



Inclusion 101

The background image is a blurred photograph of a cultural festival. In the foreground, a young child is crouching on the grass, wearing a yellow fringed garment. To the left of the child is a small fire pit made of stones with a wooden structure and a red cloth hanging from it. In the background, a crowd of people is visible, some wearing traditional clothing, and a blue tent structure is partially seen.

Let's start our session with a land acknowledgement!

Welcoming gestures matter because...

**We've gathered together to learn
about inclusion in gaming.**

This is going to be a group effort...

**Our objective is to make this
community better for everyone.**

A group of Pokémon are playing in a pond. Pikachu is jumping in the air with its arms raised. Bulbasaur is on the left, Squirtle is in the center, and a large blue Pokémon (likely a Seel) is on the right. They are all splashing water. The background shows a sunset or sunrise with mountains.

It is important to remember...

**We are here because we care about
our community and each other.**

Let's be very clear...

**We aren't here to call people out.
Today is about team building.**



Working together over the next few hours...

**We're going to level up our skills and
chart a plan for positive change.**

Before we rush into making positive change...

**First let's get to know more about
what our community is like.**



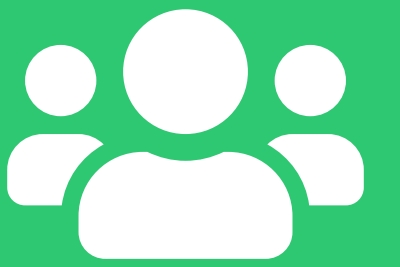
Get ready for a group activity...

Time to “Cross the Line”!



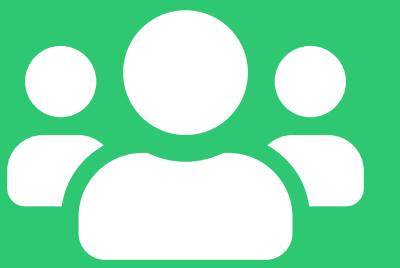
Cross the line if you...

Play video games.



Cross the line if you...

Consider yourself a "real gamer".



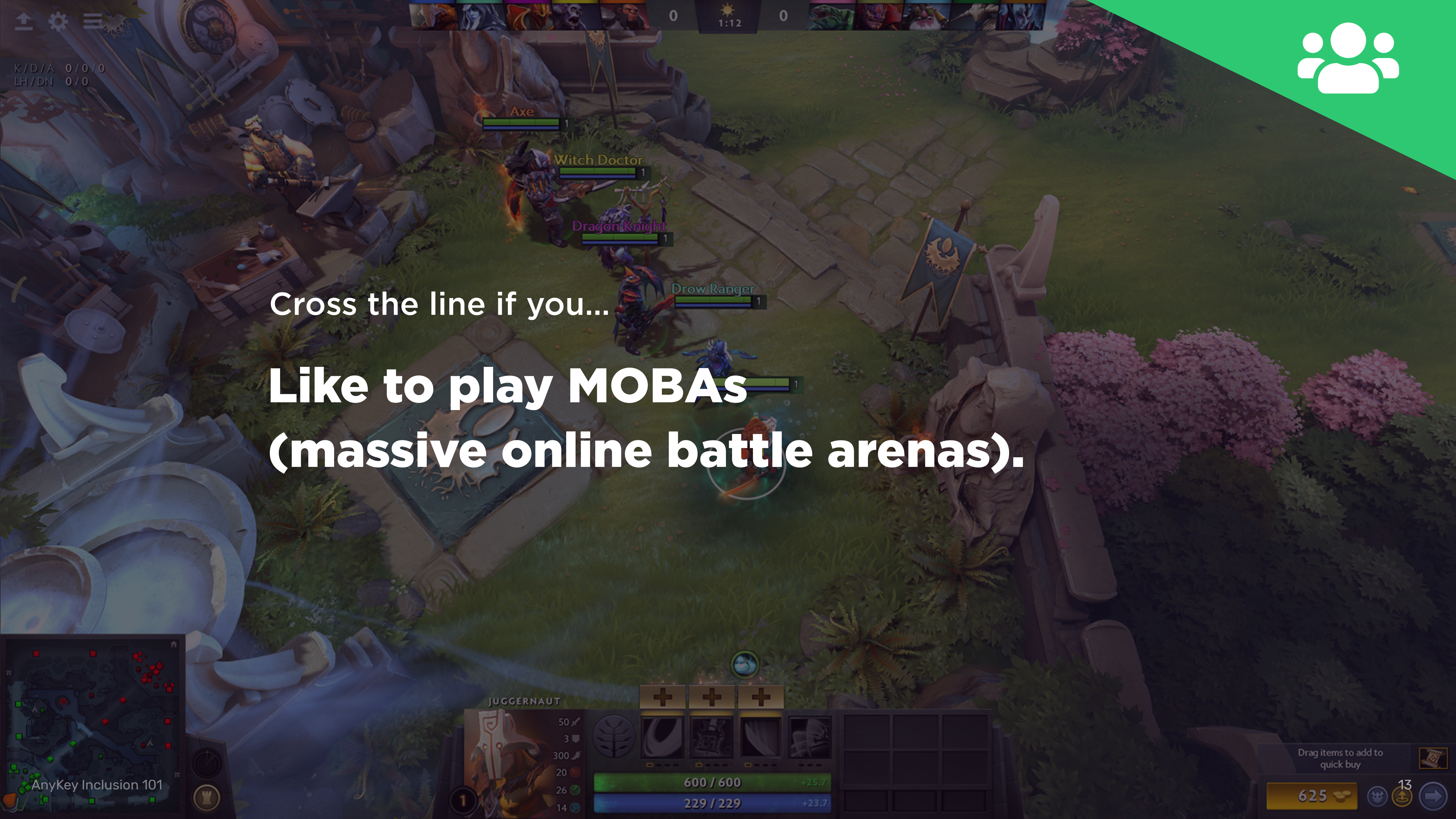
Cross the line if you...

**Like to play FPSs
(first person shooters).**



Cross the line if you...

**Like to play MOBAs
(massive online battle arenas).**



JUGGERNAUT

50

3

300

20

26

14

600 / 600

229 / 229

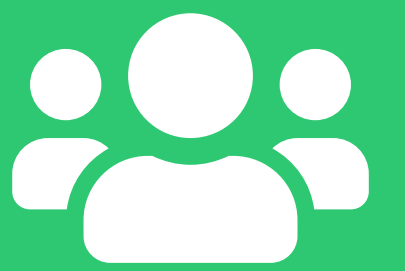
+25.7

+23.7

Drag items to add to quick buy

625

13



Cross the line if you...

