



Advocacy Microtalks 2017







ADVOCACY MICROTALKS 2017

(A.K.A. BITING @RICH_LEM'S STYLE...)





MITU KHANDAKER- KOKORIS @MITUK



NYU GAME CENTER



THE
TINIEST SHARK

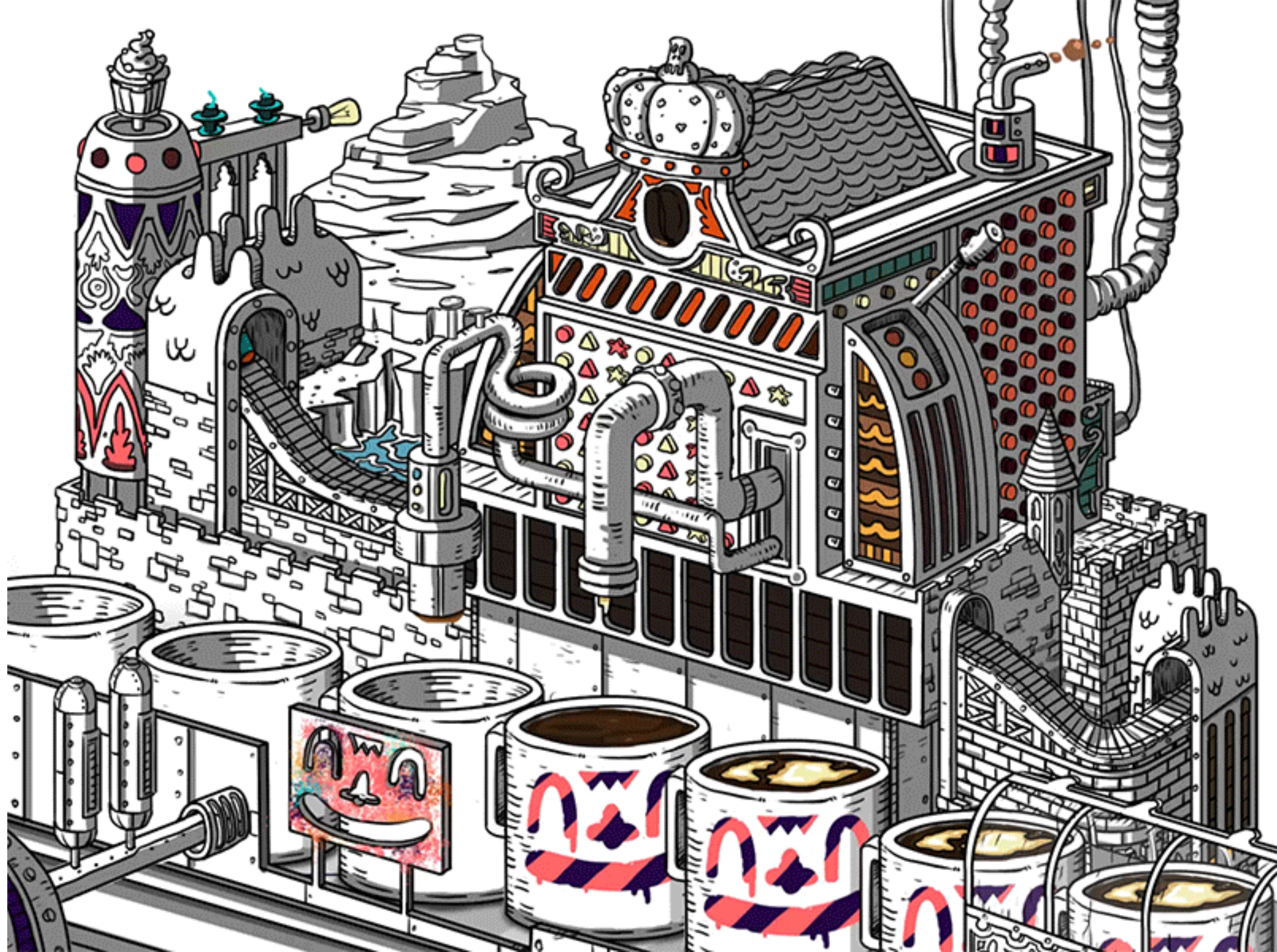




CHALLENGE THE INDUSTRY IN 20 SLIDES











AIŠWARYA SADASIVAN





Advocacy Microtalks 2017



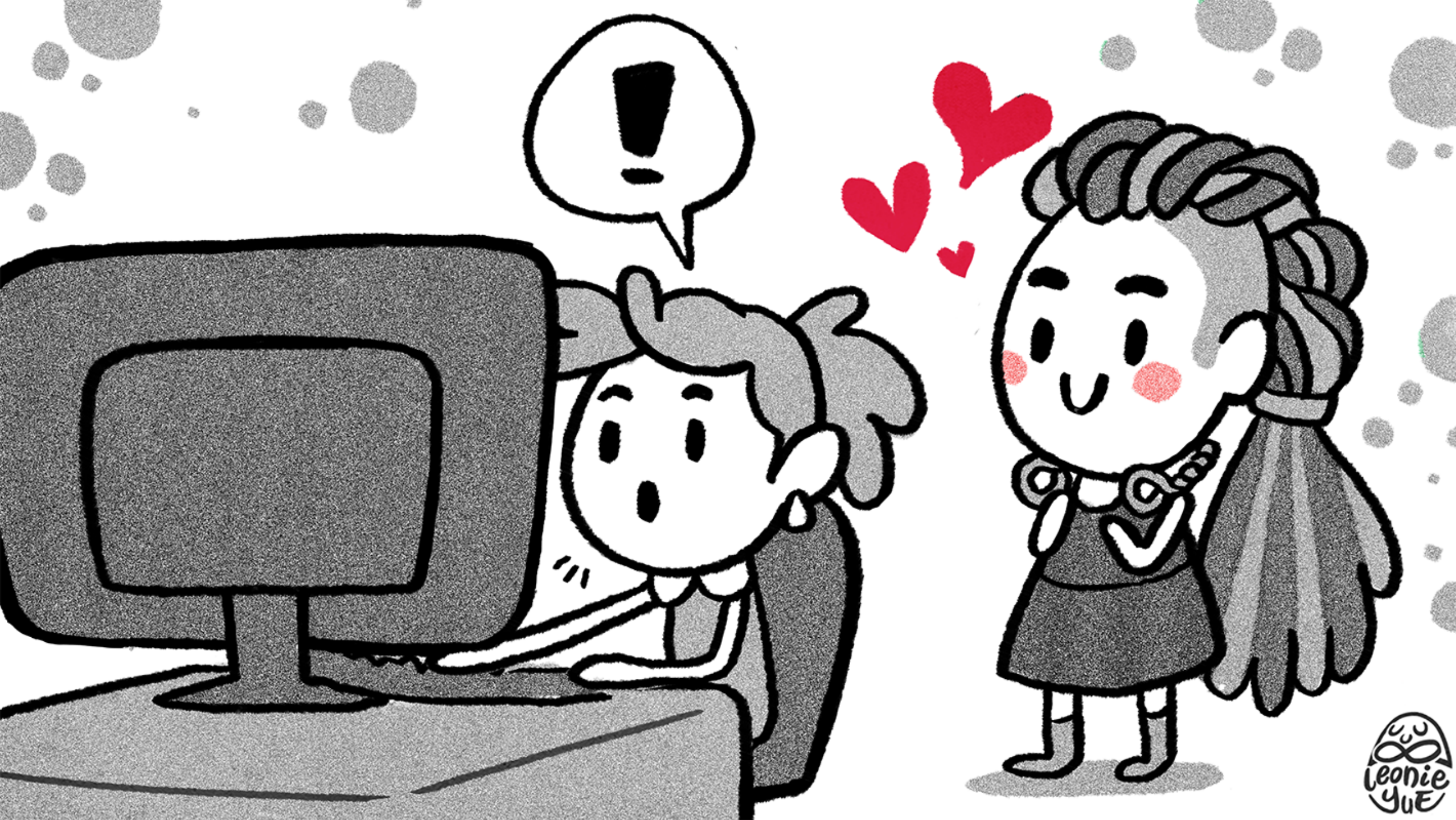


JENNIFER SCHEURLE





Leonie
YUE



game developer



Cool!

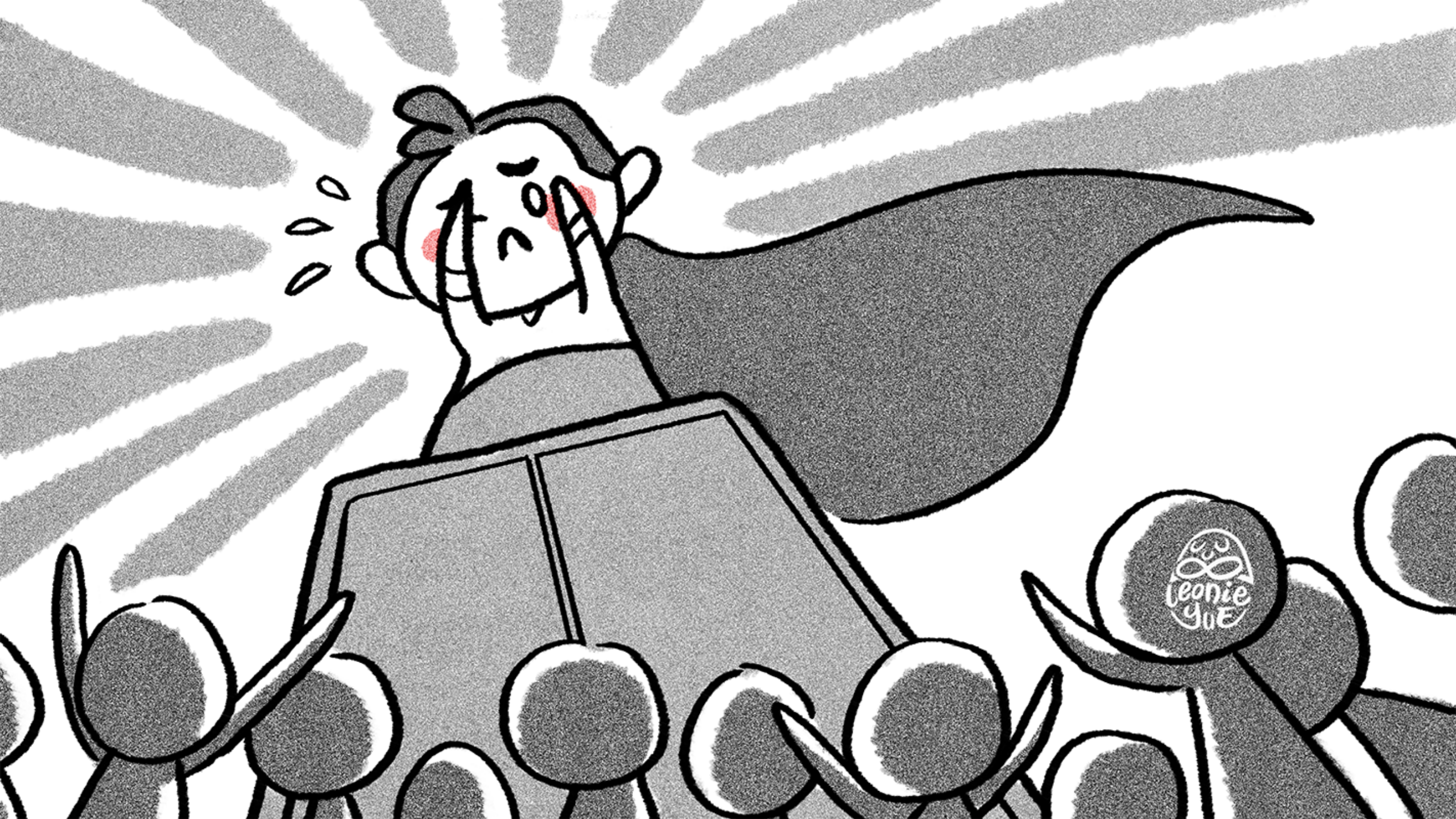
Yes!!

Woo!

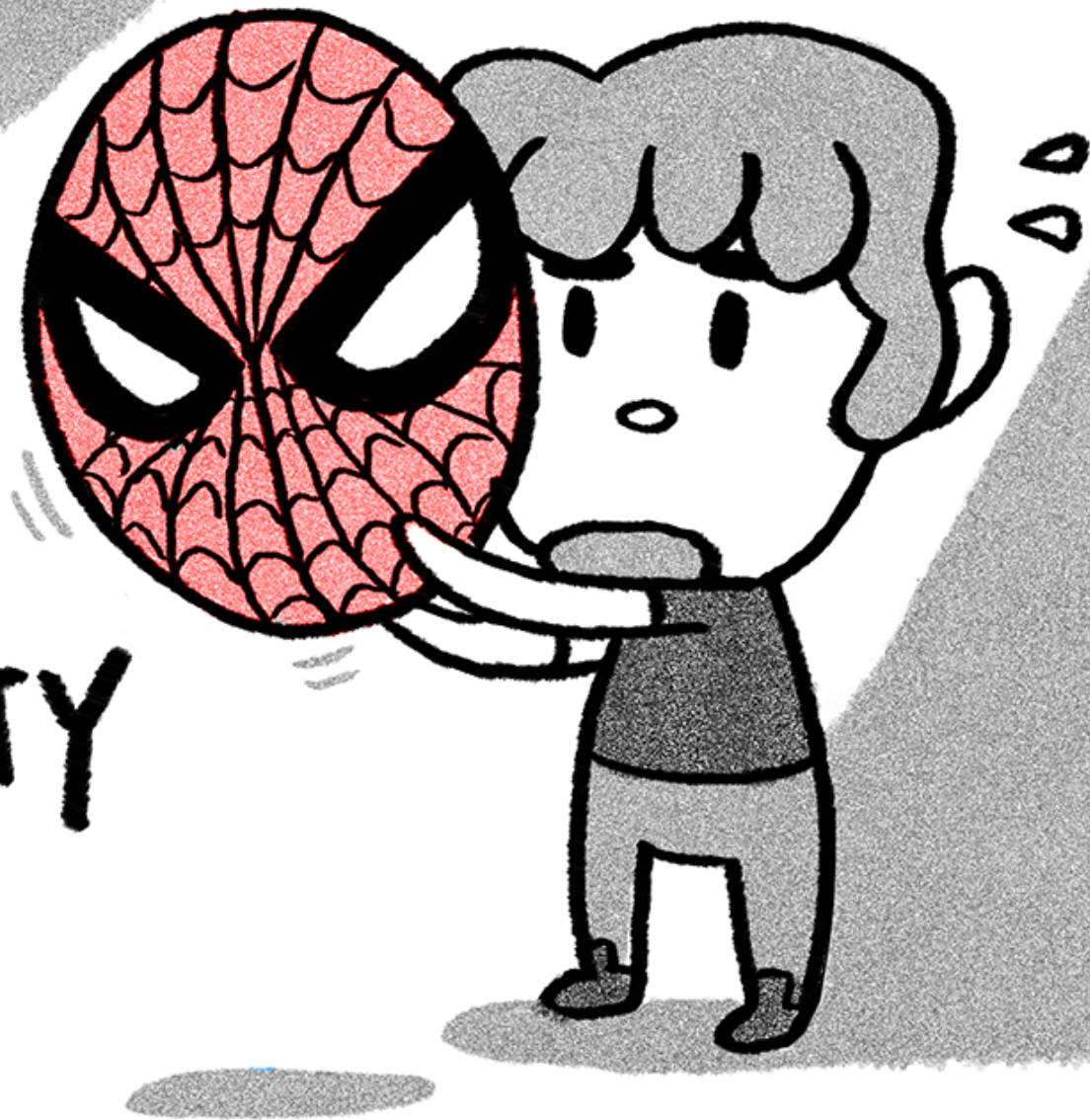
yeah! love it!

