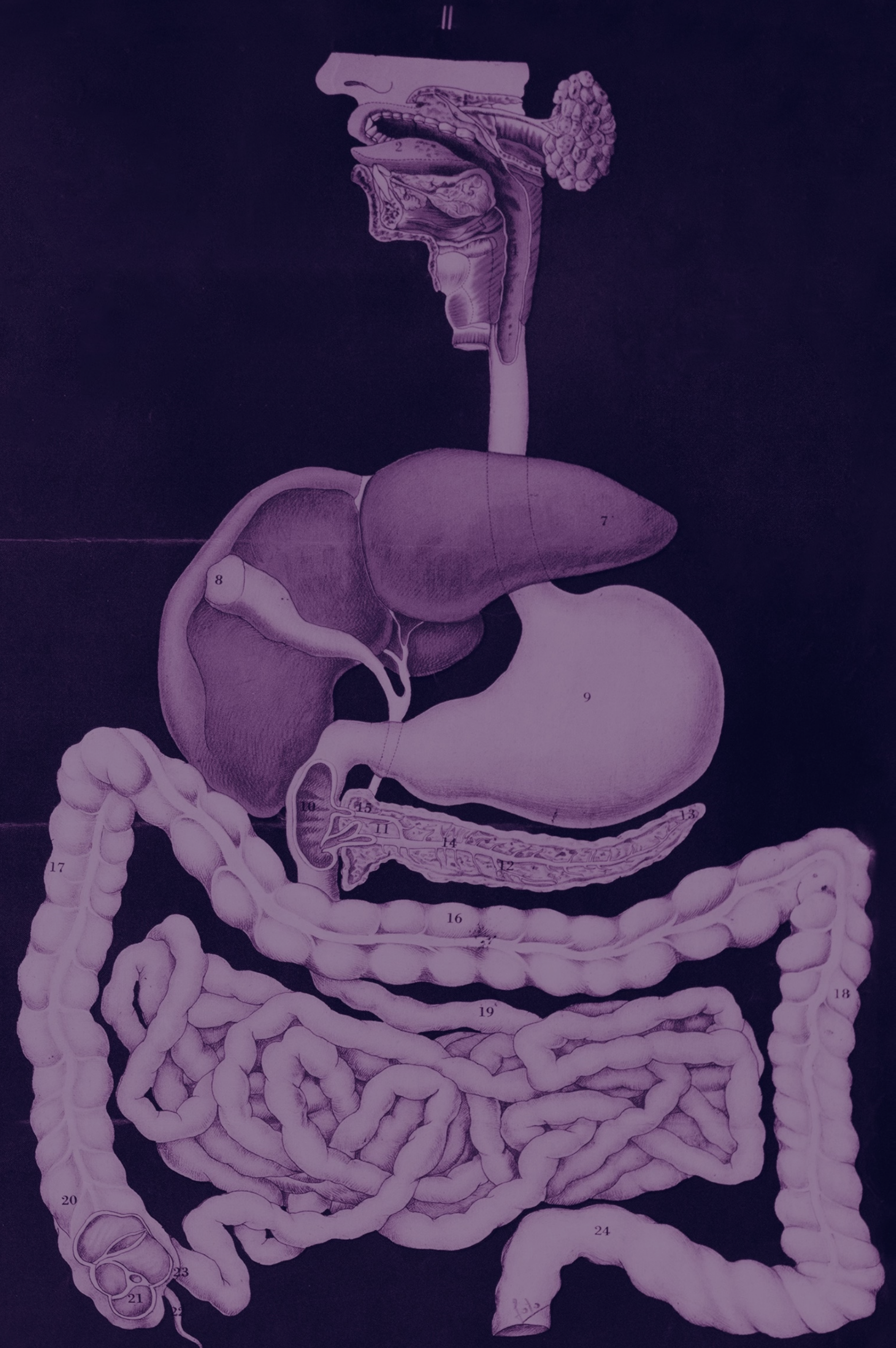
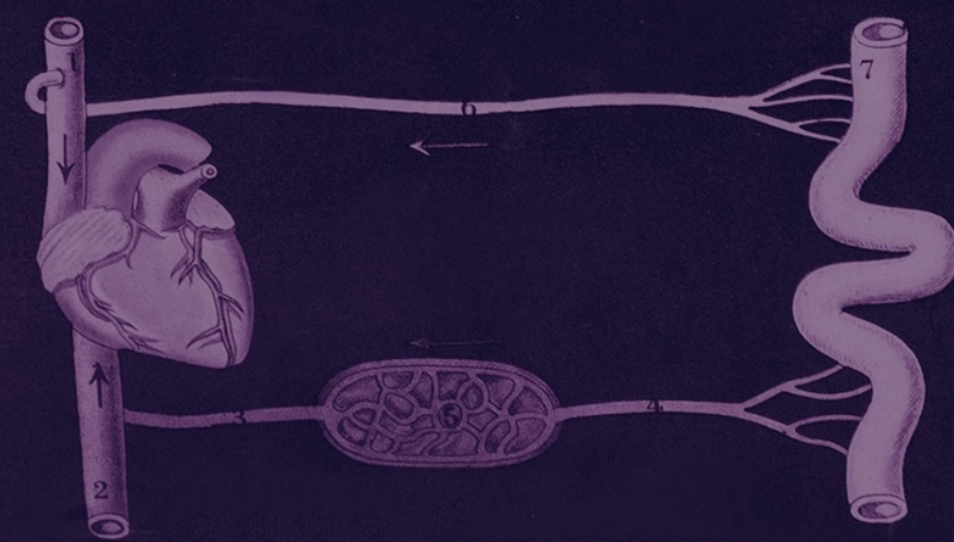
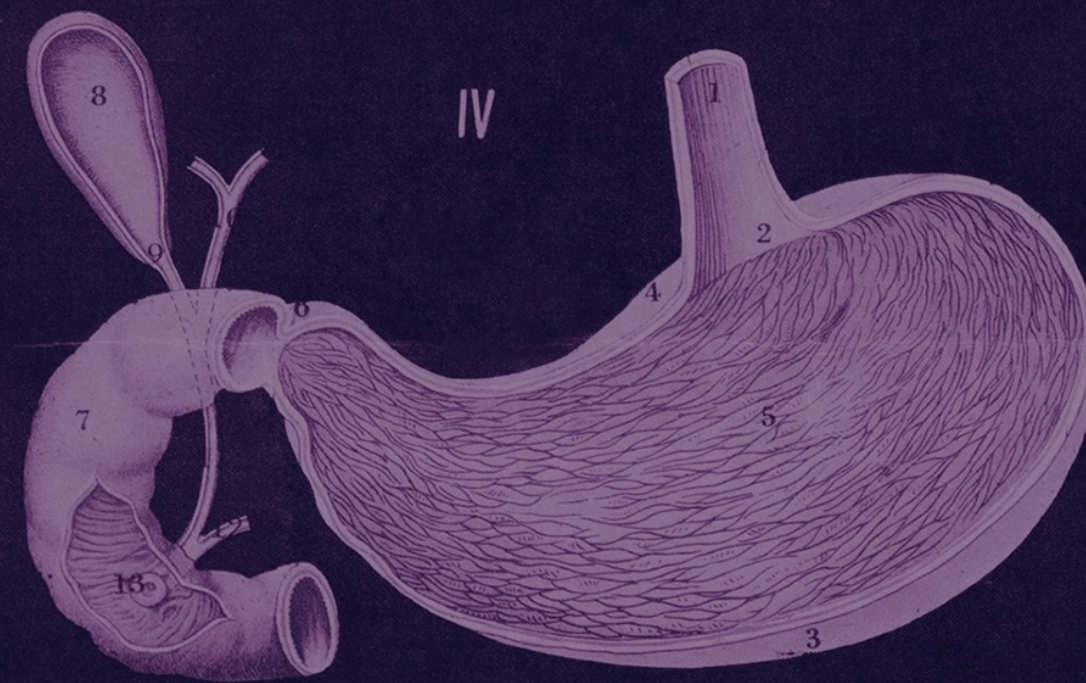
PATHS OF LEAST RESISTANCE