**Like to play RTSs
(real-time strategy games).**



BOSS
COMBAT LOG

Bomb A begins casting Oil.

1 401,307

Cross the line if you...

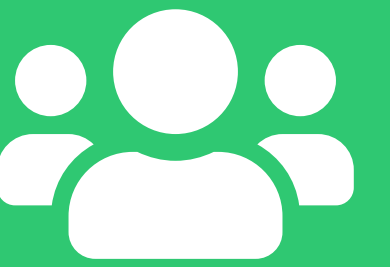
**Like to play RPGs
(role playing games).**

70

65

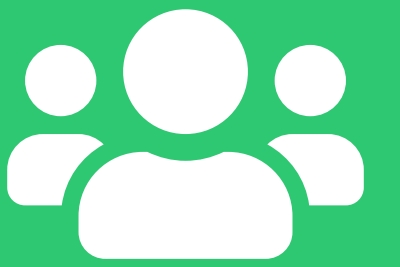


Attack	G	Vaan	2673	3588	MP 363
ACTION	2	Hits			
Attack	G	Balthier	2448	2990	MP 358
Attack	G	Ashe	2389	2725	MP 385
ACTION		Reddas	1103	1776	MP 260



Cross the line if you...

Identify as a woman.



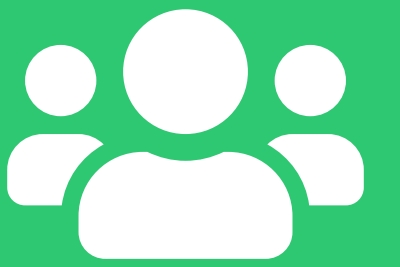
Cross the line if you...

Identify as a man.



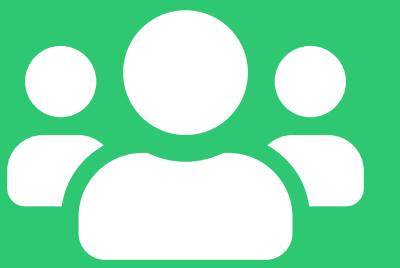
Cross the line if you...

**Identify as non-binary, agender, or
gender non-conforming.**



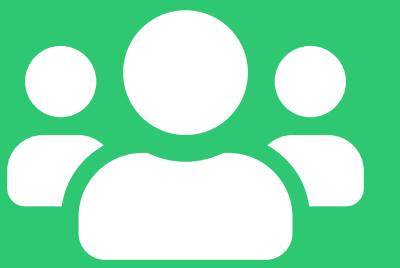
Cross the line if you...

**Have been teased, harassed or
discriminated against because of
your gender.**



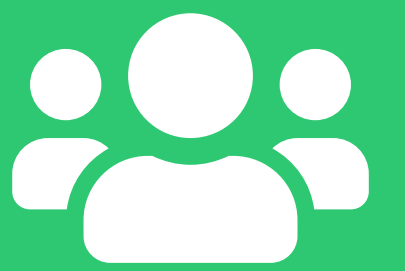
Cross the line if you...

Play as a tank.



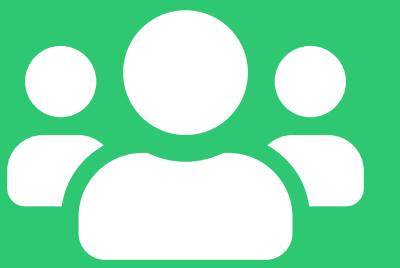
Cross the line if you...

Play as a healer.



Cross the line if you...

Play as a mage.



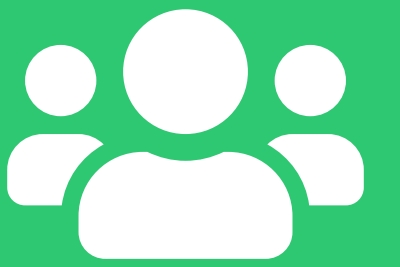
Cross the line if you...

Don't know what tanks, healers, and mages are.



Cross the line if you...

Identify as straight.



Cross the line if you...

Identify as gay, bi, pan, or queer.



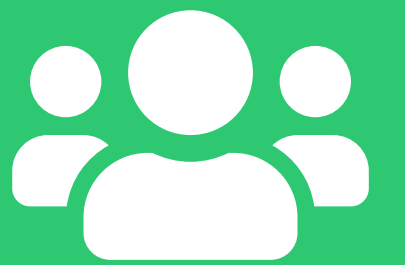
Cross the line if you...

Identify as demisexual or asexual.



Cross the line if you...

**Have been teased, harassed, or
discriminated against because of
your sexuality.**



Cross the line if you...

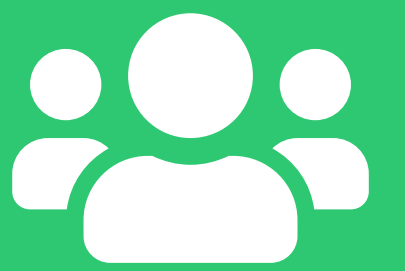
Focus on strategy when playing



Cross the line if you...

Focus on speed/DPS when playing.

Name	D%	DPS	CH	Hit	Miss	
 [Name]	7%	4836.98	19.9%	573	0	83
 [Name]	6%	4455.79	28.5%	520	0	74
 [Name]	6%	4431.88	26.9%	517	0	60
 [Name]	6%	4101.40	19.5%	471	0	50
 [Name]	5%	3999.99	19.9%	472	0	48
 [Name]	5%	3974.81	17.0%	530	0	59
 YOU	5%	3851.62	35.1%	333	0	82
 [Name]	5%	3854.22	16.1%	249	0	66
 [Name]	5%	3755.14	39.2%	661	0	51
 [Name]	5%	3601.26	10.0%	224	0	50



Cross the line if you...

Focus on having fun when playing.



Cross the line if you...

Have a disability.



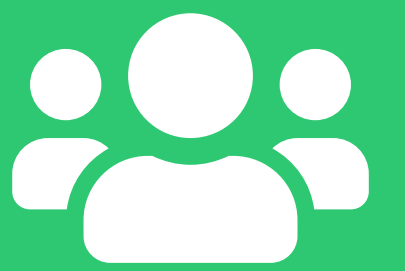
Cross the line if you...

