

## 2015 Inclusivity Statement



We are committed to the presence and contributions of all persons regardless of age, culture, abilities, bodies, ethnic origin, sex, gender identity, sexual orientation, marital status, nationality, race, religion, or socioeconomic status. We believe that prejudice, oppression, and discrimination are detrimental to the growth of a rich and vibrant gaming community. We believe that gaming communities are filled with diverse participants, and that supporting the visibility of such diversity enhances the experiences of all community members. As such, this conference values inclusiveness and the maintenance of a safe and accountable space for all participants.

Maintaining a safe and accountable environment means that we commit to treating each other with respect and care. It also means that it's understandable to make mistakes, and that we hold each other and ourselves accountable as we grow, by acknowledging and appreciating the diversity of voices and experiences within our community and commit to ensuring that all are welcome at Different Games.

### **Respect and Accountability**

Differing opinions and perspectives are crucial to effective discussion, however we ask that everyone remain mindful of, and take responsibility for, their own speech and behavior-- in person, on social media, and in games/play spaces.

This includes:

- Using every participant's pronouns. These are specified on participants' badges. If you are still unsure how to address a person, please ask. Some examples of pronouns are seen to the right.
- Understanding that sex and gender roles are not equal to gender identity and expression.

SUBJECT <b>THEY</b>	SUBJECT <b>ZE/ZIE</b>
OBJECT <b>THEM</b>	OBJECT <b>HIR</b>
POSSESSIVE ADJECTIVE <b>THEIR</b>	POSSESSIVE ADJECTIVE <b>HIR</b>
POSSESSIVE PRONOUN <b>THEIRS</b>	POSSESSIVE PRONOUN <b>HIRS</b>
REFLEXIVE <b>THEMSELF</b>	REFLEXIVE <b>HIRSELF</b>
SUBJECT <b>EY</b>	SUBJECT <b>XE</b>
OBJECT <b>EM</b>	OBJECT <b>XEM</b>
POSSESSIVE ADJECTIVE <b>EIR</b>	POSSESSIVE ADJECTIVE <b>XYR</b>
POSSESSIVE PRONOUN <b>EIRS</b>	POSSESSIVE PRONOUN <b>XYRS</b>
REFLEXIVE <b>EMSELF</b>	REFLEXIVE <b>XEMSELF</b>

(pronoun charts from <http://alexthefab.tumblr.com/page/23>)

- Terms we use to describe our experiences are always changing. Respect everyone's right to define and communicate their identity in whatever way they see fit and resist making assumptions about another's identity, experiences, or pronouns.
- Ask respectful questions if you do not understand or are unsure of how to address someone or unfamiliar with a term they are using to describe their experience, but always allow people to disclose only whatever information they wish to share.
- Do not use language that could be harmful to someone based on difference in identity and lived experience. This includes speech that is racist, sexist, homophobic, classist (read about class privilege: <http://educationandclass.com/2008/05/16/middle-class-privilege/>), transphobic (denying one's personhood based on their gender identity), or ableist (discriminates in favour of able-bodied people; or mocks or disregards for the experience of person's with disabilities).
- Be mindful of difference in its many forms and understand that intersectionality shapes our lived experience.

**On intersectionality:**

"Intersectionality holds that the classical models of oppression within society, such as those based on race/ethnicity, gender, religion, nationality, sexual orientation, class, or disability do not act independent of one another; instead, these forms of oppression interrelate creating a system of oppression that reflects the "intersection" of multiple forms of discrimination." -Susanne Knudson, 2006

From co-organizer Mike DeAnda:

*As activists, and people who wish to eliminate -isms, I think it's imperative to grasp intersectionality and incorporate it into the work we do and the words we speak. Those of us from marginalized groups already know what it means to be casually dismissed or slurred against or to have to suffer cluelessness. We have to be willing to admit when we don't get it right and learn from that. I hope it then makes it easier to deal with when someone says "You're engaging in these activities/this speech and it's offensive/hurtful/wrong." Even if they say it in anger or with what we perceive as the wrong "tone".*

See more at:

<http://theangryblackwoman.com/2009/08/02/intersectionality/#sthash.x69ctWHR.dpuf>

**In discussions, we can respect one-anothers identities and experiences by:**

- Always waiting for a speaker to finish speaking before you reply.
- Being sure to actively listen to others and not dominate discussion.
- Speak from your own perspective and avoid making generalized claims of other identities.
- Acknowledging your own privileged position(s), and remain open to receiving feedback that you may be unintentionally acting insensitive to others.

### **About Privilege:**

***Privilege is not:** About you. Privilege is not your fault. Privilege is not anything you've done, or thought, or said. It may have allowed you to do, or think, or say things, but it's not those things, and it's not because of those things. Privilege is not about taking advantage, or cheating, although privilege may make this easier. Privilege is not negated. One can't balance my white privilege against my female disadvantage and come out neutral. Privilege is not something you can be exempt from by having had a difficult life. **Privilege is not inherently bad.** It really isn't.*

***Privilege is:** About how society accommodates you. It's about advantages you have that you think are normal. It's about you being normal, and others being the deviation from normal. It's about fate dealing from the bottom of the deck on your behalf.*

— Betty, [“A Primer on Privilege”](#)

## **Maintaining a Respectful and Accountable Space**

Respect the wishes of people who do not want to be photographed or appear in photos. They are identified by wearing neon green lanyards.

If you see people behaving inappropriately, please bring it to the attention of one of our staff (purple lanyard) or volunteers (black lanyards) and allow us to respond to the situation. Or if you find yourself in conflict seek our assistance for mediation or support. Allow us to handle conflict resolution for any circumstance that compromises Different Games as a safe space. Different Games actively opposes all forms of harassment and hate speech. If you experience any marginalizing or silencing behavior which limits your full participation please find the welcoming table by the elevators in the lobby or find a Different Games staff member.

If you deliberately ignore these guidelines, repeatedly disrupt the conference and other attendees, and/or no resolution can be met or agreed upon you will be asked to leave Different Games.

### **Further Reading**

Here are more resources available for understanding how you can participate in creating a safer and more inclusive space within Different Games and beyond:

From *The Border House*:

-Discussion Policies: [http://borderhouseblog.com/?page\\_id=65](http://borderhouseblog.com/?page_id=65)

-Helpful Resources: [http://borderhouseblog.com/?page\\_id=54](http://borderhouseblog.com/?page_id=54)

From GaymerX:

-GaymerX Rules: <http://gaymerx.com/rules/>

This document may be accessed online at: [goo.gl/Le1QJp](http://goo.gl/Le1QJp)