**THE PROBLEM IS, AS
STATED ABOVE THAT**

**DEI IS THE CORPORATE
EMBODIMENT OF A WATERED
DOWN LIBERATORY
MOVEMENT**







76.1% ARE WHITE

**MEN ARE BEING PAID
MORE THEN WOMEN
ON AVERAGE**

HARM AND THE CONSEQUENCES OF HARMFUL ACTIONS

**MANIPULATION AND CONTROL
COERCION OR THREATS
MISUSE OF POWER
FORCE OR INTIMIDATION
GASLIGHTING
SHAMING
ABUSE OR ASSAULT
PERPETUATING SEXISM, RACISM,
HOMOPHOBIA, TRANSPHOBIA, AND
OTHER FORMS OF OPPRESSION.**

I AM

HURTING

The background features a dark blue gradient with horizontal wavy lines in shades of blue and purple. A thick, vibrant red brushstroke, resembling paint splatters, runs diagonally across the center of the image, partially obscuring the text.

THE ONE SOLUTION



A woman with curly hair and a nose ring is shown from the chest up, looking upwards and to the right. She is wearing a dark, textured sweater over a striped shirt. The image has a dark, semi-transparent overlay. Large, white, bold, sans-serif text is centered over the image.

**WHAT IS
TRANSFORMATIVE
JUSTICE?**



**WHAT IS
TRANSFORMATIVE
JUSTICE?**



**HARM DOES NOT
HAPPEN IN A
VACUUM**

**WE NEED TO BREAK CYCLES OF HARM
AND PREVENT FUTURE VIOLENCE**

**WE MUST SUPPORT THE
PEOPLE WHO WERE HARMED
IN THEIR HEALING AND THE
PEOPLE WHO CAUSED HARM
IN THEIR ACCOUNTABILITY**

**THIS IS ABOUT
ALL OF US**

**WHAT SYSTEMS, CULTURE,
CIRCUMSTANCES ARE AT PLAY?**

**ACKNOWLEDGE
THEM**

HOW DO WE BREAK THE CYCLE?