Don't have a disability.



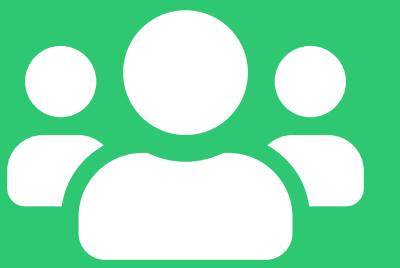
Cross the line if you...

**Have been teased, harassed, or
discriminated against because of
your disability.**



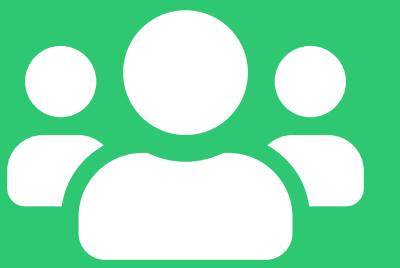
Cross the line if you...

Have ever rage quit a game.



Cross the line if you...

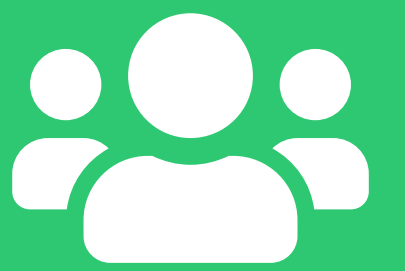
Have ever held a world record or topped a leaderboard.



Cross the line if you...

Have ever used a cheat code.





Cross the line if you...

Have ever lost.

You have died of dysentery.



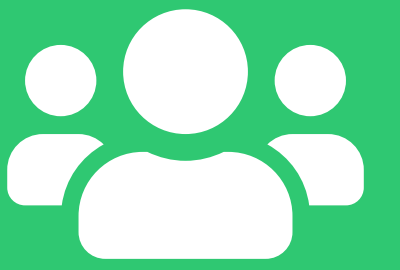
Cross the line if you...

Consider yourself mixed race.



Cross the line if you...

Consider yourself a person of color.



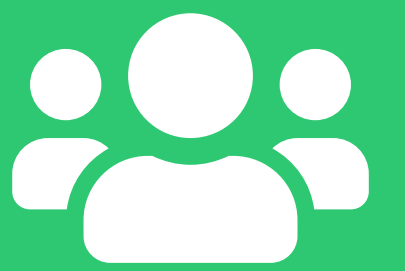
Cross the line if you...

Consider yourself white.



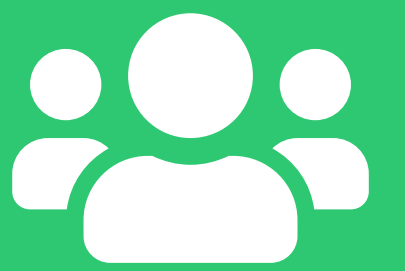
Cross the line if you...

**Have been teased, harassed, or
discriminated against because of
your race.**



Cross the line if you...

Like to play fighting games.

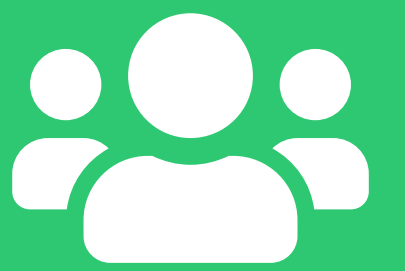


Cross the line if you...

Like to play puzzle games.

Tetris

Back to Back



Cross the line if you...

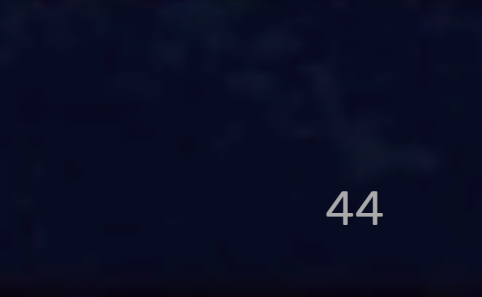
Like to play adventure games.

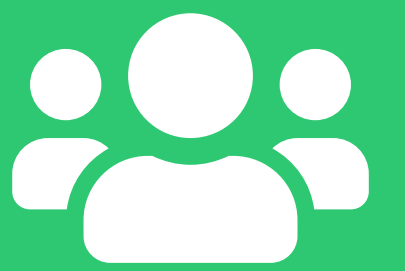
Open
Close
Give

Pick up
Look at
Talk to

Push
Pull
Use

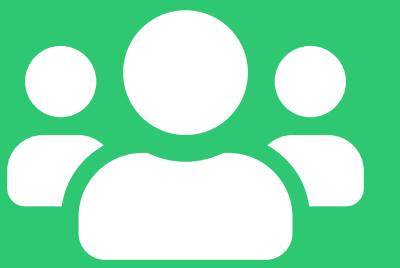
Walk to





Cross the line if you...

Like to play platformers.



Cross the line if you...

Grew up in a middle class family.



Cross the line if you...

Grew up in a working class family.



Cross the line if you...

Grew up in an upper class family.



Cross the line if you...

**Have been teased, harassed, or
discriminated against because of
your economic status.**



Cross the line if you...

**Have someone close to you who is
LGBTQ+.**



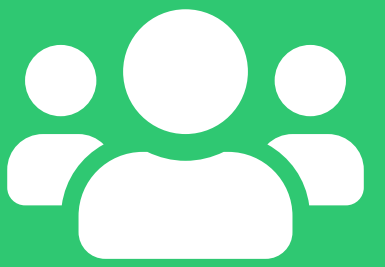
Cross the line if you...

**Have someone close to you who has
a disability.**



Cross the line if you...

**Have someone close to you who has
(or had) some type of serious
medical issue.**



Cross the line if you...

Have someone close to you who receives (or received) public assistance.



Cross the line if you...

**Have someone close to you who is
(or has been) in jail.**



Cross the line if you...

**Have someone close to you who is
affected by addiction.**



Cross the line if you...

Have someone close to you who has been teased, harassed, or discriminated against because of who they are.



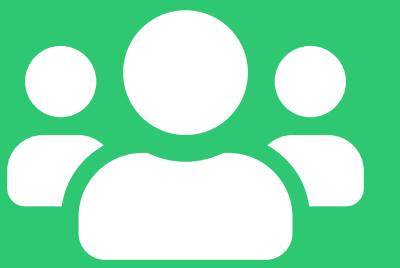
Cross the line if you...