Sweet



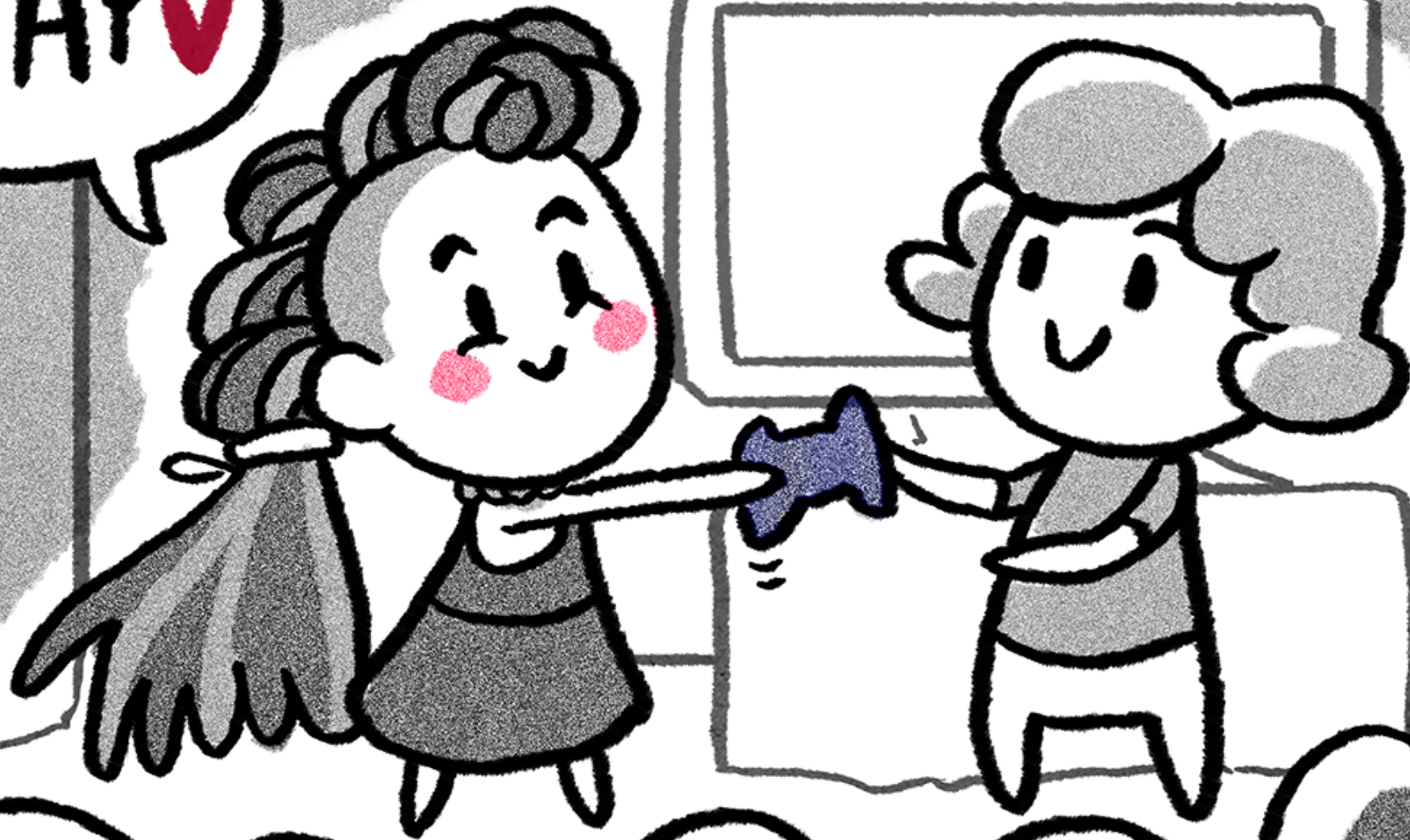


With
**GREAT
POWER**
comes
RESPONSIBILITY



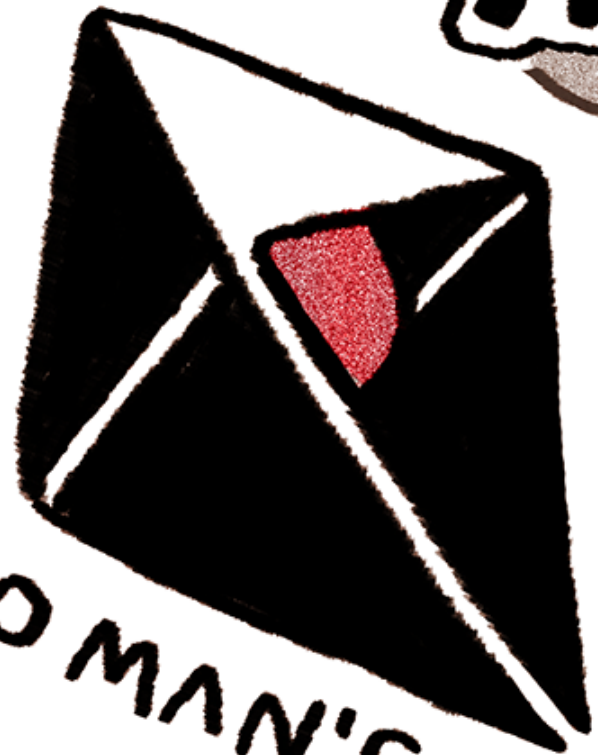
Jenny's game

PLAY♥

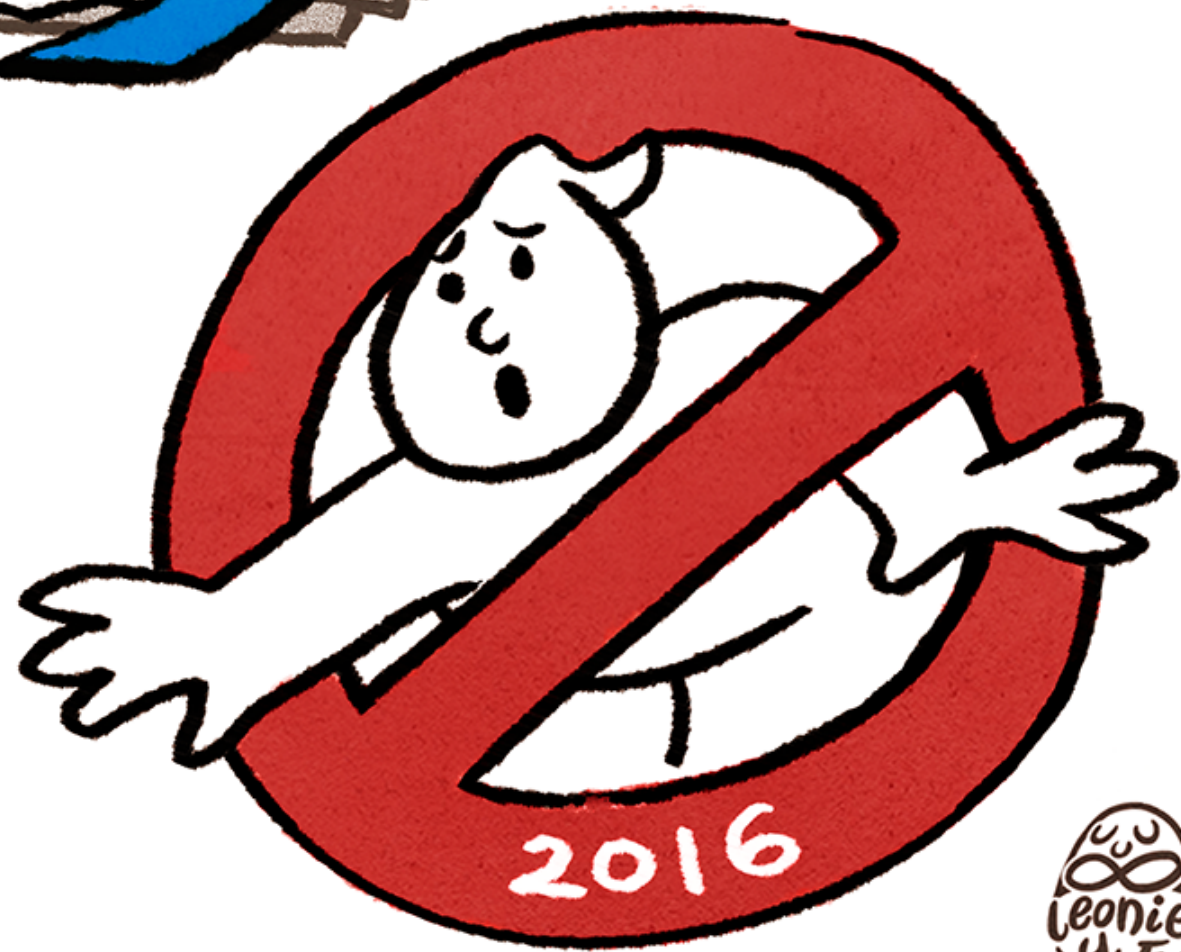


leonie
yue

MIGHTY No. 9



NO MAN'S SKY



You are

©!?!*~

What a waste

*💀🔥€&!

It's not
great...

Watch out yo
©~

Get this
skin yo

Refund!

This is
€\$*~!

Welcome to
the internet

💀©%#!