**TRY SOMETHING
NEW**

**WHAT WOULD BE HEALING FOR THOSE
WHO WERE HURT?**

HONOR THAT

**HOW DO WE HELP THOSE
RESPONSIBLE TO UNDERSTAND WHY
WHAT THEY DID WAS WRONG?**

BREAK THE CYCLE

HOW AM I A PART OF THIS?

**WE ARE ALL A PART
OF THE STORY**

INSTEAD OF SAYING

**“WE WANT TO BE
WELCOMING”**

WE CAN SAY

**“WE HAVE NOT BEEN WELCOMING TO
WOMEN, BIPOC, TRANS, QUEER,
DISABLED FOLKS, ETC.**

**HERE’S HOW WE ARE GOING TO START
TRYING TO MAKE THAT RIGHT.”**

PASSIVE VS ACTIVE

**INSTEAD OF ZERO
TOLERANCE
POLICES OR SAYING**

**“WE DON’T TOLERATE
HARASSMENT”**

HOW ABOUT

“HARASSMENT/ABUSE/ASSAULT HAS HAPPENED HERE. PEOPLE WERE HURT AND TREATED IN WAYS THAT ARE NOT ACCEPTABLE. THE INDIVIDUAL IS RESPONSIBLE, BUT SO ARE WE AS THE CULTURE AND COMMUNITY THAT ALLOWED IT TO HAPPEN. HERE’S HOW WE ARE GOING TO START CHANGING THE WAY WE TALK ABOUT AND LOOK OUT FOR THOSE THINGS.”

HOLISTIC STUDIO WIDE INTEGRATION

CAUCUSES OF PRIVILEGE

TRANSPARENCY



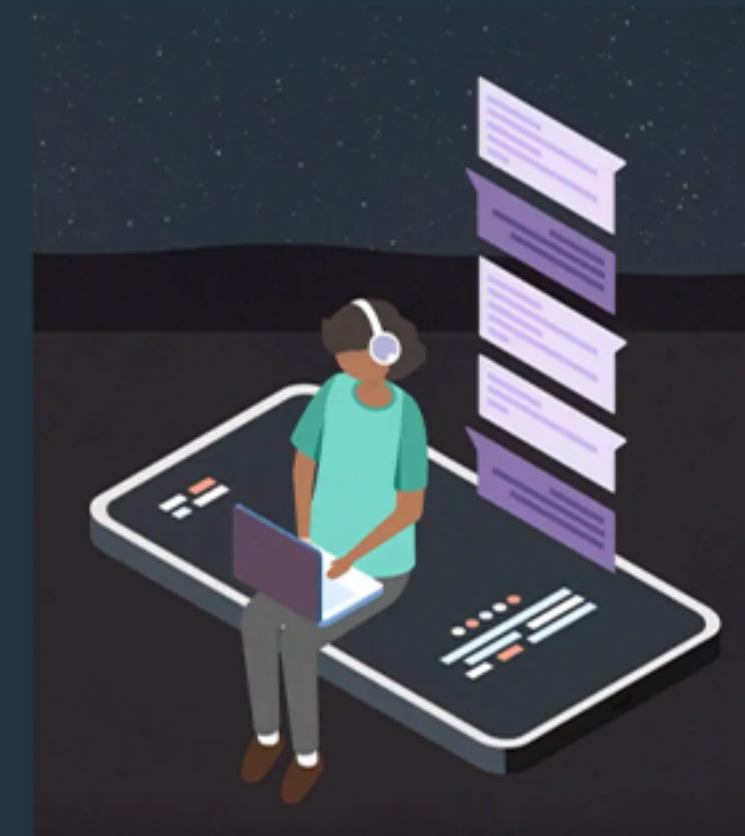
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The Culture Shift Help Desk

The Culture Shift Help Desk is a consultation service for those in the games industry and in gaming communities who are trying to bring a liberatory and transformative way of thinking towards addressing harm, abuse, and oppression in their spaces.

We can help you think through your situation, project, or efforts using a trauma-informed, survivor-centered lens that approaches accountability in a way that seeks to foster behavior change, repair and healing, and the transformation of the circumstances that allowed the harm, abuse, and oppression to happen.

Has abuse, assault, or harmful behavior been more openly revealed at your workplace or in your community? Has your studio or organization been called out for perpetuating oppression? Is a history of predatory or hostile behavior has haunted your workplace or community, continuing to create conflict and mistrust years later? Are you are wanting to proactively diminish the conditions for harmful and oppressive patterns at your workplace?

Fill out this form to reach out to the help desk:

Your Name (required)

THANK YOU



RESOURCES
MENTIONED

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