**Have someone close to you who has
been assaulted or raped.**



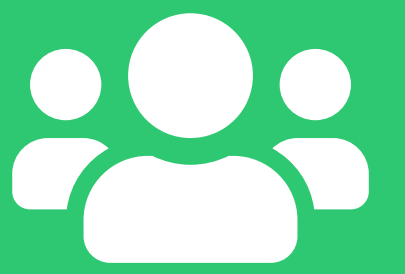
Cross the line if you...

**Have lost (or almost lost) someone
close to you to suicide.**



Cross the line if you...

Feel lonely sometimes.



Cross the line if you...

Feel loved by someone.



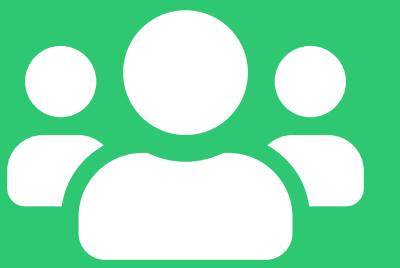
Cross the line if you...

Care about the other people in this group.



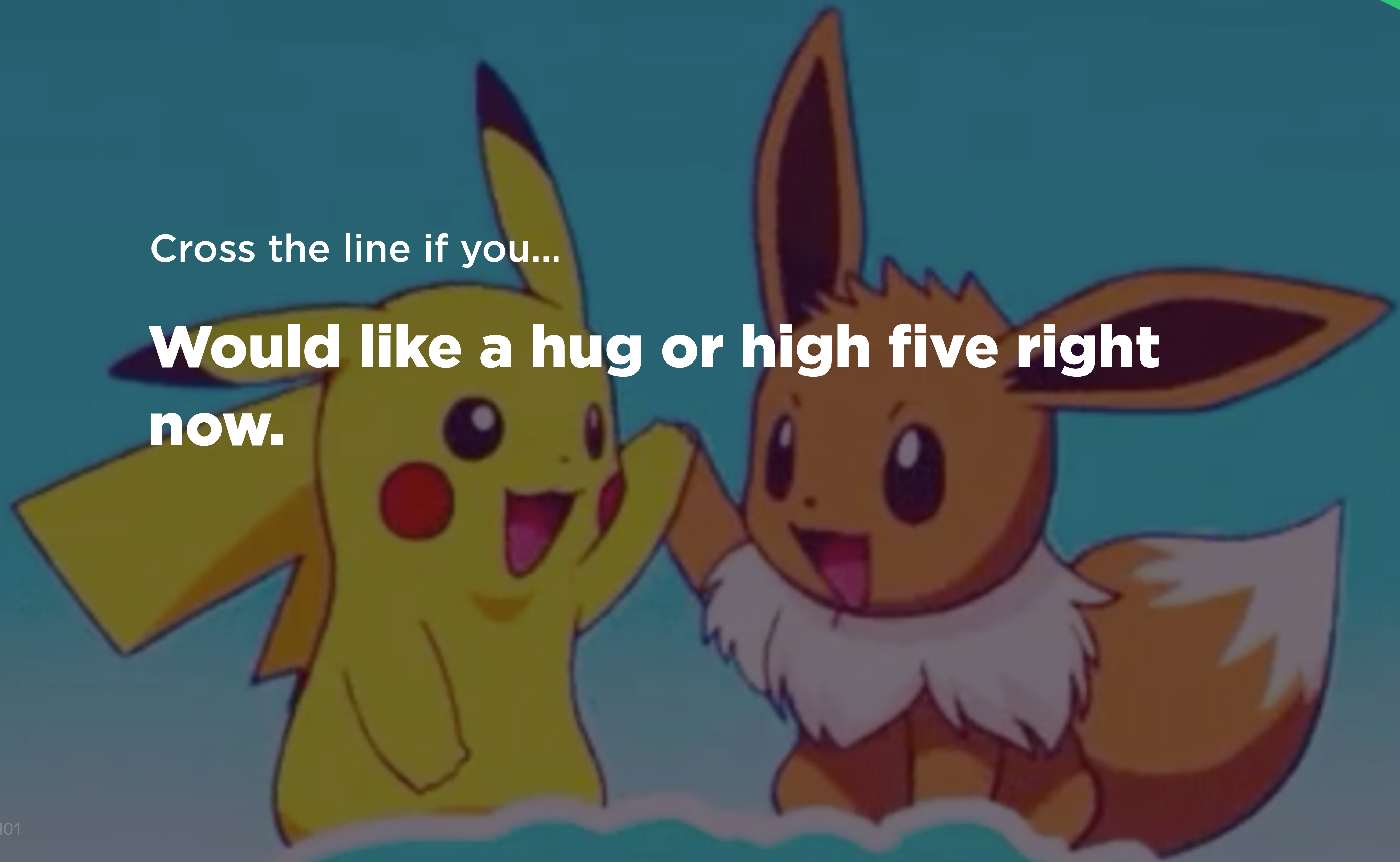
Cross the line if you...

**Want this community to be a place
where people feel supported.**



Cross the line if you...

Would like a hug or high five right now.





Consider and discuss together...

How did that make you feel?

What was it like when only a few people crossed?

Were you surprised by things you learned?

Let's congratulate ourselves for that effort...

**Woot! Now we know more about
who is represented in our community.**

In order to put our group in context...

**We should inform ourselves about
the reality of gaming.**

Men and women play games at similar rates...

47% of adult men play video games¹

39% of adult women play video games¹

97% of teen boys play video games²

83% of teen girls play video games²

¹ <https://www.pewresearch.org/fact-tank/2017/09/11/younger-men-play-video-games-but-so-do-a-diverse-group-of-other-americans/>

² <https://www.pewinternet.org/2018/05/31/teens-social-media-technology-2018/>

People of all races are gamers...

41% of white adults
play video games¹

44% of black adults
play video games¹

48% of hispanic adults
play video games¹

90% of white teens have a
PC or console at home²

89% of black teens have a
PC or console at home²

82% of hispanic teens have a
PC or console at home²

¹ <https://www.pewresearch.org/fact-tank/2017/09/11/younger-men-play-video-games-but-so-do-a-diverse-group-of-other-americans/>

² <https://www.pewinternet.org/2018/05/31/teens-social-media-technology-2018/>

Disabled and LGBTQ+ folks are as likely to game as able, cis, and straight people...