this is
@#~%*

Who would
pay for this
piece of

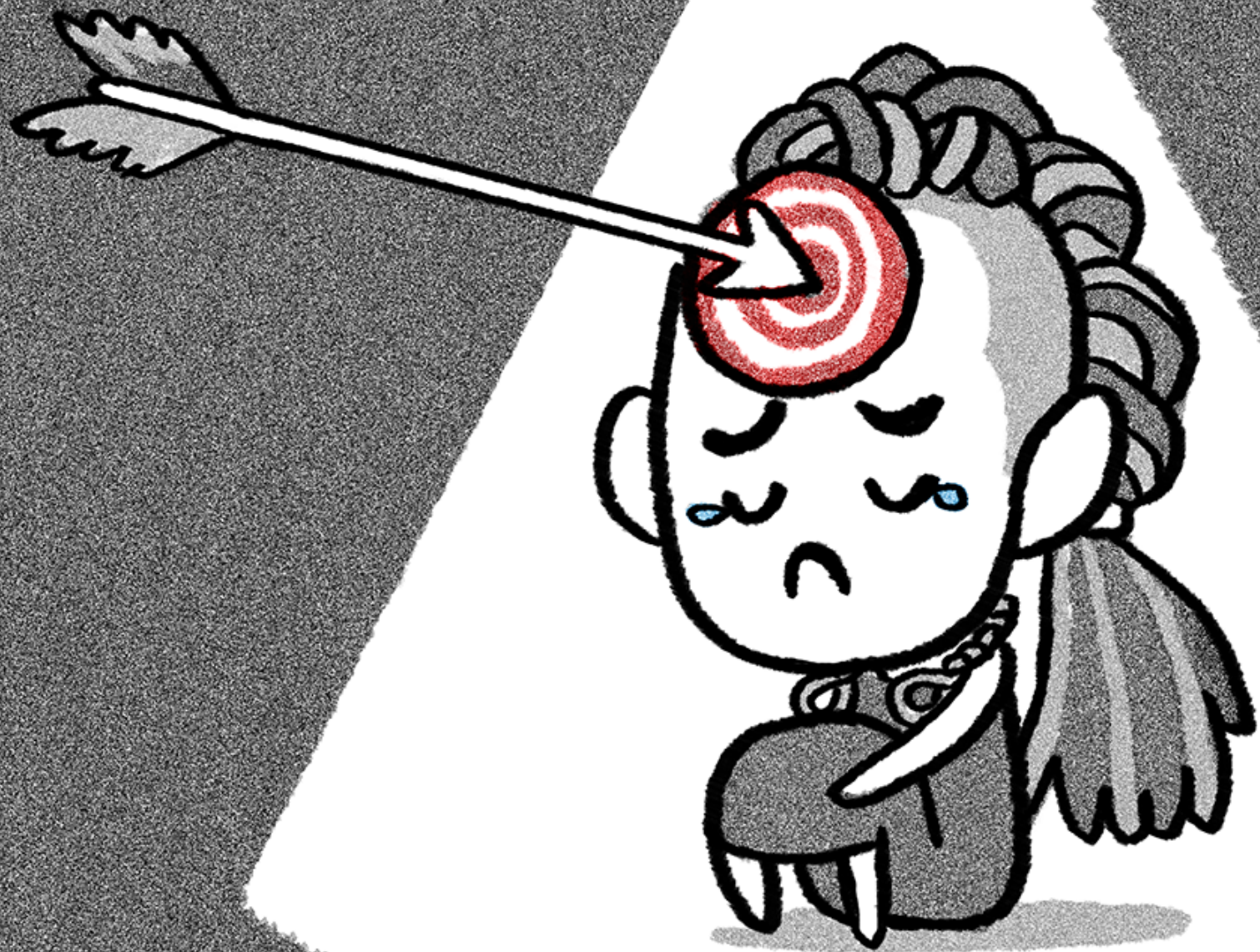
*?%€#

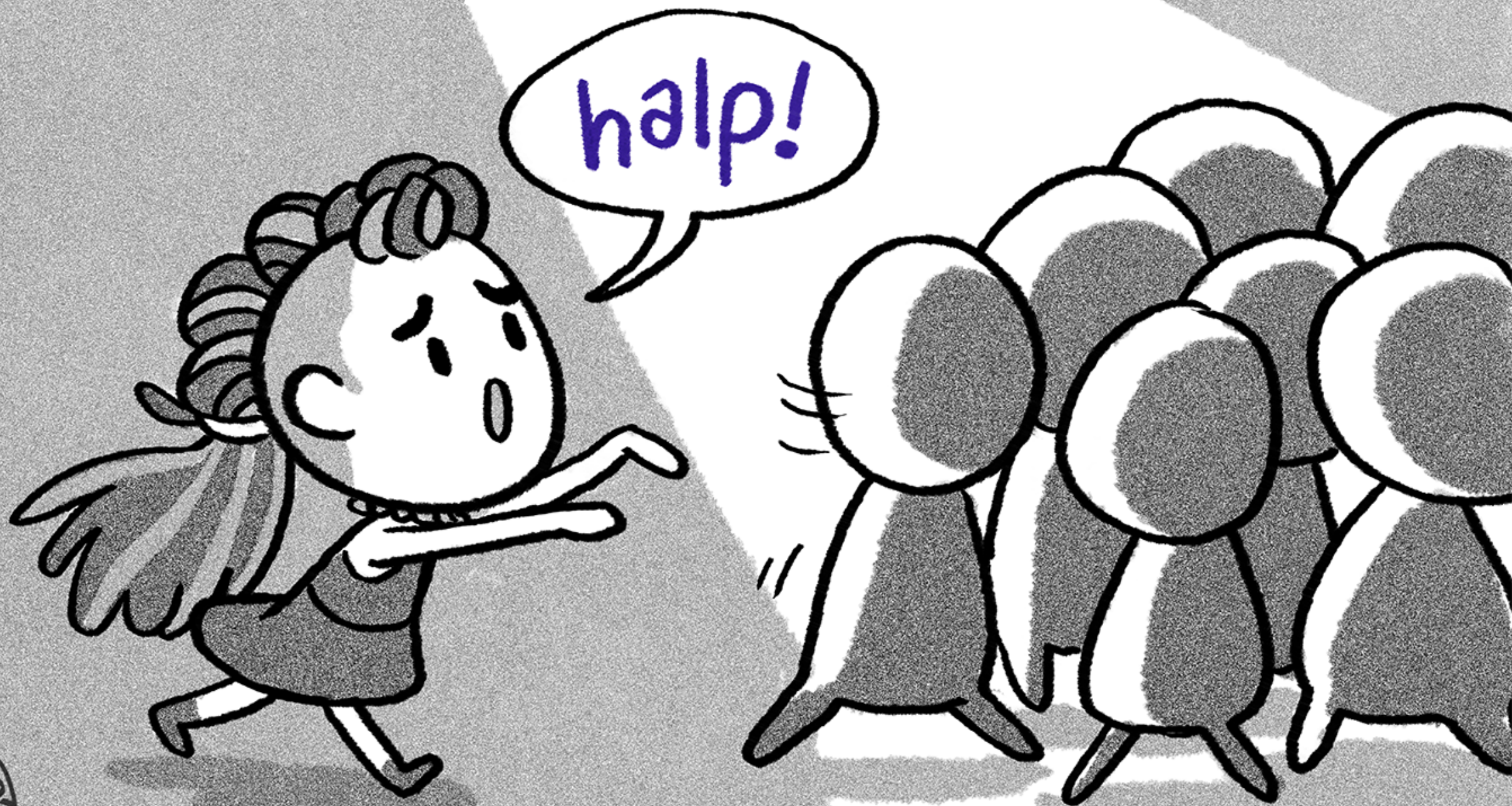
Hah €~☆#
this you \$%*~!

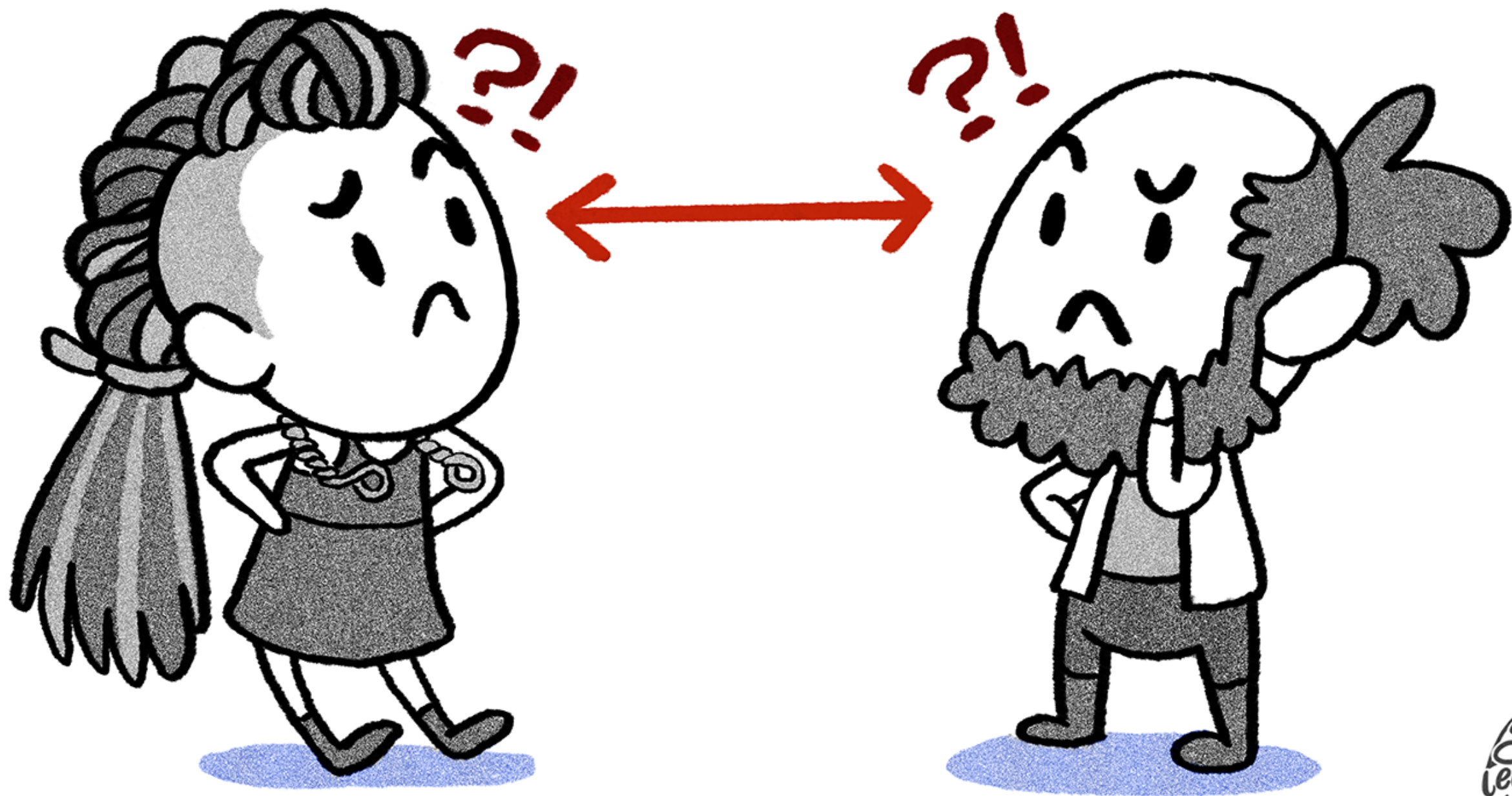
Not what I
paid for







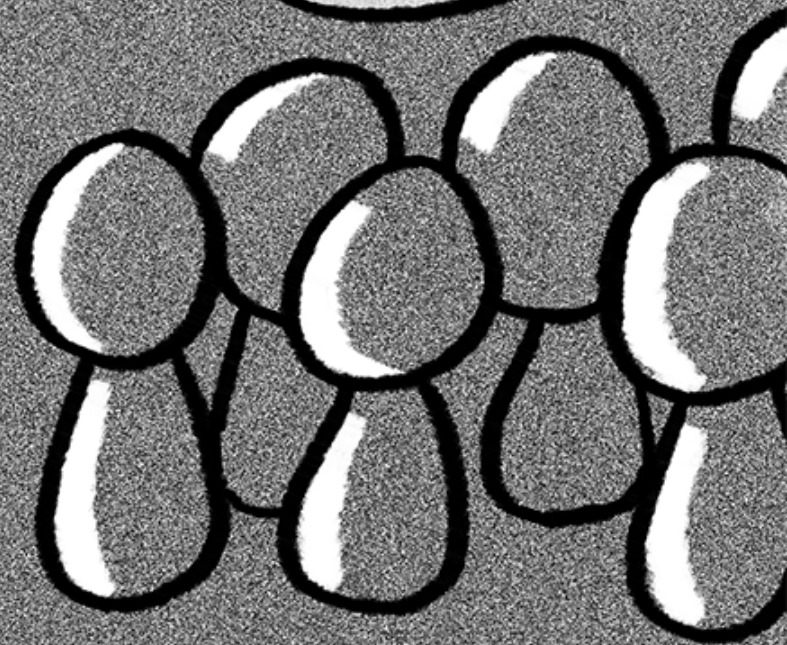




We are human too!



TEAM



How to be a DECENT PERSON

- Respect
- Boundaries
- Responsibilities



peer feedback

↓ online
harrassment

colour
coding

chat +
messaging



support +
community

tribunal

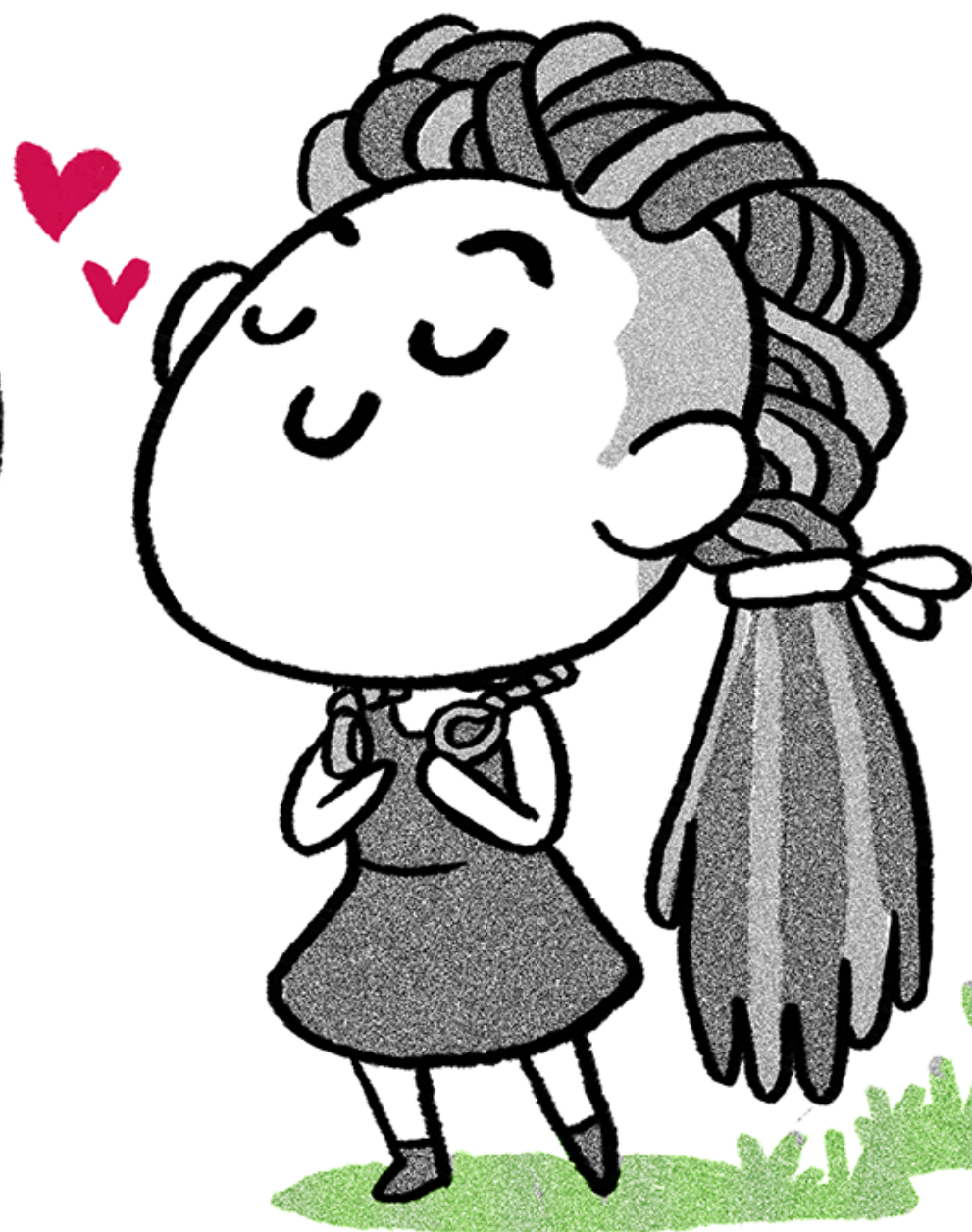
game design
strategies



UNRAVEL

Martin Sahlin
& Yarny E3 2015







I can't let things be this way.
We can be wonderful.
We can be magnificent. We
can turn this #E*@ around.





JENNIFER SCHEURLE





ISABELA PEDROSA





Combustion Armor+

Lv 1/70



410

372

Airy





Combustion Armor+

Lv 1/70

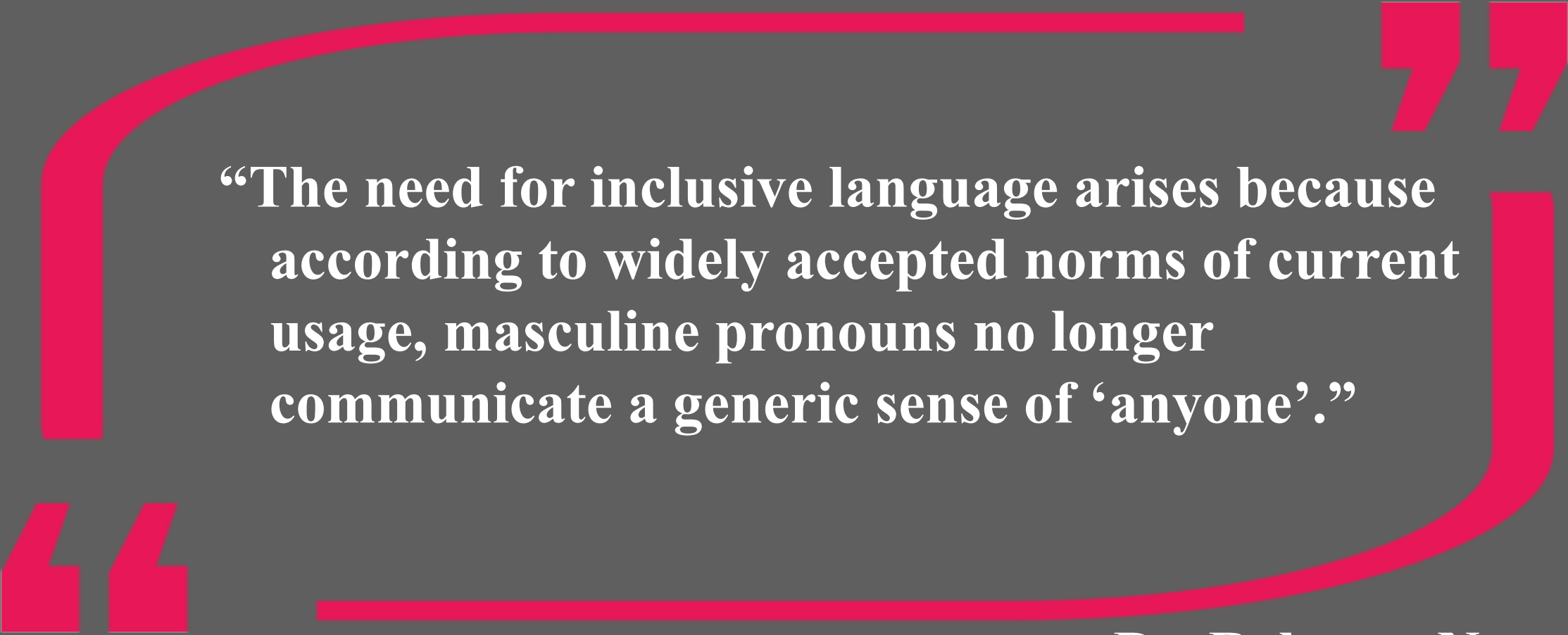


410

372

Airy





“The need for inclusive language arises because according to widely accepted norms of current usage, masculine pronouns no longer communicate a generic sense of ‘anyone’.”

