

Playbook

A TOOLBOX FOR EQUALITY IN THE GAMES INDUSTRY IN STOCKHOLM, 2018 EDITION
By Women in Games Stockholm, WIGJ, Stockholm Games Industry

**GREAT THINGS NEVER CAME
FROM COMFORT ZONES**

Content

Introduction	3
Methods	6
How to use this book	8
The Issues	9
Our Toolbox	10
Being cut off	10
Harassment not taken seriously	13
Women as administrators	14
The Game Changer Challenge	17
Thank you	18

Introduction

Game development is thriving throughout Stockholm and has a tightly knit community where collaboration trumps competition. This sense of belonging spurs wanting to be the best game development city in the world.

We are making steady progress with awareness of gender bias and the inclusion of women in the workplace. This is due not only to the general appreciation of diversity in the Stockholm gaming culture, but also an urge to expand our shared base of knowledge and experience.

In 2016 a group of women got together for monthly lunches, since so many of them were the only woman in their group, office or entire company. Over the following months, the group grew from a handful to nearly 250 members.

On the other side of the North Sea, WIGJ (Women In Games Jobs) was electing ambassadors to work on getting more women into the industry, and yes, Stockholm got one too - John Hargelid, CIO at Paradox Interactive. Hargelid got connected to the lunch group and a plan was formed on how to raise awareness for WIGJ as well as start a grassroots movement to increase the number of women in the games industry.

Something needed to be done.

**EVERYONE YOU WILL EVER MEET
KNOWS SOMETHING THAT YOU DON'T**

Methods

We started a workshop with two aims - to 'Recruit' and 'Retain' women to the industry. It took place on April 27th 2017 in Paradox's offices. We simply called it the Equality Workshop.

Preceding this workshop, two "pre-workshops" were held exclusively for women, transgender, genderqueer and non-binary people, to discuss which equality problems we have in our workplaces, in our city, in our careers.

Each session resulted in hours of heated conversation about both issues and good things that have been done. After the sessions, all topics were listed and the participants voted for the most urgent ones to address. These topics were then used as a basis for the workshop material.

Around 50 participants represented more than 10 games companies, organisations and schools in and around Stockholm. After the workshop, our discussions and findings boiled down to this playbook and a challenge for all the game companies in Stockholm.

How to use this book

This book is for everyone who is working in or is curious about the games industry, both as an enlightening text about the most common equality issues and as a helpful guide for anyone who has encountered them.

The issues

We encountered a wide range of problems (twenty-four to be precise) but decided to narrow it down to the three most common ones we had experienced.

These three most common issues are

- being repeatedly cut off by male colleagues in meetings and discussions, until the point where the person in question stops trying to be heard.
- that harassment is not always taken seriously, especially when it comes to sexual harassment.
- how women end up with administrative chores instead of what's in their job description.

Our Toolbox

To help tackle these issues, we created this toolbox for everyone who is working with us in the games industry - management, students, experts and novices alike, each with their unique angle and input.

Being cut off

Being repeatedly cut off is something that may silence those who are not the loudest. Assertiveness is often seen as a coded-male quality, and often considered as a stance of aggression in women. For many, it can be a fine balance between speaking up and risking adverse consequences, or not speaking at all and missing the opportunity to add vital input. Whilst gender bias has no quick fix, there are a few different methods that people who find themselves interrupted - or those who see it happening - can employ to stop the problem in its tracks.

Bring a notepad

This is something for both parts - the interrupting and the interrupted. Yes, we all understand that sometimes a genius idea strikes and you just have to shout it out as it happens... or you can write it down to make sure you don't forget what you were about to say, until the person currently speaking has finished. Notepads are amazing. Bring one.

Echoing

A big part of the issue of being cut off is when an idea isn't recognized until a male counterpart brings it up. If you notice that someone isn't getting the deserved credit for their ideas, you can help by echoing the original statement along with the name of the person who first mentioned it.

Raise your hand/Give a sign

Yes, old fashioned hand raising is actually a fully acceptable way of letting the group know that you have something to say. (We asked!) Especially when the volume rises and you might not be the loudest of participants, keep your hand held high until acknowledged and you are free to speak.

Moderating meetings

Always have a moderator in meeting with more than a few members. This person is given the responsibility to make sure everyone gets heard and that everyone is given an equal opportunity to share their input.

Email afterwards

When all else fails, you can always email any missed points to those involved after the meeting.

Harassment not taken seriously

That fact that harassment is not always taken seriously by managers and coworkers should not even need to be on this list, but here we are. In 2018, this needs to stop for good.

Documentation

If you are harassed (sexually or otherwise) at work and your manager and/or HR will not listen or just laugh it off, make sure you document these occurrences for future reference. Remember to write down when and where it happened. Speak with your union representative if you have one.

Intervene

Experienced sexist slurs or racist jokes in your environment? Speak up! Sometimes the person saying it doesn't even know. And if someone

catches you saying something that adds to a toxic environment for minorities in your workplace - learn from your own mistakes and join the teamwork to eliminate (even unintentional) harassment in the games industry in Stockholm. A “thank you” for giving you the opportunity to better yourself would even be in place. Co-op ftw!

Behaviour guidelines

This is something that some companies have long established, while others never thought of it. We highly recommend every single company to think about it and document what is ok or not in your workplace.

Women as administrators

Although men hold the vast majority of employments at game companies, women often end up with the administrative tasks or menial chores outside of their job description.

Volunteer to share

If you are a man, take note if this happens at your workplace and offer to share this work. Insist, even. It can be really hard to not do what everyone expects of you and it takes a long time for habits to wear off.

Ask why

If you are the one who always ends up with these unwanted tasks, delegate and if no one else will do it, ask your manager why you are the one asked to do these things.

Career goals

Chances are slim that these tasks help you reach your career goals, and both you and the company would benefit from you focusing on your job instead of washing up or cleaning. Do keep this in mind and make sure anyone who needs to know this does too.

ALONE WE CAN DO SO LITTLE
TOGETHER WE CAN DO SO MUCH

The Game Changer Challenge

At the end of our Equality Workshop, we all came with suggestions for how we could challenge the games industry in Stockholm to change and take charge of making it a catalyst for equal opportunity.

Of all the different suggestions, the four most popular ones ended up in the challenge (plus a bonus challenge!).

The final Game Changer Challenge poster can be found at <https://goo.gl/w7xoGS>

Thank you!

A huge thank you to Paradox Interactive for hosting the workshop. Thank you all companies, schools and organisations that joined.

Thank you John Hargelid, Pia Jacobson and Jenny Nordenborg for arranging.

Most of all - thank you everyone who participated and proved what a progressive and collaborative industry we are! **Together, we've got this.**