20% of casual gamers are disabled¹

65% of LGBTQ+ folks play video games²

63% of straight, cis people play video games²

¹ <https://www.gamesindustry.biz/articles/popcap-games-research-publisher-s-latest-survey-says-that-casual-games-are-big-with-disabled-people>

² <https://www.nielsen.com/us/en/insights/article/2015/how-diverse-are-video-gamers-and-the-characters-they-play>



If all kinds of people are already playing games...

**What might we still want to improve
about gaming?**

A group of people, likely esports players, are shown in a dimly lit room with a brick wall. They are wearing blue and white jerseys and large headsets. Three people in the background have their arms raised in celebration. In the foreground, a woman with glasses and a headset is smiling and clapping. The scene is filled with computer equipment and cables.

Inclusion!

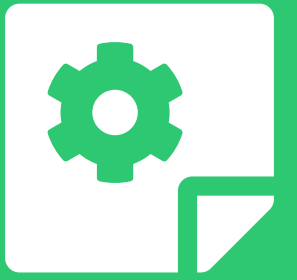
Even if they are represented, marginalized folks might not be able to meaningfully participate in your community.

But what if I'm still not convinced this is important...

Why should I take this inclusion stuff seriously?

Start by acknowledging that words have impact...

**Being edgy for lulz isn't just a joke.
It has real consequences.**



Get ready for a group activity...

Time to “Share Their Stories”!



Experiencing social isolation.

I've always had a love for gaming since my uncles gifted me my first Nintendo console. But growing up it was difficult to find other black women that liked to play. When gaming doesn't ever come up as a topic of discussion with your friends, it becomes very isolating.



Jay-Ann Lopez

@blackgirlgamers

Being prevented from participating.

There was way too much going on after I got banned, I couldn't handle it, and I decided to skip my school for a semester. That was really stressful for me and I was really worried about the two casters involved in the incident as well. We were just trying to defend our rights; you shouldn't have to be worried about things like that.

Ng Wai Chung

@blitzchungHS



易先生 & 偷米

Live from Taipei



blitzchung

@blitzchungHS

Having your authenticity questioned.

When I first started to work as a host, there were a lot of comments that would question my intent and question my love for the game. I came into this space because I truly, truly loved StarCraft, and it was really bewildering to me to see that there were so many people that could not believe that. No matter how hard I worked or how hard I tried, if they just saw me as "other," there wasn't much I could do.



CERTIFICATE OF AUTHENTICITY

自然が豊かなアローラ地方。多くのクリエイターと
共に、たくさんのことを。アイディアを、全力で

つめこんでました。

強さを追求したり、ポケモンを集めたり、

新しい発見や、仲間との絆、体験を

楽しんでほしいです。

Welcome to the nature-rich Alola region! I poured my full power into filling Alola
with so many details and ideas. I hope many of you will enjoy the story of these games.
I would be delighted if each of you Trainers enjoyed your own adventures and experiences
here in your search for greater strength and ever more Pokémon.

No. 03328 / 20,000



ohmori!

— Shigeru Ohmori

Sue Lee
@Smix



Dealing with identity-based trash talk.

People try to trash talk me for being a furry, but it doesn't bother me at all. I'm just like, "well you're kinda getting whooped by a furry, that's kinda godlike." I'm willing to bear the torch, if it means a lot more people get to feel comfortable being themselves when they look at me.

A photograph of two young men in a dark room with green neon lighting. The man on the left is wearing a blue furry wig, a black cap with a white Sonic the Hedgehog logo, and a white jacket with blue and black graphics. He is holding a white smartphone with a black furry glove. The man on the right is wearing a grey and black varsity jacket and is giving a thumbs up. A black furry glove is also visible in the foreground.

Dominique McLean

@SonicFox

Getting harassed.

I've been maliciously raided by thousands of people, banned hundreds, gotten death threats, and incredible depths of hatred and vitriol. The first few times it happened were horrifying, but now it just rolls off me. I don't know whether being used to that kind of abuse is a good thing or not, but it doesn't bother me anymore, and so I take that negativity so someone else doesn't have to.

twitch
2018 CON

Veronica Ripley

@NikatinePrime

#witchUnity





Consider and discuss together...

What was it like to hear those stories?

Were you surprised by who was behind the stories?

Do you have a similar story you want to share?



As a community, let's reflect on...

Why should we care about diversity and inclusion?

A group of Pokémon characters and trainers are shown in a dynamic, joyful pose, running towards the viewer. The background is filled with vibrant, radiating light beams in shades of yellow, orange, and red, creating a sense of energy and excitement. The characters include Ash Ketchum, Pikachu, Eevee, and several other Pokémon, all appearing happy and energetic.

Including anyone is better for everyone...

**Diverse communities are more fun
because they are more creative and
more competitive.**

Diversity strengthens our society but...

**Does increasing inclusion in my
gaming community really matter?**

Heck Yeah.

Games and streams are powerful places where you can connect with other real people and have meaningful interactions.



**Games allow us to experience what
it's like to be someone we're not.**

A screenshot from a video game showing Sonic the Hedgehog and Cream the Rabbit in a stadium. Sonic is on the left, wearing his signature red shoes and white gloves, with his arms outstretched. Cream is on the right, wearing her pink dress and white gloves, also with her arms outstretched. They are both looking towards the camera. In the background, there is a large crowd of spectators in the stands, and a digital scoreboard in the upper left corner displays the number 4.137. The scene is set in a brightly lit stadium with a wooden floor.

Games allow us to connect with our friends and make new ones.



Games teach us valuable skills.

Coordination, problem-solving, teamwork,
concentration, strategy, language, history and culture.

Kawakami

You can't be serious...

Changing what happens in games changes what happens in the world.

Lobbies, chats and arenas are real social spaces where you can have an impact on our society.

So if we want to be more welcoming it's...

Time to get familiar with some basic terminology.

Diversity

Different types of people are represented in the group.



Inclusion

Everyone in the group feels they can meaningfully participate.



Marginalized Person

Anyone who is a member of a group that occupies a lower social status.

This includes women, gender diverse folks, LGBTQ+, people of color, disabled individuals, adherents to various religions, the elderly, etc.





Ally

Someone who actively supports and stands up for marginalized people.

Discrimination

When a marginalized person is treated inequitably by another person, bureaucratic system, or algorithm.