Dr. Rebecca Nowacek

"Tips for Using Inclusive, Gender Neutral Language". *Marquette.edu*.

ك Ke

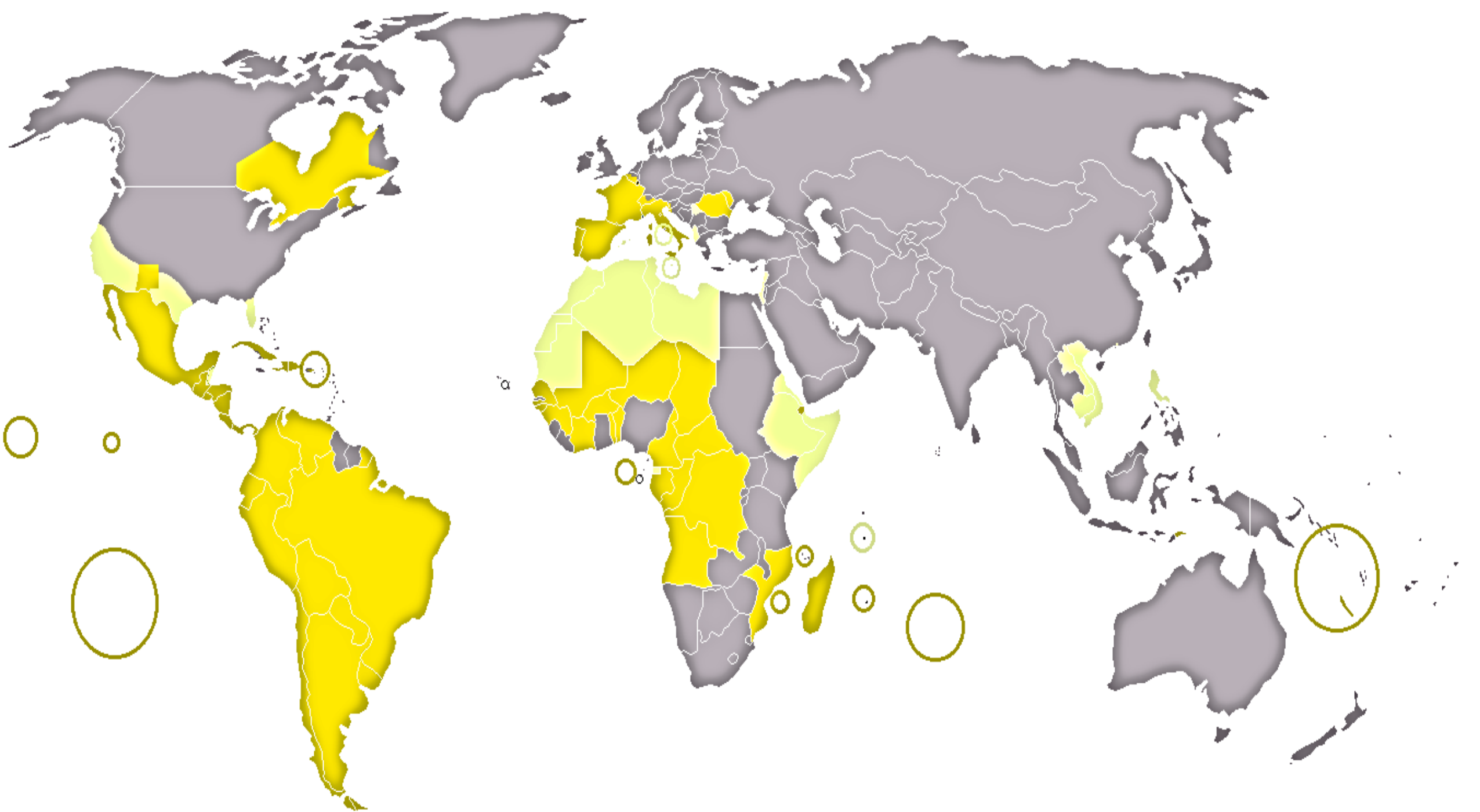


(f) You/Your

كَ Ka



(m) You/Your



TRYING TO AVOID A SEXIST LOCALIZATION LIKE...

Lord/sir

Champion

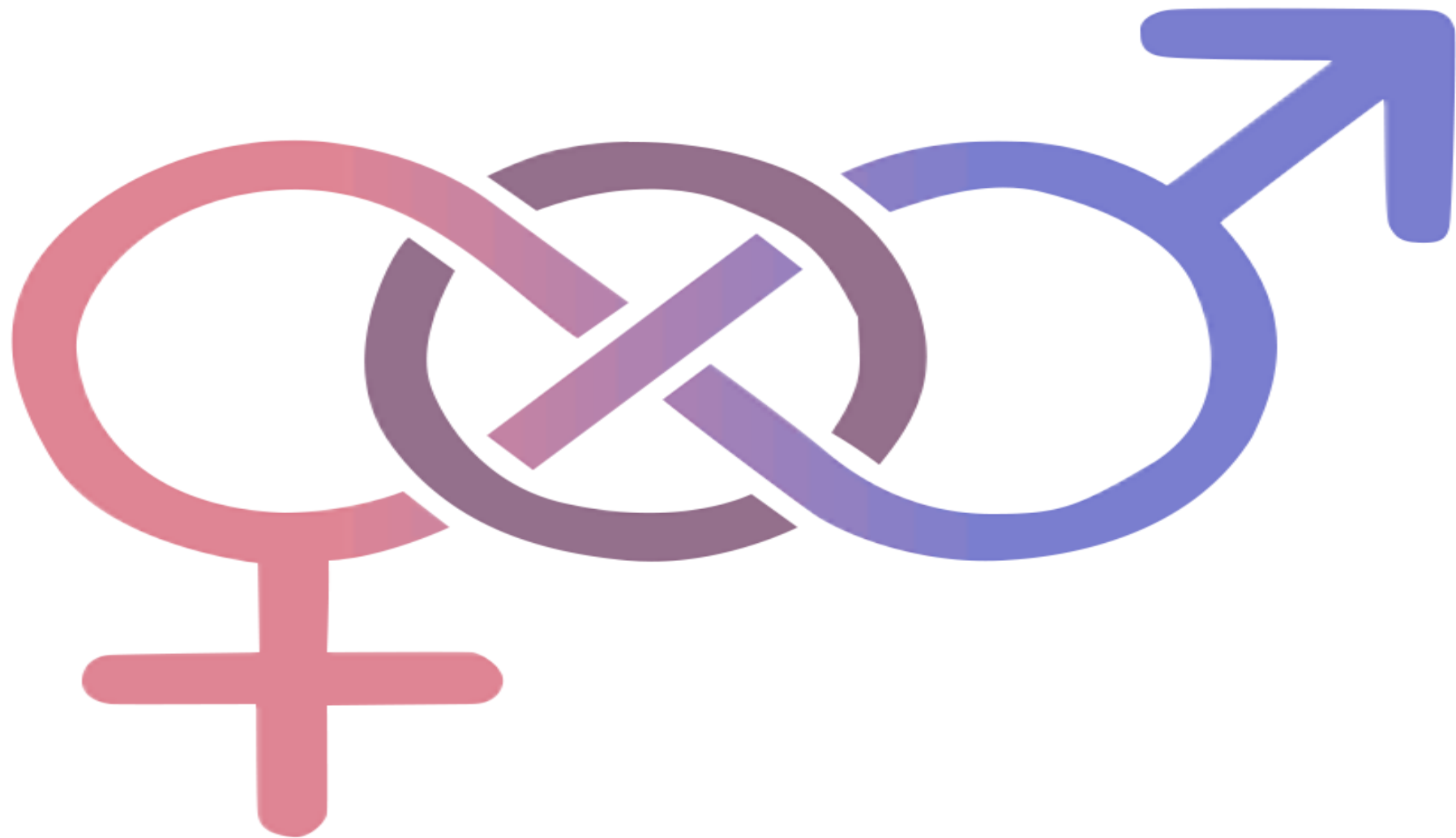
Captain

Chief

Knight

Hero





COMMUNICATE

I am... / My pronoun is...

☐ KNIGHT


☐ DAME

Gender Custom ▾

Gender Only Me ▾

fem

- Female**
- Female to Male
- Cis Female
- Trans Female
- Trans* Female
- Male to Female
- Cisgender Female
- Transgender Female
- Transsexual Female
- Transfeminine

Find Friends 

String_explore_m

My **lord**, we can
explore the world
now.

String_explore_f

My **lady**, we can
explore the world
now.



DUPLICATE

DUPLICATE EVERYTHING

- **Bugs-free**
- **Consistency**
- **Translation-friendly**



<TAGS/>

[m="aaaaaa"/f="bbbbbb"]

My [m="lord"/f="lady"], we can explore
the world now...

AND AGAIN...

**ASK YOUR
LOCALIZERS TO
USE THE DAMN
TAGS!!!**





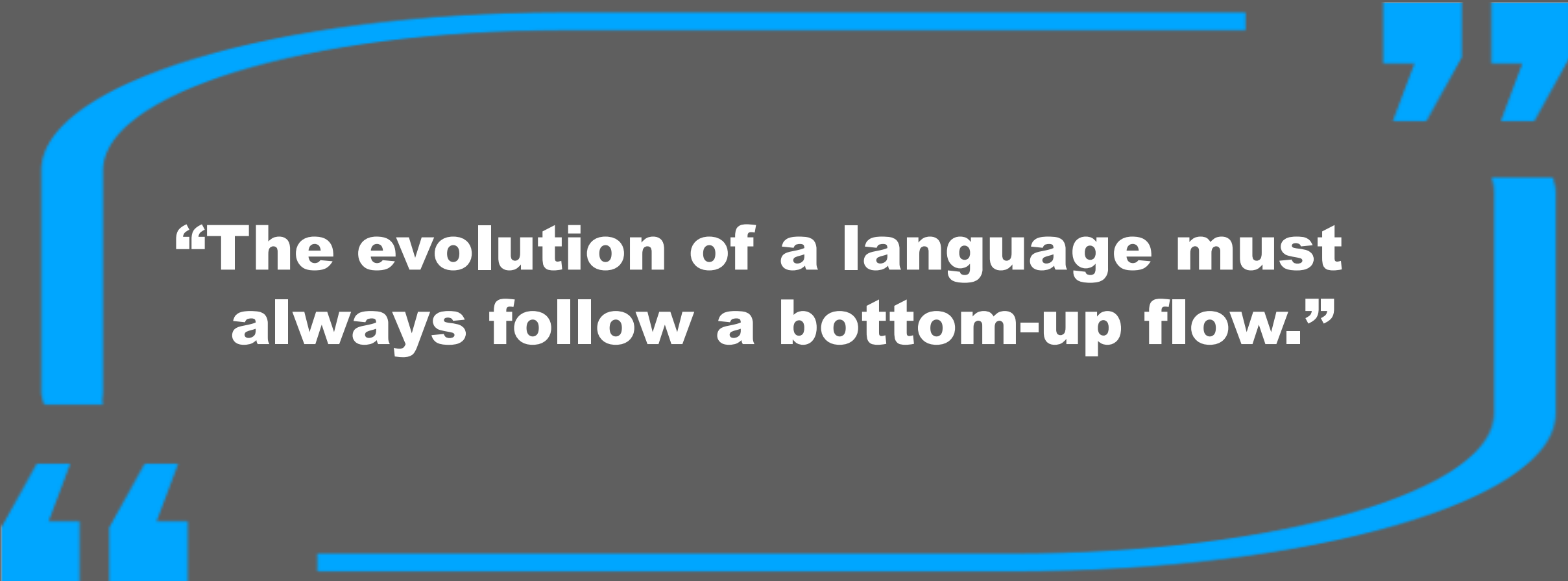
 Samuel King

Ótima escolha de roupas, **Agente** ^N_B ! Agora você está prontinho para iniciar um novo caso!

PULAR >>

PRÓXIMO 

[m="prontinho"/f="prontinha"/nb="prontinhe"]



**“The evolution of a language must
always follow a bottom-up flow.”**

Paulo Ledur
Masters in Applied Linguistics
(PUC-RS/BR)



Don't forget!

