



What Does a Truly Inclusive Space Look Like? Measures & Defining Success

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What data will we look at?

- Demographics
 - High School, collegiate, and professional athletes
 - Esports organizations
 - Governing boards
- Earnings
 - Prize winnings
 - Salaries
 - Sponsorships
- Hiring Practices
 - Tokenism versus diverse culture
 - Recruitment metrics
 - Hiring
- Retention
 - Team membership
 - Career length
- Rules and Regulations
 - Tournaments
 - Teams
 - Collegiate and professional industry level
- Self-Report Data
 - Survey of satisfaction, inclusivity, well-being
 - Sentiment surveys

Reporting data

- Incidence of harassment/reports on each title
- Social media reporting metrics

How will we define it?

- Long-term and short-term data



QUEER WOMEN OF ESPORTS

- Long-term: demographic shifts, pay shifts, industry balance, self-report data
- Short-term: measure of regulatory structure, current data on above concepts
- Equity of pay
- Rules with proper structure to support equality and respect
 - Tournaments
 - Opportunities to participate for skill-qualified individuals
 - Teams
- Industry (inward-facing)
 - Increased equity of teams
 - Opportunities offered
 - Policy follow-through and structure for harassment/mistreatment/misconduct

What should the demographics of esports be reflective of?

(Meaning, when we look at an “inclusive esports demographic sheet”, what will it look like?)

- Age-matched
- Gaming industry
- Other STEM fields
- Identity-inclusive