This includes making casually bigoted comments and trash-talking someone or preventing them from playing based on personal traits rather than gaming skill.



Harassment

When one person subjects another to unwelcome aggressive pressure.

This includes stalking, intimidation, verbal abuse, threats, sexual advances, offensive or disruptive behaviors.



Oppression

Systemic patterns of discrimination which continually disadvantage people from marginalized groups.





Privilege

Advantages gained by members of the dominant group when people from other groups are oppressed.

Intersectionality

Acknowledging that people are members of multiple social groups and can be subject to overlapping forms of oppression and privilege.



Equality

Ensuring that everyone gets the same thing as everyone else.



Equity

Ensuring that everyone gets the thing best suited to their needs.





Take a moment to reflect...

**Did any of those definitions
surprise you?**

ally
discrimination
diversity
equality
equity
harassment
inclusion
intersectionality
marginalized
oppression
privilege

Let's take a brief pause...

Time for a 5 minute break!

Learning how to properly talk about inclusion means...

**We've taken the first step towards
improving our community.**

Each of us has a role to play...

Our next mission is to level up our ally skills.

#1

Listen to marginalized folks



#1

**Listen to
marginalized
folks**

**Seek out their stories and
learn their perspectives**

Make an effort to educate yourself about history and culture.
Take time to try to see the world from their point of view.

#1

**Listen to
marginalized
folks**

**Trust in first-hand accounts when
someone shares them with you**

Just because you didn't experience it doesn't mean someone else hasn't. Show your support by telling them, "I believe you."

#1

**Listen to
marginalized
folks**

**Focus on what the person is
saying rather than their tone**

Sometimes people are justifiably upset or angry, so don't dismiss someone just because they are emotional.

#1

**Listen to
marginalized
folks**

Don't get defensive when you are criticized

Acknowledging and apologizing is the only way to get better at being an ally, but when in doubt, just say, "I hear you. I'll think about that."

#2

**Give credit
where it's due**



#2

**Give credit
where it's due**

**Celebrate everyone who has
been involved in the win**

Shoutout supporting members of the team, not just the MVPs.

#2

**Give credit
where it's due**

Shine a light on the hidden work

Emphasize important contributions that are being made behind the scenes.

#3

**Use
inclusionary
language, not
exclusionary
terms**



#3

**Use
inclusionary
language, not
exclusionary
terms**

Address groups without assuming their gender

Ditch the ladies, gents, boys, girls, guys, gals, dudes, chicks, bros, etc. Opt instead for folks, friends, peeps, pals, fam, all y'all, etc.

#3

**Use
inclusionary
language, not
exclusionary
terms**

Joke around without relying on casual bigotry

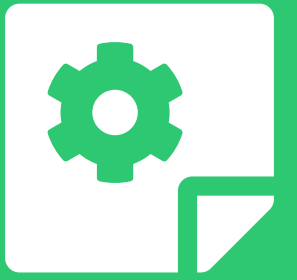
Drop phrases like "that's so gay," "you play like a girl," and "don't be retarded," because it sucks overhearing your identity being used as an insult.

#3

**Use
inclusionary
language, not
exclusionary
terms**

Talk trash without bringing up personal traits

Don't make fun of other people's gender expression, sexual orientation, race, ethnicity, disability, physical appearance, body size, age, or religion. Focus your insults on their gameplay skills or diss their content.



Get ready for a group activity...

Time to “Mod the Burns”!



Fill in the short survey which asks you to...

A. Share the sickest safe burn you can think of

B. Share an overheard insult you find unacceptable



Now let's moderate our group's trash talk...

**Cheer or ban each of the 20 burns in the poll
and review the results together.**



Consider and discuss together...

How did it feel to see the burns others shared?

Did any of the results surprise you?

Has your POV on acceptable trash talk changed?

#4

**Pass the
privilege,
share your
knowledge**



#4

**Pass the
privilege,
share your
knowledge**

Teach others how to be allies

Lead by example while spreading your newfound allyship skills.

#4

**Pass the
privilege,
share your
knowledge**

**If you're always getting
opportunities...**

Try to hand the next one off to someone else.

#4

**Pass the
privilege,
share your
knowledge**

**If you've got skills as a gamer,
caster, organizer, streamer, mod...**

Consider mentoring someone who needs help to grow.

#5

**Support
marginalized
folks**



#5

**Support
marginalized
folks**

Engage with their content

Watch their stream, follow their socials, attend their events, and generally enjoy the stuff they create.

#5

Support marginalized folks

Go out of your way to highlight them

Make a point of sharing their work with your friends. Repping them a bit extra goes a long way.

#5

Support marginalized folks

Send them some positivity

An encouraging, thankful, or kind DM can be a huge boost, especially to someone who regularly has to deal with trolls.

#5

**Support
marginalized
folks**

Buy their stuff if you can

Money can make a real difference to someone at a systemic disadvantage, so even small donations can be a big help.

#6

**Make
meaningful
welcoming
gestures**



#6

**Make
meaningful
welcoming
gestures**

Share your pronouns when introducing yourself

Both in conversation and in your socials, so other people will feel comfortable sharing theirs.

#6

**Make
meaningful
welcoming
gestures**

Caption your videos and images

Make your media accessible to folks with hearing or visual disabilities.

#6

**Make
meaningful
welcoming
gestures**

Practice aspirational marketing

Use imagery on your site and socials that positively represents the diverse range of people you want your group to attract.

#7

**Widen
the circle**



#7

**Widen
the circle**

**Seek out like-minded groups,
avoid ones that aren't inclusive**

Collaborate with those that welcome everyone instead of folks who have a habit of excluding people based on their identity.

#7

Widen the circle

Look outside your bubble

Connect with new clubs on campus, streams on Twitch, and channels on Discord.

#7

**Widen
the circle**

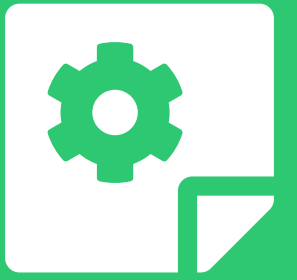
**Encourage your friends
to do the same**

Make it a quest to expand your party.