- **Tags**

[m="xxx"/f="xxx"/nb=xxx]

- **Duplicating strings**

- **Gender Neutrality is a Myth
(SP/FR/IT/AR/PT)**

Questions about localization? Reach out!
ca.linkedin.com/in/isabelapedrosa
ipedrosa.comm@gmail.com



ISABELA PEDROSA





ALASTAIR HEBSON







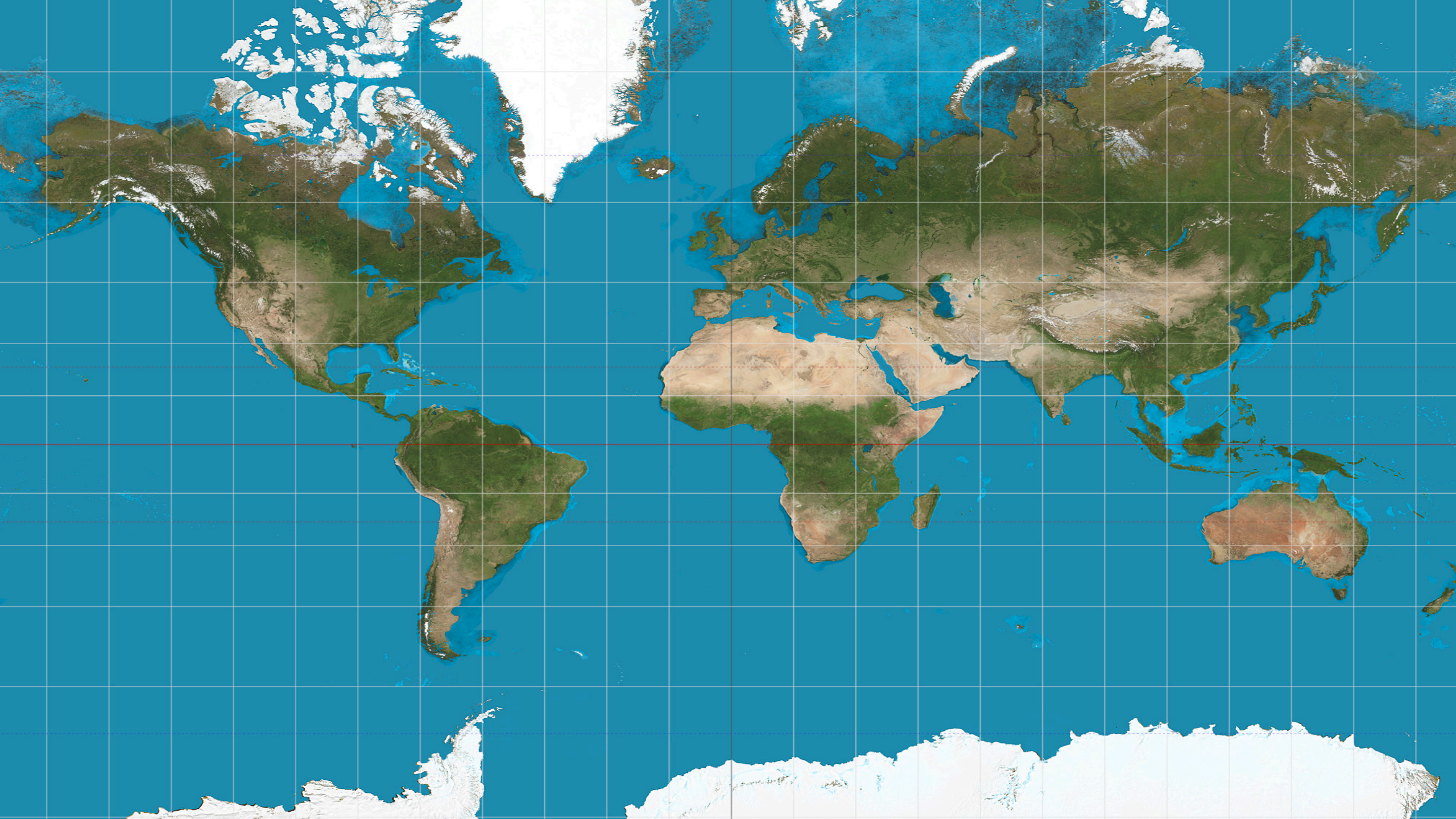




**THIS IS
HEAVY
STUFF**

		Class	Bug Total		
		A	1,821		
		B	12,431		
		C	328,901,217		
		Launch:	19 Days		

**“98% fat-free is
healthier than
1% fat”**





**REMOVE
CONSTRAINTS**



$$\begin{aligned}
& \mathbb{E} \left[\sum_{t=1}^n \mathbb{I} \left\{ \hat{\mu}_i(t-1) + \sqrt{\frac{2 \log f(t)}{T_i(t-1)}} \geq \mu_{1-\varepsilon} \text{ and } A_t = i \right\} \right] \\
& \leq \mathbb{E} \left[\sum_{t=1}^n \mathbb{I} \left\{ \hat{\mu}_i(t-1) + \sqrt{\frac{2 \log f(n)}{T_i(t-1)}} \geq \mu_{1-\varepsilon} \text{ and } A_t = i \right\} \right] \\
& \leq \mathbb{E} \left[\sum_{s=1}^n \mathbb{I} \left\{ \hat{\mu}_{i,s} + \sqrt{\frac{2 \log f(n)}{s}} \geq \mu_{1-\varepsilon} \right\} \right] \\
& = \mathbb{E} \left[\sum_{s=1}^n \mathbb{I} \left\{ \hat{\mu}_{i,s} - \mu_i + \sqrt{\frac{2 \log f(n)}{s}} \geq \Delta_{i-\varepsilon} \right\} \right] \\
& \leq 1 + \frac{2}{(\Delta_{i-\varepsilon})^2} \left(\log f(n) + \sqrt{\pi \log f(n)} + 1 \right) .
\end{aligned}$$

<u>COFFEE</u>	<u>1 SHOT</u>	<u>2 SHOTS</u>
MACCHIATO	2.50	3.00
ESPRESSO	2.00	2.50
CAPPUCCINO	3.00	3.75
LATTE	3.00	3.75
CAFE AU LAIT	3.00	3.75
FRANCAISIA	2.50	3.00
AMERICANO	2.00	2.50
MOCHA	3.25	4.00

EXTRA SHOT 75¢ - TAX INCLUDED -

ALL AVAILABLE WITH DECAF

ICED SOY SPECIALTY

<u>COFFEE</u>	<u>1 SHOT</u>	<u>2 SHOTS</u>
MACCHIATO	2.50	3.00
ESPRESSO	2.00	2.50
CAPPUCCINO	3.00	3.75
LATTE	3.00	3.75
CAFE AU LAIT	3.00	3.75
FRANCAISIA	2.50	3.00
AMERICANO	2.00	2.50
MOCHA	3.25	4.00

<u>COFFEE</u>	<u>1 SHOT</u>	<u>2 SHOTS</u>
SOY MACCHIATO	2.75	3.25
SOY CAPPUCCINO	3.25	4.00
SOY LATTE	3.25	4.00
CAFE AU SOY	3.25	4.00
SOY MOCHA	3.50	4.25
SOY CHAI	3.25	4.00
SOY STEAMER	3.00	3.50

EXTRA SHOT .75

ALL AVAILABLE WITH DECAF

ICED SOY SPECIALTY

<u>COFFEE</u>	<u>1 SHOT</u>	<u>2 SHOTS</u>
ICED SOY		
MACCHIATO	2.75	3.25
ICED SOY		
CAPPUCCINO	3.25	4.00
ICED SOY LATTE	3.25	4.00
ICED CAFE AU SOY	3.25	4.00
ICED SOY MOCHA	3.50	4.25
ICED SOY CHAI	3.25	4.00
ICED SOY STEAMER	3.00	3.50

SMOOTHIES

STRAWBERRY

PINEAPPLE & APPLE

W/STRAWBERRY

BLUEBERRY

PINEAPPLE & APPLE

W/BLUEBERRY

BERRY BAKED

PINEAPPLE

W/STRAWBERRY

& BLUEBERRY

MIXED

PINEAPPLE

W/ORANGE





Regret

Nothing









**@AllyMan for
references.**



ALASTAIR HEBSON





T.L. TAYLOR @YBIKA





5 myths in 5 minutes

...with a dash of sports history





AnyKey

**Launched 2016 as an initiative sponsored by
Intel and ESL**

Focused on fairness and inclusivity in gaming

Morgan Romine, Director of Initiatives

T.L. Taylor, Director of Research

AnyKey.org / [@anykeyorg](https://twitter.com/anykeyorg)

[HOME](#)[NEWS](#)[RESEARCH](#)[CODE OF CONDUCT](#)[ABOUT](#)[CONTACT](#)

AnyKey at PAX Prime

We are going to have a small but FUN presence at PAX Prime in Seattle this weekend! Come say hi to us in the Diversity Lounge!

AnyKey All-Stars: Sabina "Lawliepop" Hemmi

AnyKey All-Stars is a new series intended to shine a spotlight on influential figures in the world of esports. It will consist of features and video portraits about people from all sides of esports.

Celebrating Women Esports Players!

All too frequently we see articles with titles like, "Where are the women in esports?" In answer, we'd like to highlight some of the women who have been doing amazing things in esports for years!

White Paper #3, Moderating Online Communities

During our second private workshop for AnyKey, we discussed strategies that might be help to address the issue of online harassment and the daunting task of online community moderation.



Katherine Switzer attempting to run the 1967 Boston Marathon

“Throwing 70
miles per
hour- THAT’S
throwing like
a girl.”

- Mo’ne Davis, 13 year
old Little League
Baseball player



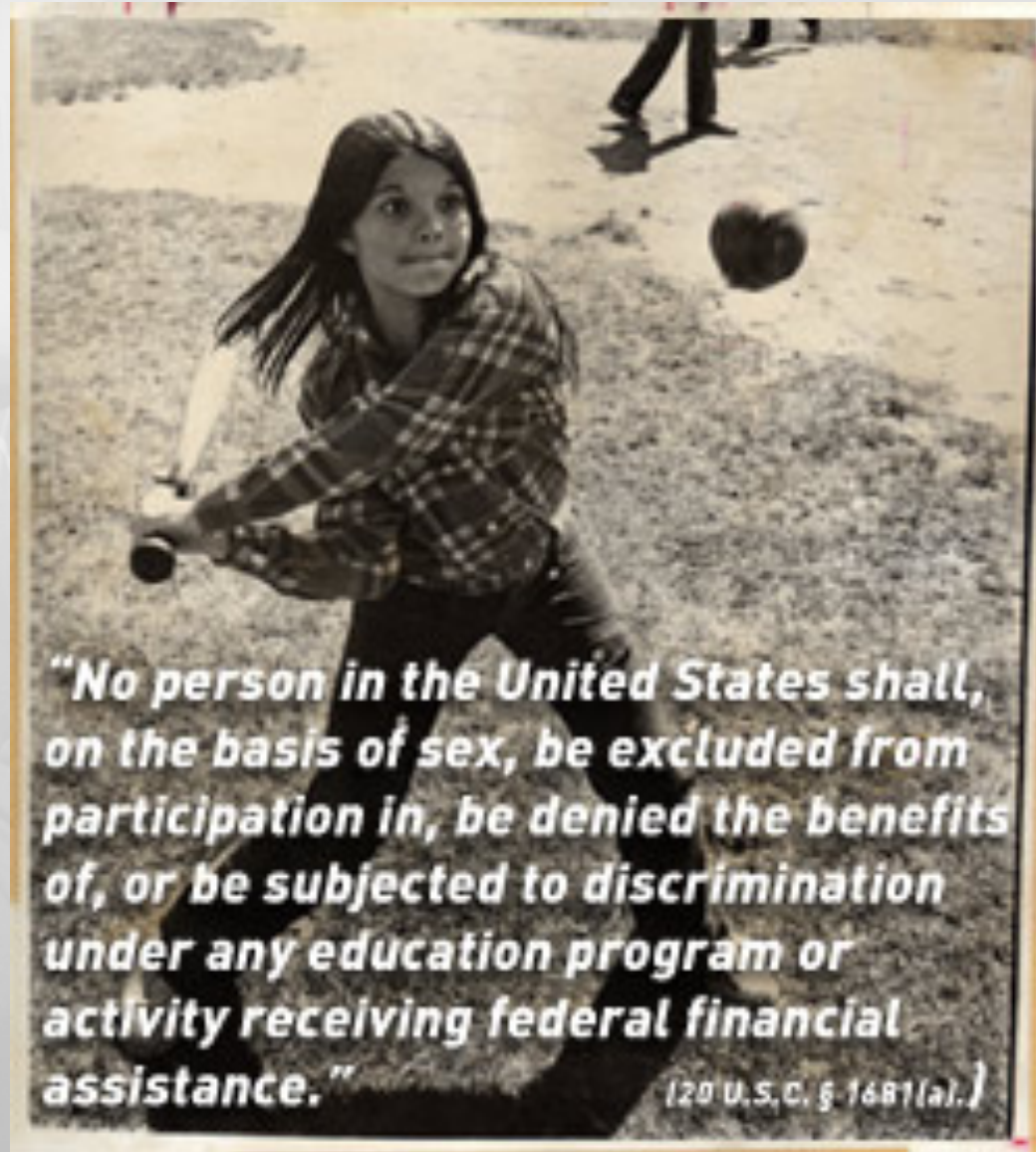
2014



Title IX

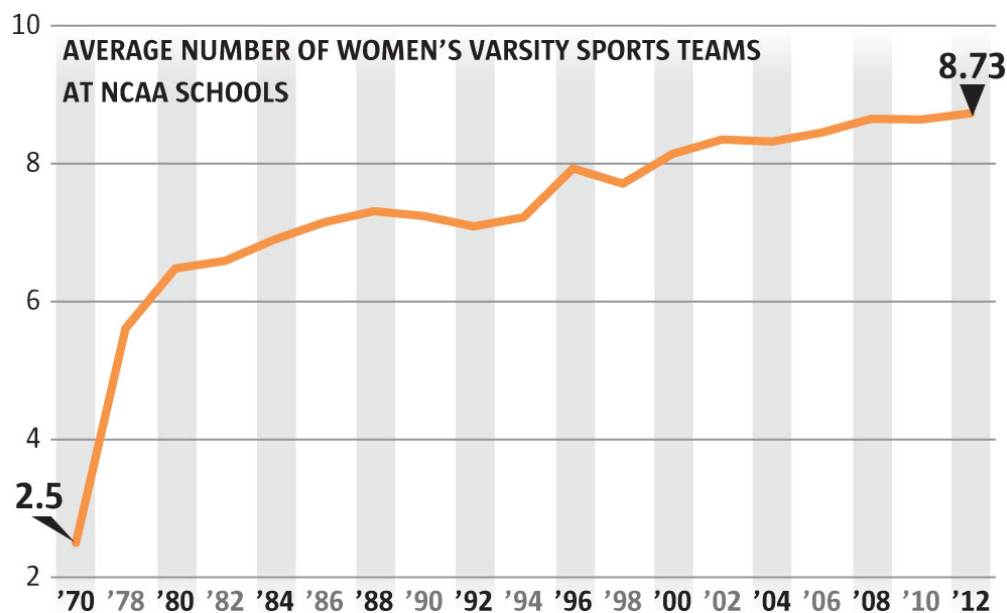
1972 Amendment that had far reaching impact on a number of domains, including sports.

Addresses equity, anti-discrimination, and anti-harassment.



More women's teams than ever

In 1970, two years before the passage of Title IX, NCAA schools averaged 2.5 varsity women's sports. In 2012, NCAA Div. I, II and III schools average 8.73 sports, the highest number ever.