Allyship skills review

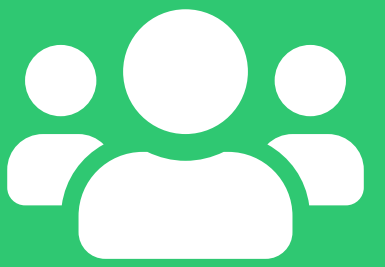


- 1 Listen to marginalized folks**
- 2 Give credit where it's due**
- 3 Use inclusionary language, not exclusionary terms**
- 4 Pass the privilege, share your knowledge**
- 5 Support marginalized folks**
- 6 Make meaningful welcoming gestures**
- 7 Widen the circle**



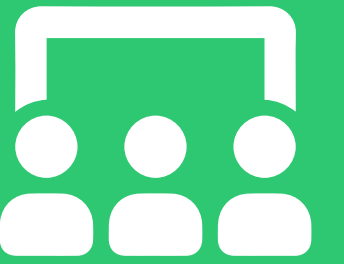
Get ready for a group activity...

Time to “Make a Pact to Act”!



Work in small groups to fill in the blanks...

This year I challenge myself to _____
so that our community will _____



Now let's make a plan together...

Review the ideas and vote to select the group's top two.



Finalize your pact by reciting it as a group...

**As a proud member of the _____ community,
This year I challenge myself to _____
so that our community will _____.
And I also challenge myself to _____
so that our community will _____.**

Let's take a brief pause...


Time for a 5 minute break!

It's important that you just be willing to try...

**Allies are constantly training.
It takes practice.**

Don't get discouraged if you get called out...

**Everyone makes mistakes.
Messing up is part of the process.**

A vibrant, colorful background from the Mario Kart 8 game. Mario is in the center, driving a red kart and wearing his iconic red cap with a white 'M'. He has a determined expression and is holding the steering wheel. To his right, Princess Peach is driving a pink kart, looking forward with a slight smile. The background is filled with bright, colorful light trails and a rainbow, suggesting a high-speed race. The overall tone is energetic and positive.

Don't rage quit when you fail...
Just keep it comfy.
You got this.

Now that we're getting the hang of allyship...

**Our final evolution is to become
active bystanders.**



Let's start by asking...

Who is a bystander?

A man with dark, spiky hair and a white t-shirt is shown from the chest up. He has a wide-eyed, open-mouthed expression of shock or surprise, looking towards the right. The background is a solid dark green color.

A bystander is...

**Someone who witnesses a conflict or
disturbing incident.**



Being a witness doesn't sound too hard so...

Why do I need training as a bystander?

The background of the slide is a dark, starry space scene. In the upper left, a large, green and blue mecha is partially visible. In the foreground and middle ground, a group of anime-style characters are shown. A character with brown hair and glasses is in the lower right, looking forward with a determined expression. Behind them, several other characters are visible, including one with long white hair and a blue robe, and another with a red hat and a blue jacket. The characters appear to be in a state of action or readiness.

An active bystander trains...

**To become someone who not only sees,
but responds to a troubling situation.**

To take our first step...

**We should learn when it's right
to intervene.**

Let us review...

**How do I spot harassment,
discrimination, or assault?**

Harassment

When one person subjects another to unwelcome aggressive pressure.



Harassment



Verbal abuse, slurs, and hate speech

Related to sex, gender identity and expression, sexual orientation, race, ethnicity, disability, physical appearance, body size, age, or religion.

Harassment



Causing disruption

Through spamming, raiding, hijacking, or inciting troll campaigns.

Harassment



Stalking or intimidation

Following or threatening a person, either physically or online.

Harassment



Doxing

Posting or threatening to post other people's personally identifying information online.

Harassment



Unwelcome sexual attention

Including sexualized comments, jokes, gestures, and sexual advances.

Discrimination

When a marginalized person is treated inequitably by another person, bureaucratic system, or algorithm.

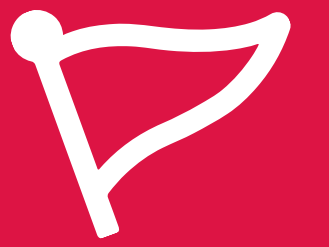




Discrimination

Denying access

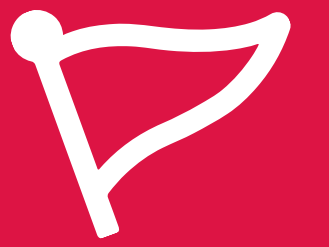
Preventing someone from participating because of their identity.



Discrimination

Casual bigotry

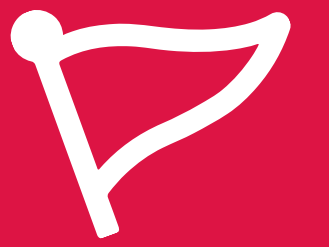
Making jokes or comments that perpetuate harmful stereotypes like “that’s so gay,” “you play like a girl,” or “don’t be retarded.”



Discrimination

Mean-spirited memes

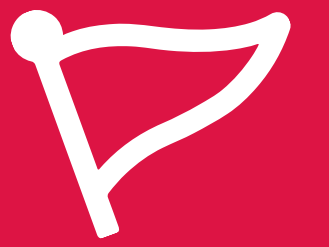
Sharing images, emotes or copypastas that are racist, sexist, homophobic, transphobic, ableist, ageist, or body shaming.



Discrimination

Personal trash-talk

Lighting someone up because of their personal traits rather than their gaming skill.



Discrimination

Microaggressions

Seemingly insignificant behaviors and subtle statements that serve to keep a person in their place like always asking the women to clean up or saying to person of color who grew up in the USA, “I can’t believe you speak English so well!”

Assault

When one person inflicts physical harm on, or engages in unwanted physical contact with, another.



Assault



Physical abuse and violence

Aggressively grabbing, shoving, hitting, or striking another person with an object.

Assault



Sexual assault

Coercing or forcing another person to engage in a sexual act, or touching them in a sexual way without their consent.

Assault



Threats of harm

Trying to scare a person by saying that they are going to get hurt or sexually assaulted.

Assault



Spiking drinks

Adding alcohol, drugs, or any substance to a person's beverage (or food) with the intention of incapacitating them or making them sick.

Active bystanders follow a simple code...

**Whenever I see a troubling situation,
I should try to intervene.**

Everyone needs to do their part...

**Because a squad works together to
defend the community.**



To get actively involved, we ask ourselves...

How should I intervene in a troubling situation?



Use one of the 5 Ds!
Direct, distract, delegate, delay, and document.

#1

Direct

Confront the incident head on

Tell the harasser to stop or calling the discriminator out.