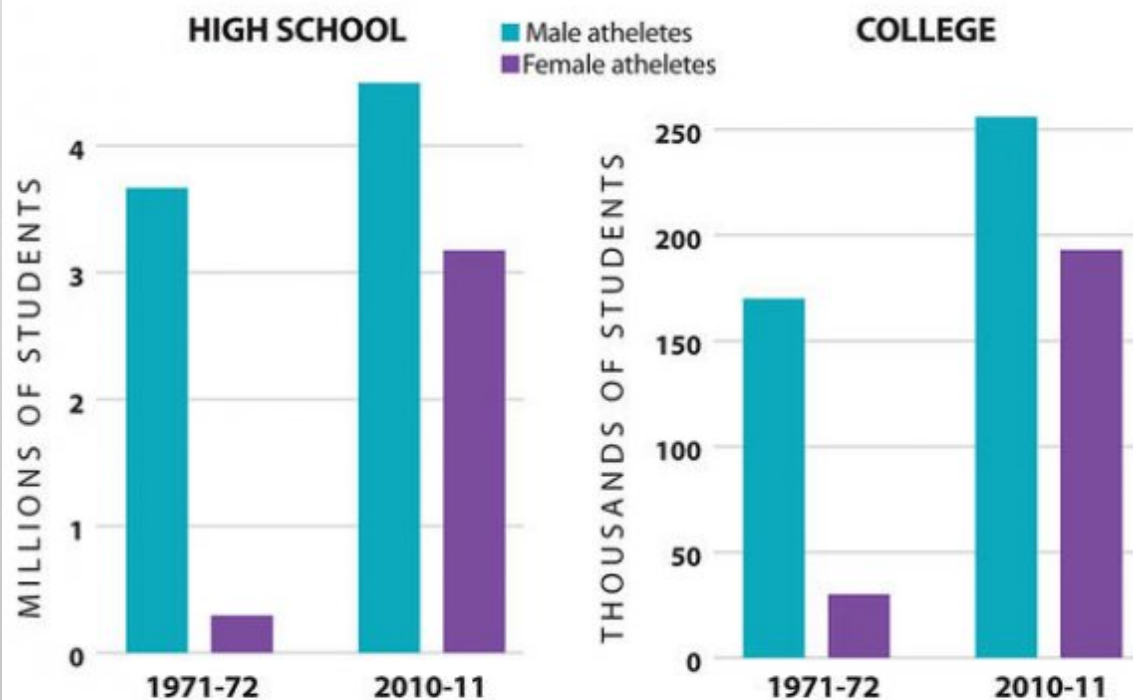


Source: "Women in Intercollegiate Sport. A Longitudinal, National Study," by R. Vivian Acosta, Linda Jean Carpenter, January 2012.

Reporting by **BILL READER**, Graphic by **MARK NOWLIN** / THE SEATTLE TIMES

Female participation in sports increases exponentially

During the 1971-72 school year, before Title IX took effect, about 7 percent of high school athletes were girls and about 15 percent of college athletes were women. In the 2010-11 academic year, those figures had risen to about 41 percent and 43 percent, respectively.



SOURCES: National Coalition for Women and Girls in Education, "Title IX at 40: Working to Ensure Gender Equity in Education"; National Federation of State High School Associations; NCAA Sports Sponsorship and Participation Report

RICH CLABAUGH/CSMONITOR.COM





Thinking about and intervening at the level of:

Organizational structures & policies

Access & opportunity

Networks

Stigmatization and harassment

Being “hailed” or not (inc. marketing)

Communities, support, and role models

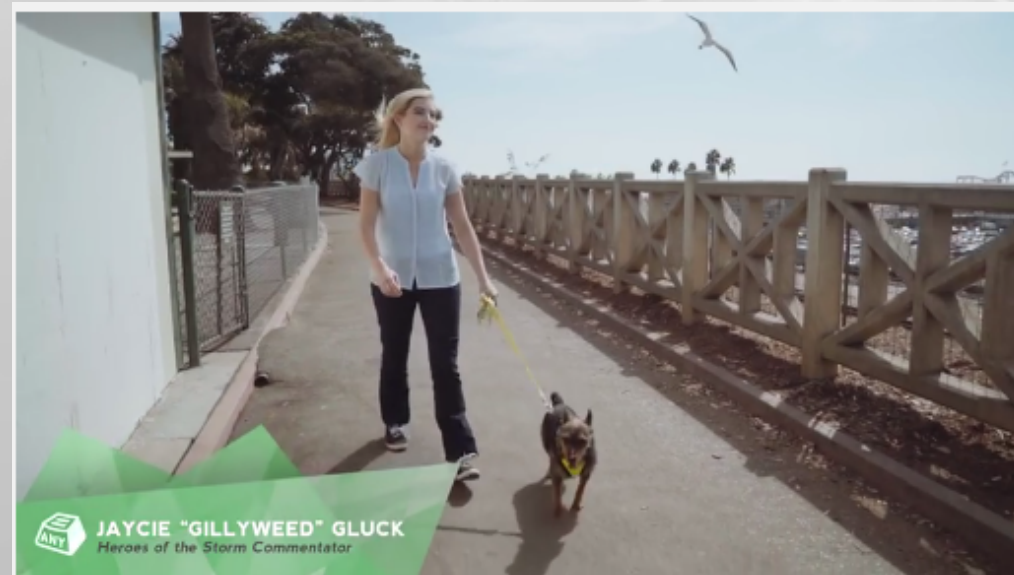
Social expectations & constraints



Myth #1: Women aren't interested in esports or competition.

Fact: They've been there from the beginning & continue to play a huge role in the industry.



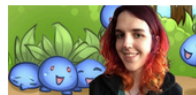


AnyKey All Star Profile Videos @ YouTube





I Need Diverse Games
Affiliates, Community



Steph "Oddish" Loehr
Affiliates, Content Creator, esports



Ladies of the Round Table
Affiliates, Community



Online SOS
Affiliates, Community, Resources



Rachel "Seltzer" Quirico
Affiliates, Content Creator, esports



SKYLLA
Affiliates, Community, esports



Smash Sisters
Affiliates, Community, esports



AbleGamers Charity
Affiliates, Community



Anna Prosser Robinson
Affiliates, Content Creator, esports



Ashnichrist
Affiliates, Content Creator



Counter Logic Gaming
Affiliates, esports



GaymerX
Affiliates, Community



Jaycie "Gillyweed" Gluck
Affiliates, Content Creator, esports



KillyKAPOWski
Affiliates, Content Creator



LlamaDownUnder
Affiliates, Content Creator



Misscliiks
Affiliates, Community



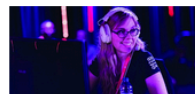
Selfless Gaming
Affiliates, Community, esports



Simply Undrea
Affiliates, Content Creator



Spawn On Me
Affiliates, Content Creator



Stephanie "missharvey" Harvey
Affiliates, Content Creator, esports



Sweet Synergy Esports
Affiliates, Community, esports



Terrence Miller
Affiliates, Content Creator, esports

AnyKey Affiliates Program



Myth #2: Women's tournaments are sexist.

Fact: Right now women's tournaments form an important, and ideally temporary, component to building inclusive esports.





Smash Sisters



Myth #3: What happens in chat doesn't matter.

Fact: Just hiding chat is no solution. Broadcasters – including esports companies – are responsible for their channel.

dreamhackhs playing Hearthstone: Heroes of Warcraft on DreamHack

Chakki vs TerrenceM

Video Description

The broadcaster has not set a description for this video

Follow Subscribe \$4.99 Share

Date Recorded

May 8, 2016

16,923 views 56,185 likes

Chat Replay Videos

LaneRouse : <message deleted>

TerranoiseHS : using pen

C0pyr1gh7 : 20 WORD ESSAY LUL

s0urkr0ut : haHAA HAHA RACISM haHAA

TheXumm : <message deleted>

dktdkdmldyd12 : darktemplar

Vallzeh :

Bryght : OMG this pen grap

noobstone2 : TERRENCE BOIS

RevivedMayhem : WHY DOES HE HOLD THE PEN LIKE THAT Not:LikeThis

Ballashoes : PEN GRIP

OrganGrinderTM : <message deleted>

RobbieRobert87 : go go go my *** ahaha

Tan1k : reek7

WhirlwindKappa : N A E R S

Joaoapenas : <message deleted>

Slick_89 : <message deleted>

BearLoh : stop it chat

wildcard_ult : SHOULD BAN TAKING NOTES

supersingo : SaltyCorn

Commiehunter1776 : VS

Niis2004 : <message deleted>

WarJitsu : CHAKKI IS JUST DRAWING DICKS ON THE PAPER

All times are estimates

* Day 1 (May 6th) * Preshow - 16:00 - 16:15 * Round 1 -



PAX
2016 **EAST**

YOU'RE NOW WATCHING...

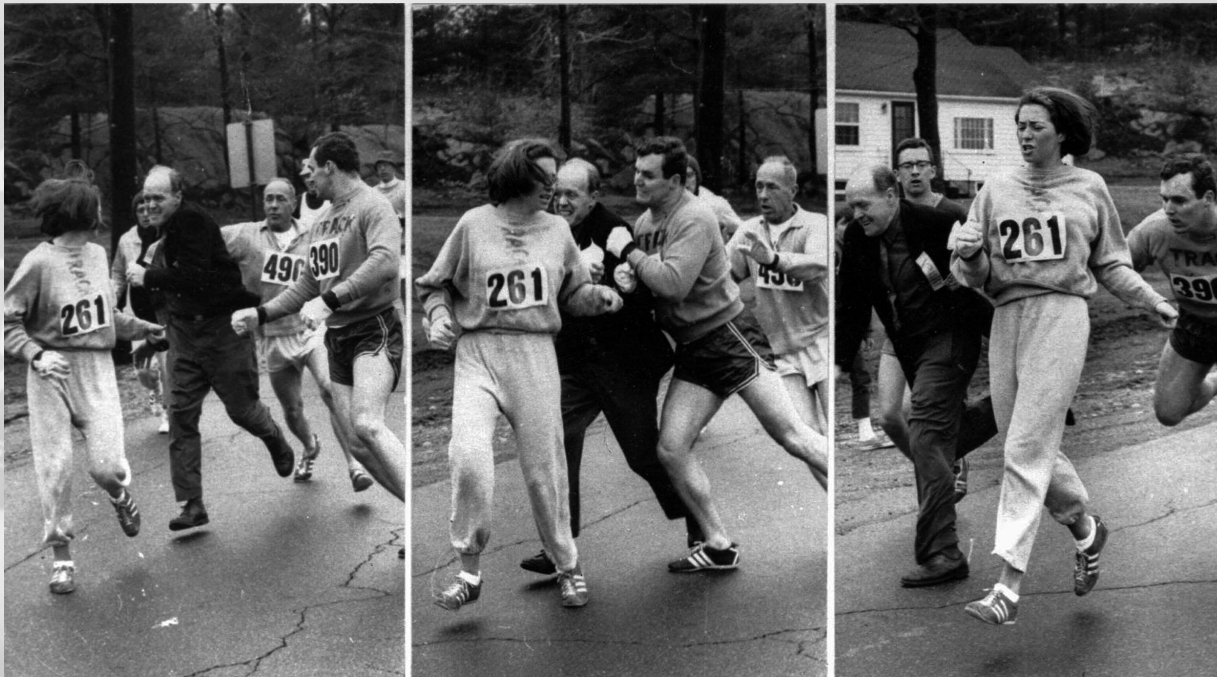
newegg

Competition for All: Building Inclusive E-Sport Communities



Myth #4: Things will just eventually get better on their own.

Fact: Change takes work (at multiple levels) and requires allies.



"I turned around and I saw the angriest face I had ever seen. It was Jock. He grabbed me by the shoulders, spun me back and screamed, 'Get the hell out of my race and give me those numbers.'

"He started trying to rip off my bib numbers. **With that, Arnie [her coach] jumped in and said, 'Leave her alone. She's OK, I've trained her.'**

Jock had me by the sweatshirt and I was trying to get away. **He was pulling me back when my boyfriend Tom Miller, who was also in the race, came running full tilt and hit Jock with a cross-body block and sent him flying through the air.**

We kept on running and Jock got up and got back on the bus.





Bobbi Gibb ran without a number (Boston), 1966



Sole Sisters (NY Marathon protest), 1972



**Marilyn Bevens
(& Baltimore Road Runners Club, 1973)**



**Lady Equitable 10k
(Baltimore), 1980**

Myth #5: It will never get better.

Fact: Change is possible.



First official women's Boston Marathon entrants, 1972



Switzer & Jock at 1973 Boston Marathon



Thanks!

AnyKey.org / @anykeyorg
for more on our research and initiatives

T.L. Taylor – tltaylor.com / tl@tltaylor.com / @ybika

Morgan Romine – morganromine.com / morgan@anykey.org / @rhoulette





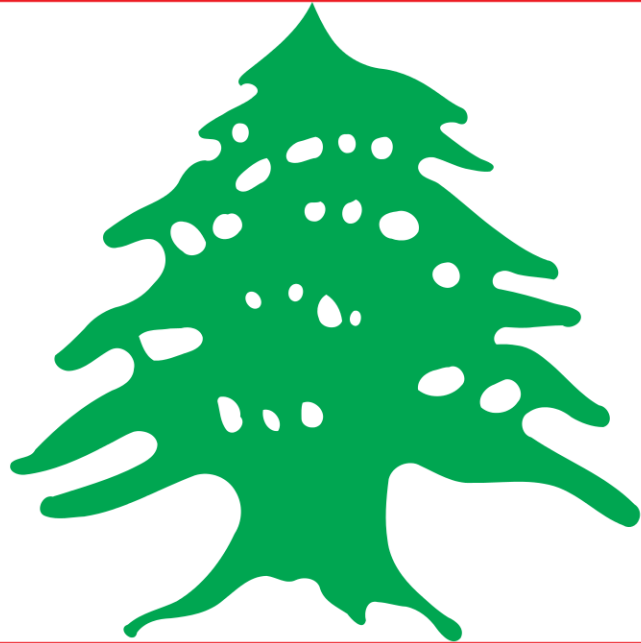
T.L. TAYLOR @YBIKA





DINA ABOU KARAM





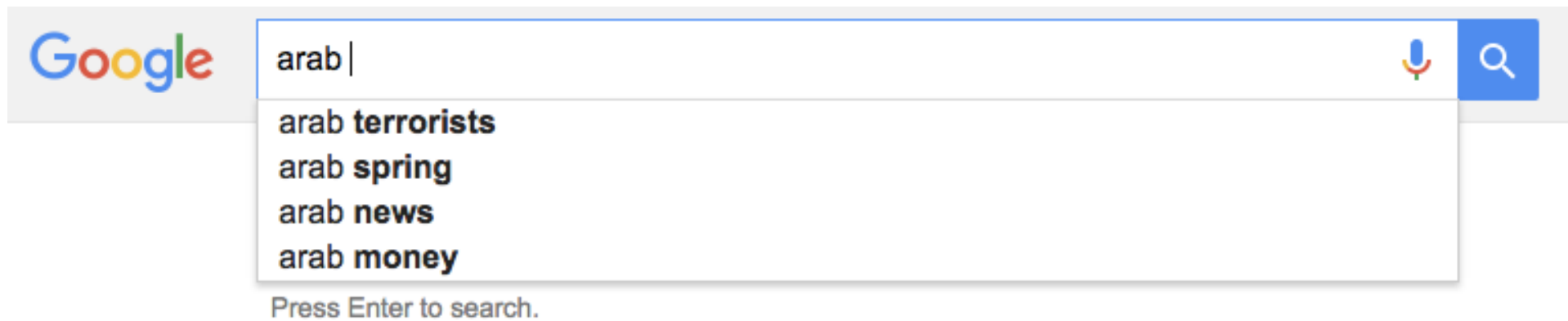


9 / 11 / 2001

SO SUBTLE

WOW





Actual screencap I took myself.







DR. THRAX

"I've mastered the effects of chemicals on the human body. Want to see?"

FACTION: GLA
SPECIALTY: Toxin

EXCLUSIVES:



MOBILE CHEMIST

- Chemical expert that specializes in 'enhancing the performance' of infantry. Effective at supporting infantry.



TOXIN TANK

- Armored tank repurposed to spray toxin on the battlefield. Effective against light vehicles and infantry.



TO

- Causes failures reducin combat

COMMAND & CONQUER







It me. :(

**STOP
MAKING
ME KILL
MYSELF**

PHARAH

GAMEPLAY PREVIEW







**AS ARTISTS WE HAVE A
RESPONSIBILITY TO BE ON
THE RIGHT SIDE OF HISTORY.**

**Lifehacks for the
socially conscious game
developper.**

**HOW TO
STEALTH
STAN FOR
MINORITIES**

HIRE US
TALK TO US
KNOW US

**I BELIEVE IN
YOU**



DINA ABOU KARAM





EMMANUEL GUARDIOLA





COLOGNE GAME LAB
Institute for Game Development & Research

Technology Arts Sciences
TH Köln

WIXEL
STUDIOS®



VIDEO GAMES WITHOUT BORDERS
great games for a great cause

Context : EduApp4Syria, International Call, Feb 2016



Norwegian Ministry
of Foreign Affairs



Norad



NTNU

Norwegian University of
Science and Technology



USAID
FROM THE AMERICAN PEOPLE

World Vision®



**Australian
Aid** 



INEE



National Programme for Supplier Development
Innovative public procurements

Context : Core Audience

- 5 to 10 years old Syrian Children Refugee
- Arabic speaking
- Dropped out normal educational system
- In Lebanon, Turkey, Iraq and Jordan



Syrian children attend a class at a school for refugees in the Lebanese village of Qaraoun, in the Bekaa Valley.
Photograph: Joseph Eid/AFP/Getty Images

Lesson 1 : Work within the audience's culture

The initiators team in February 2016



Syrian refugee in France
PhD in Computer
Science



Syrian refugee in France
PhD student in Computer
Science



Syrian refugee in Germany
English and Arabic Teacher



EU Game designer
Prof in Game Design

Lesson 1 : Work within the audience's culture

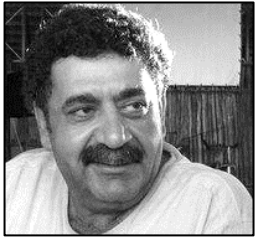
Overall concept and first proto with the Syrian team

- Letters: living creatures in a park
- The old Keeper needs the player to take care of the letters
- “Helped” by Antura, the Keeper’s Clumsy dog
- Gameplay over pedagogy



Lesson 1 : Work within the audience's culture

Extended team: MENA residents or refugees, humanitarian and experts



Fares Al-Helou
The Keeper



Ibtissam Shakar
Other voices
and songs



Mouna Barmada
Elementary
School teacher



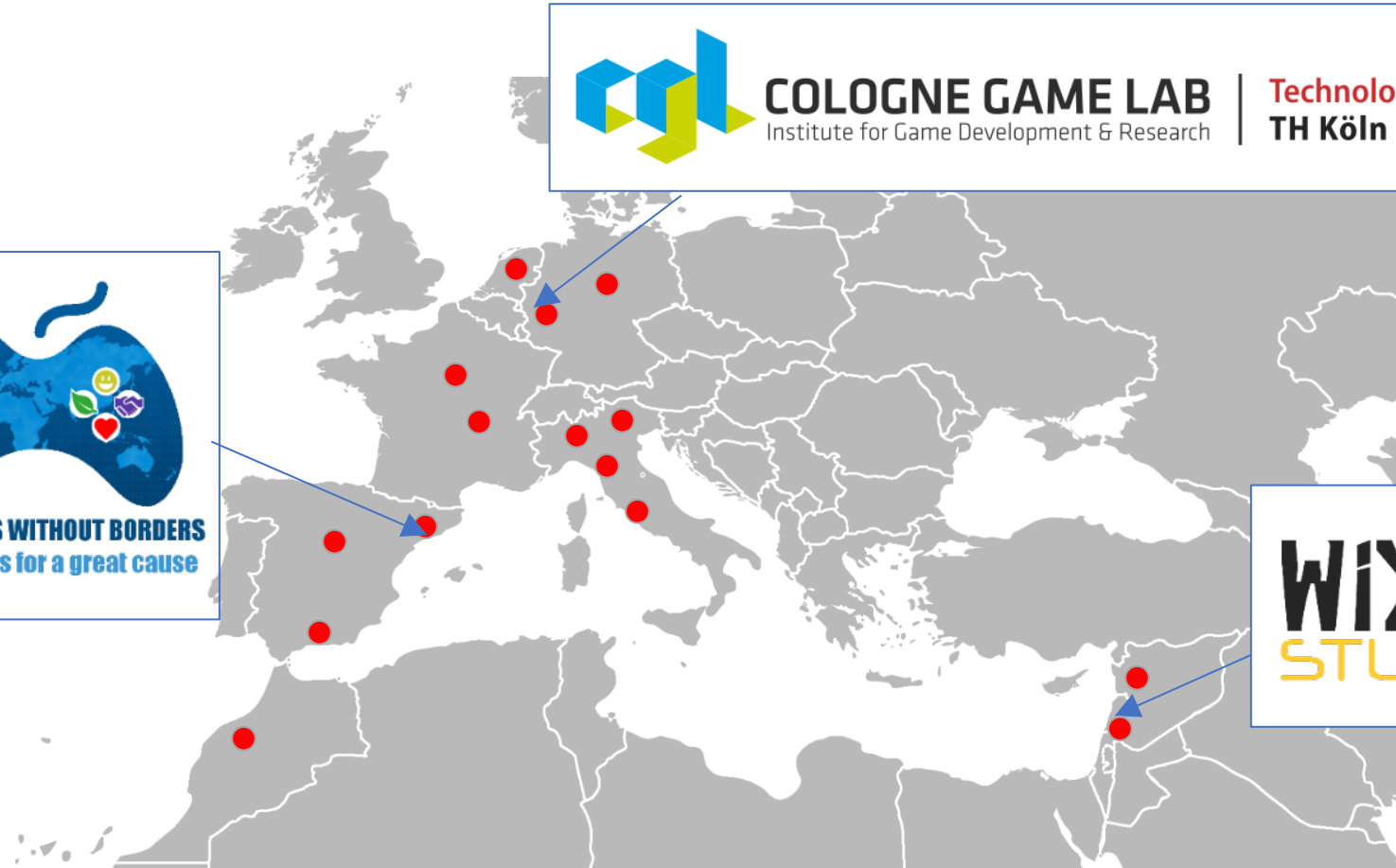
Hamza Chouia
Sound designer
Composer



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Technology Arts Sciences
TH Köln

WIXEL
STUDIOS[©]



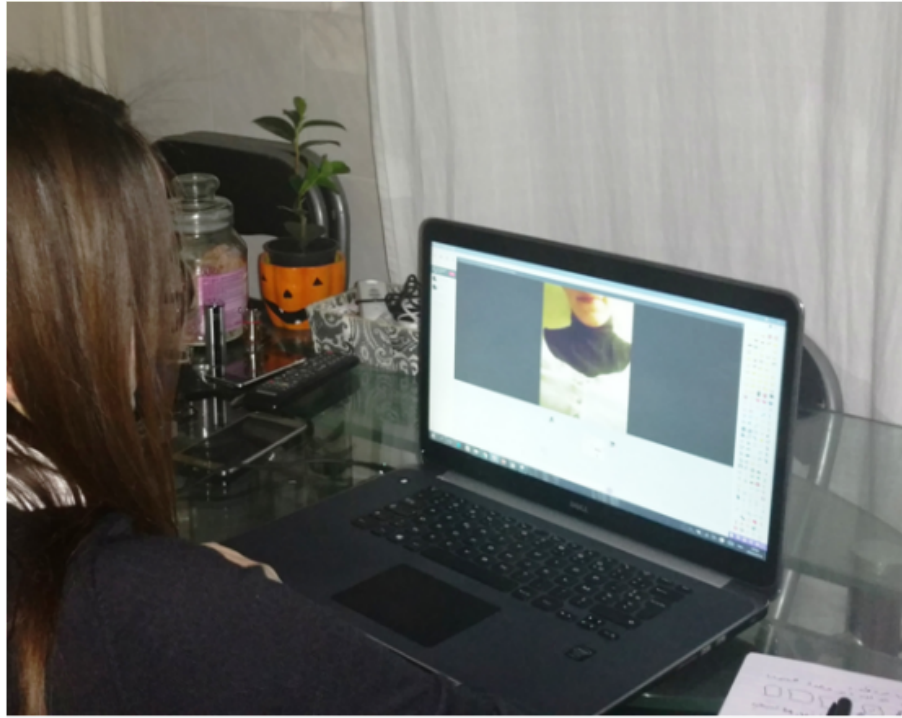
Lesson 2 : Connect the content with the audience



Afro-Arabic warrior-poet
named Antar or Antarah ibn
Shaddad
525-608

“Antura” = Cute version of the
name

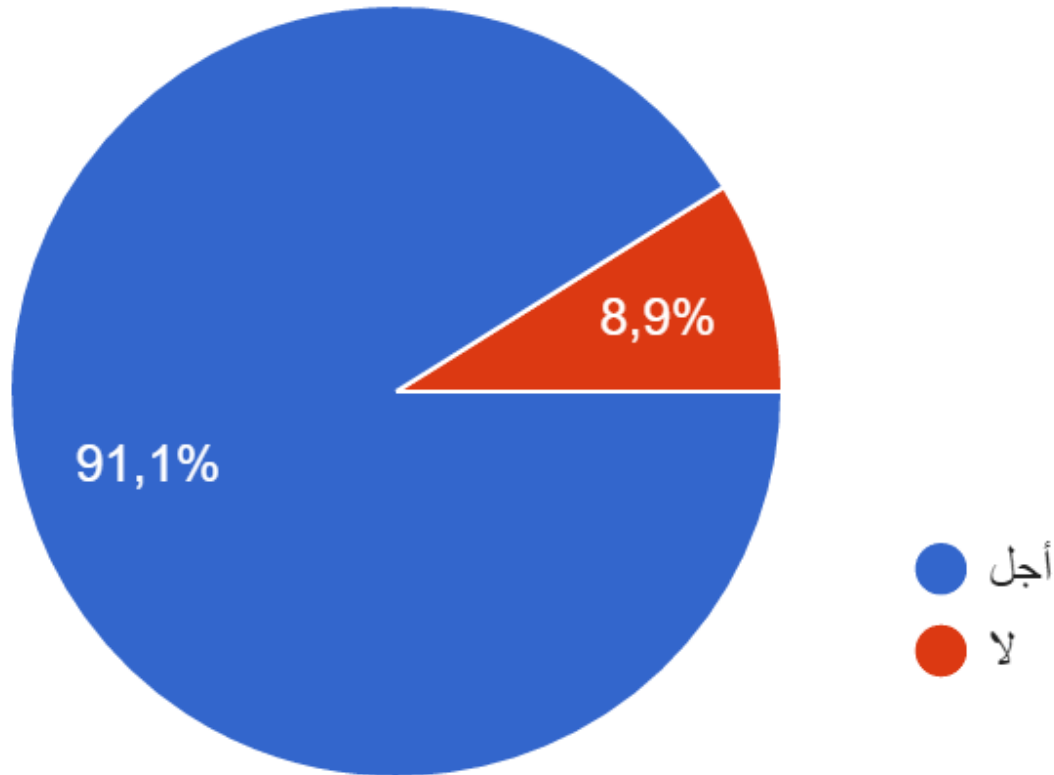
Lesson 2 : Connect the content with the audience



Lesson 3: Smashing stereotypes and ignorance

“Muslims don’t like dogs”

Lesson 3: Smashing stereotypes and ignorance



“For now (Mid june) we have 170 arabic participant (50 are living in MENA (27 inside syria)), 93% are syrian and 7% are from other nationality. 85.9% female 14.1% male.”