#1

Direct

Direct intervention has risks

If you face the harasser head-on, you might also become a target.

#1

Direct

Use this option with caution

If you are in a position of authority, or if you share a common identity with the harasser, they will be more likely to heed your request.

#1

Direct

Prioritize safety for yourself and the target

If you are worried about escalating the situation, or if you share a common identity with the target, you should choose a different way to intervene.

#1

Direct

Be firm and keep it short

You can say things like “that’s not okay,” “don’t treat them like that,” or “stop harassing them.” Don’t debate the harasser or engage with them further.

#2

Distract

Diffuse the incident

Engage with the target while ignoring the harasser.

#2

Distract

Pretend the harasser doesn't exist

Instead of getting caught up reacting to their aggression (aka feeding the trolls), you can use your energy for more positive purposes.

#2

Distract

Start a different conversation

Speak directly to the target about something unrelated. Whether they are a friend or a stranger, you can ask them a topical question (“have you played the goose game yet?”), pretend you need help (“do you have a map?”), or just pay them a compliment (“nice equip!”). Read their reaction and look for them to catch on.

#2

Distract

Drown out the aggression by keeping it comfy

If the current reality is hostile, reject it, and try to reset the room so things feel more chill. Get creative in how you help the person being targeted, just focus on changing the situation in a way that would make them more comfortable.

#3

Delegate

Enlist the help of others

Ask an authority figure (or more bystanders) to intervene.

#3

Delegate

Turn to a person in charge

Seek out someone who can enforce the rules. Depending on what space you witness the harassment in, look for a tournament admin, community moderator, faculty advisor, or similar figure you can call on to handle the situation.

#3

Delegate

Think critically about their response

Sometimes authority figures let us down. If you feel that the person you've asked for help isn't taking the issue seriously, don't be afraid to go to someone else.

#3

Delegate

Recruit people to the team

Delegating isn't about handing a problem off. It's about pulling folks in who will rally around the target of a harasser's aggression. Even if you can't find someone in charge, you can appeal to friends and strangers around you to get involved.

#4

Delay

Follow up after the incident

Reach out to the target to offer your support.

#4

Delay

Express your solidarity

Send a DM or talk to the person privately to let them know you witnessed what happened, tell them you are sorry, and ask if they are okay.

#4

Delay

Offer your support

Ask the person who was targeted if there's anything you can do. If you're at an event, you can suggest going to find an authority figure. If you're online, you can share links about reporting the incident or getting help.

#4

Delay

Listen and assist

While you might think a certain course of action is best, once you've followed up with the target, it's important to heed their wishes about what to do next.

#5

Document

Create a record of the incident

Take a screenshot, save a clip, or film a video.

#5

Document

Ensure intervention is underway

If no one else is actively helping, make sure you get directly involved, delegate that responsibility, or try to diffuse the situation through distraction first.

#5

Document

Gather proof when it's safe

If the target is being supported, you can focus your energy on creating a record of the harasser's behavior. Grabbing a screenshot of a chat or clipping a stream is a straightforward way to help (because social media is impermanent), but use your judgement about recording incidents you see IRL. If you can do so without risk of escalating the situation or putting yourself in harm's way, go for it.

#5

Document

Never share records without consent

Always ask the person who was targeted what they want to do with the record you gathered. Posting it publicly without their permission could draw unwanted attention to them, making the situation worse.

Active Bystander 5 Ds Review



- 1 Direct: Confront incident head on**
- 2 Distract: Diffuse situation**
- 3 Delegate: Enlist help of others**
- 4 Delay: Follow up after**
- 5 Document: Create a record**

Remember, you can intervene on multiple fronts...

Don't get stuck in 1-D.



Get ready for a group activity...

Time for “Stand Up Scenarios”!



Form small teams to...

Create short skits showing how you would respond as active bystanders to the scenarios.

Scenario A



In a chat where you are a regular, a new user joins saying they just left another stream because they are "so sick of that trihard fag."

Another regular in chat echoes the insult and begins spamming a series of edgy emotes.

Scenario B



You are playing with friends online and a stranger who joined the team keeps making sexually charged moaning sounds every time a member of your squad talks on voice chat.

Your friend gets quiet and DMs you saying they are going to log off.

Scenario C



You are in your gaming club's Discord asking about the sign up process for an upcoming intramural event, when another student joins asking the same question.

The admin replies to you with a link, and then tells the other person that the event is “only for real players” and so they wouldn't be eligible.

Scenario D



You are practicing strats with a group of students in the arena and you notice that a senior in the squad keeps talking over one of the newer members.

Every time the newbie asks question they are met with "uhhh, git gud" in response.

Scenario E



You are at a con, standing in the hallway with a group of friends making plans for the evening, when a stranger approaches looking worried.

They tell you that a person has been following them around all day and they are afraid to walk back to their hotel alone.

Scenario F



You are competing on the big stage at a tournament and one of your team members is getting frustrated because you are losing the match.

After a spectacular move by your opponent, your teammate shouts "fuck that towelhead pussy" into their mic on a live broadcast.

Scenario G



You are up late hanging out in the common room of the residence hall where everyone is watching a heated match between two students who are frequently flirting with each other.

One of them pops off, tries to grab the other's controller and winds up landing a punch instead.

A little squad prep goes a long way...

Standing up against toxic behavior is easier if we get in the habit together.

Each of us has a role to play...

**Every time you stand up against
aggression, it makes a difference.**

It's okay to be afraid or unsure...

**The more you practice flexing your
new skills, the easier it will get.**



Just remember...

**Bravery is standing up when it's scary.
Now, you're ready for the challenge.**



GG! Credits roll.

Lingering questions? Need a hint? Ready for more?
Please contact AnyKey staff (hello@anykey.org).

AnyKey Inclusion 101 was designed by Dr. Johanna Brewer
with contributions from Dr. T.L. Taylor and Dr. Morgan Romine.

Original Illustrations

Slide 28

D&D Character Sheets
By Games & Stuff by Julien
gamesandstuffbyjulien.com

Slide 34

Rage Quit
By Frank Okay
frankokay.com

Slide 83

Pokémon NO
By Marlowe Dobbe
marlowe.dobbe.com

Slide 101 & 102

Pencilsword #10: On a Plate
By Toby Morris
xtotlworldwide.com

Slide 104 & 105

One Size Does Not Fit All
By RWJF
rwjf.org