Lesson 3: Smashing stereotypes and ignorance



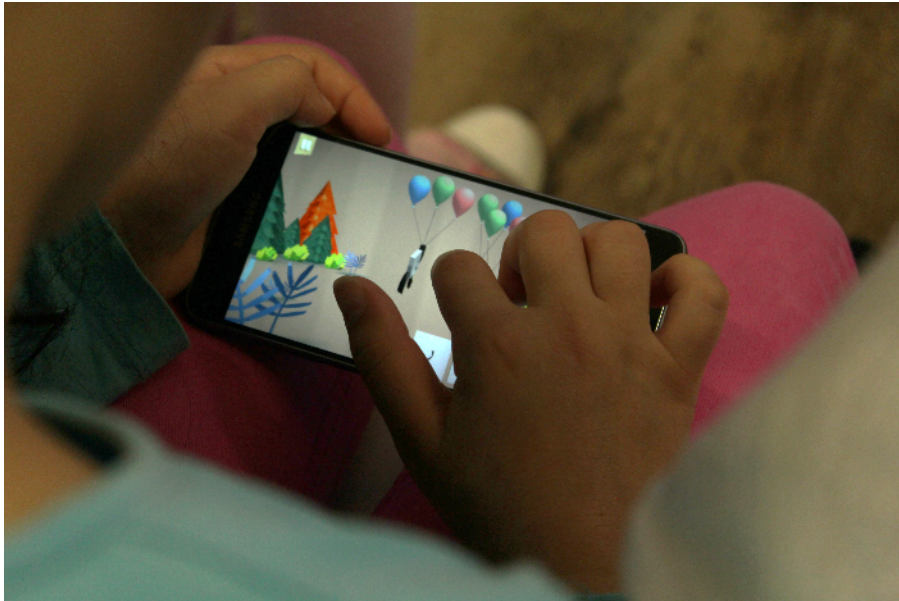
Lesson 4: Playtest or perish



Lesson 4: Playtest or perish



Learning 4: Playtest or perish



Lesson 5: Do not harm principle

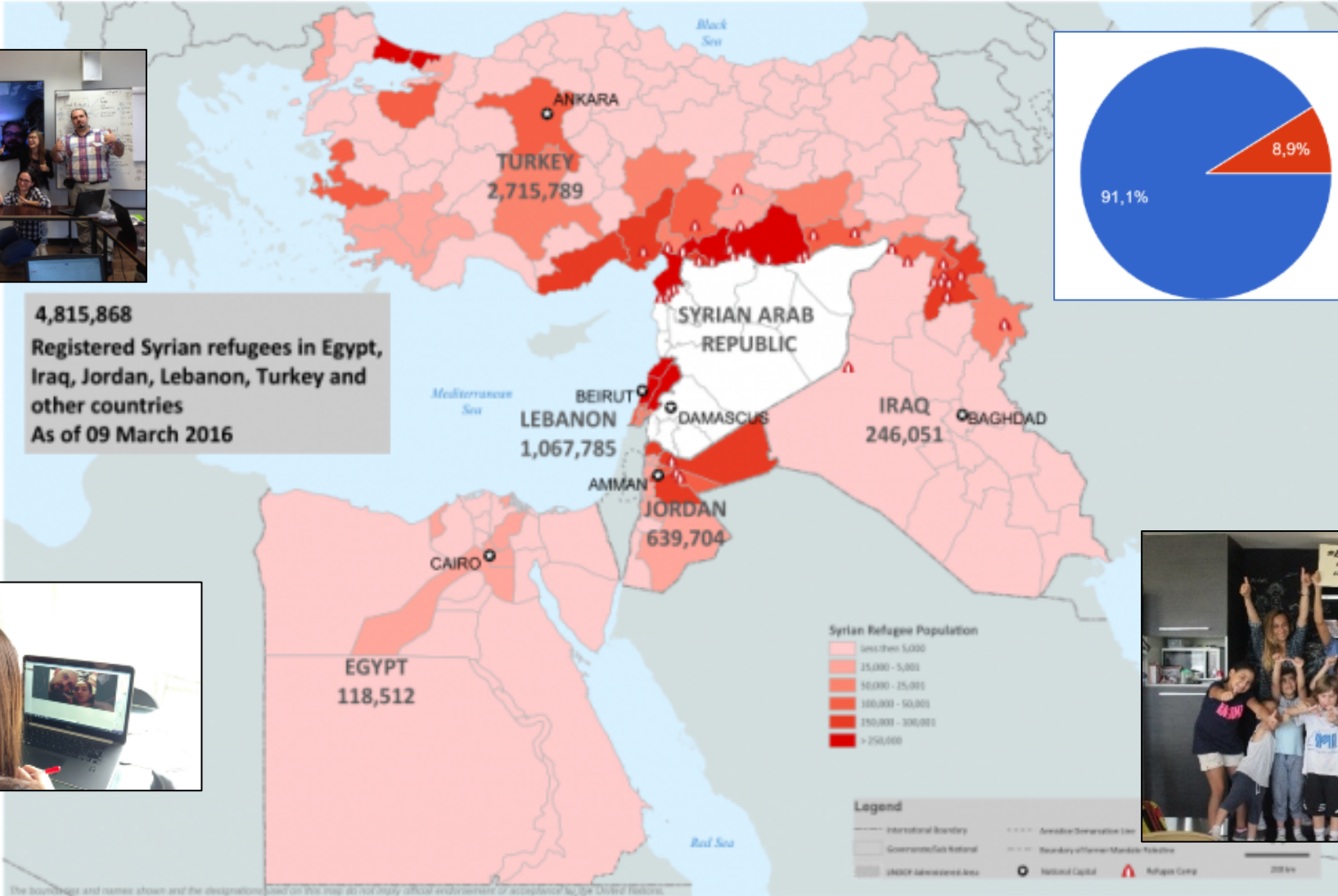
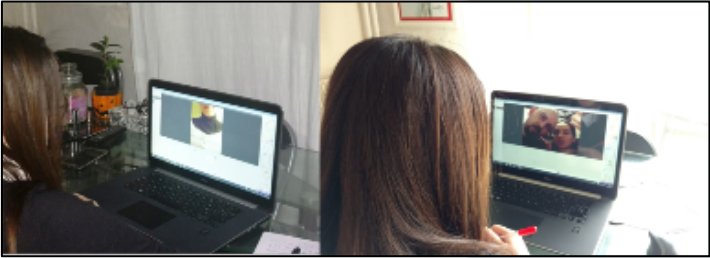
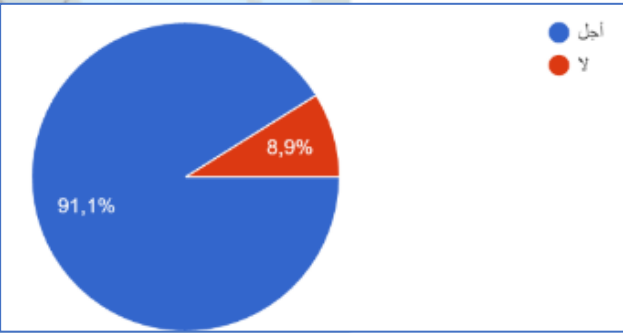
avoid an humanitarian intervention
that ends up causing more
problems than solving them

Lesson 5: Do not arm principle

Syria Situation Map
Syrian Refugees



4,815,868
Registered Syrian refugees in Egypt,
Iraq, Jordan, Lebanon, Turkey and
other countries
As of 09 March 2016



Lesson 5: Do not harm principle

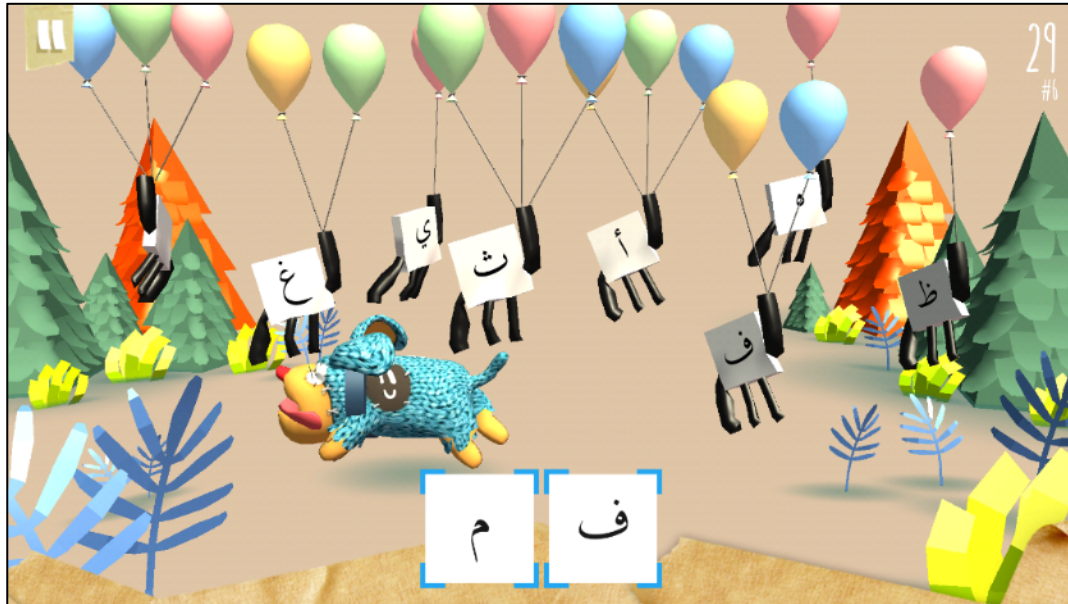
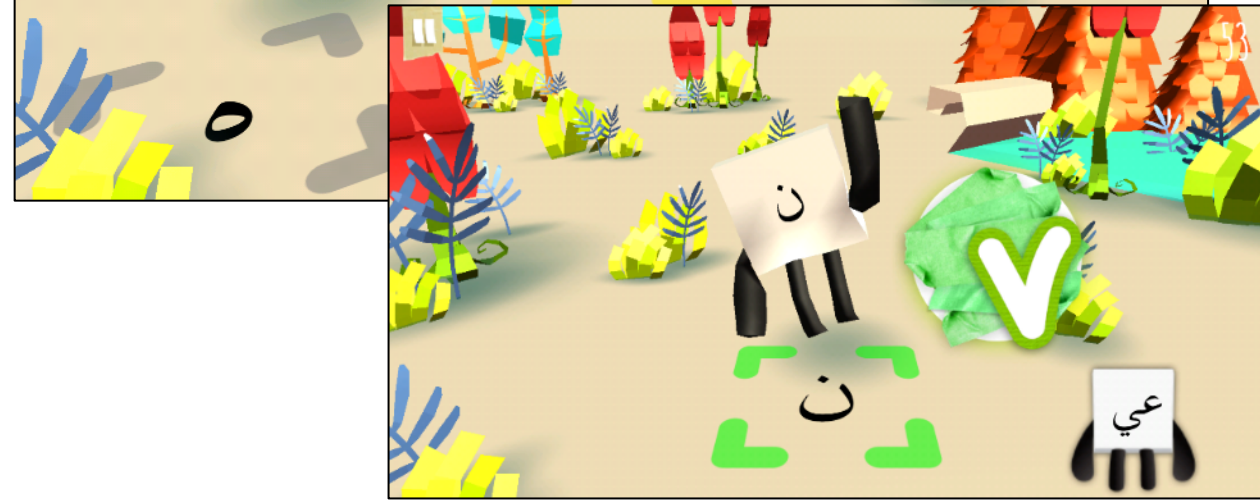
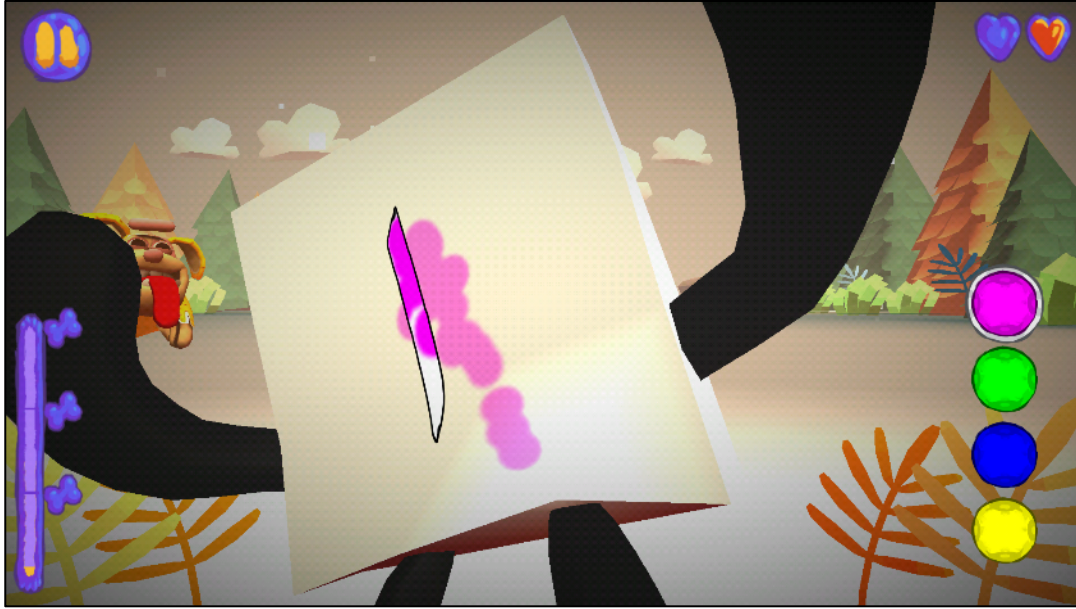


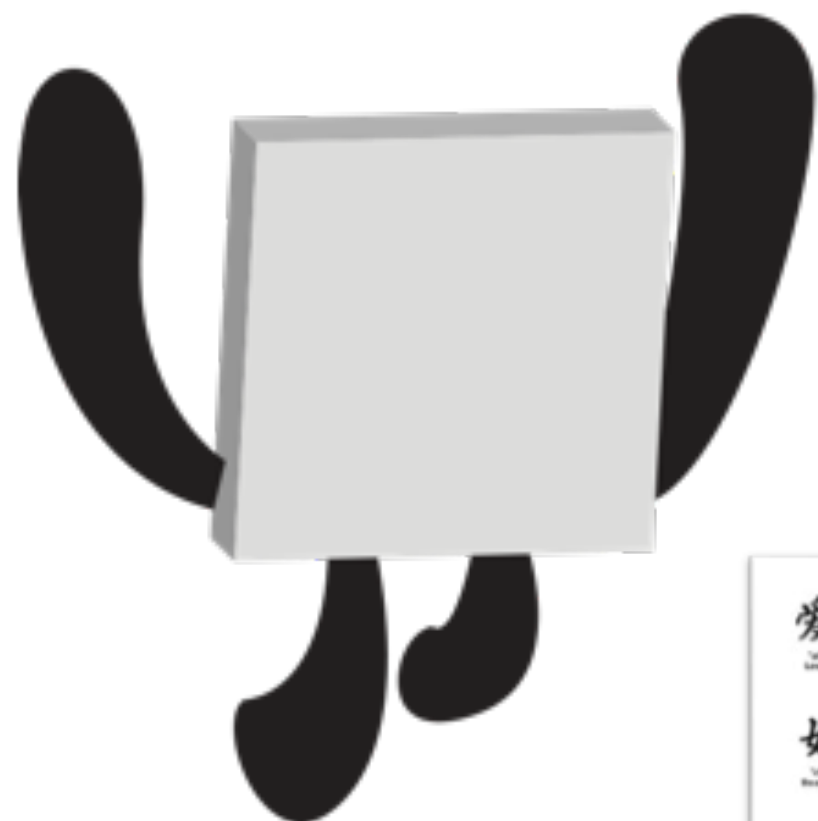
Dr Marc Wittman

Psychosocial Wellbeing :
Procedural Flow to fight anxiety



Lesson 5: Do not harm principle





A B C D E F
G H I J K L
M N O P Q R
S T U V W X
Y Z

爱 安 拔 宝 碧 州
妮 大 蒂 蒂 都 峨
恩 阔 范 绯 育 哈
海 好 华 吉 开 考
客 拉 乐

А	а	Б	б	В	в	Г	г	Д	д	Е	е	Ё	ё	Ж	я
A	a	B	b	V	v	G	g	D	d	Yeh	yeh	Yo	yo	Zh	zh
З	з	И	и	Й	й	К	к	Л	л	М	м	Н	н	О	о
Z	z	Ee	ee	Ik	ih	K	k	L	l	M	m	N	n	O	o
П	п	Р	р	С	с	Т	т	У	у	Ф	ф	Х	х	Ц	ц
P	p	R	r	S	s	T	t	U	u	F	f	X	x	Ts	ts
Ч	ч	Ш	ш	Щ	щ	Ъ	ь	Э	э	Ю	ю	Я	я		
Ch	ch	Sh	sh	Shch	shch	-	ih	-	Eh	eh	Yh	yh	Yh	ye	

Lesson 1 : Work within the audience's culture

Lesson 2 : Connect the content with the audience

Lesson 3: Smashing stereotypes and ignorance

Lesson 4: Playtest or perish

Lesson 5: Do not harm principle

eg@colognegamelab.de 



EMMANUEL GUARDIOLA





DANA RUGGIERO



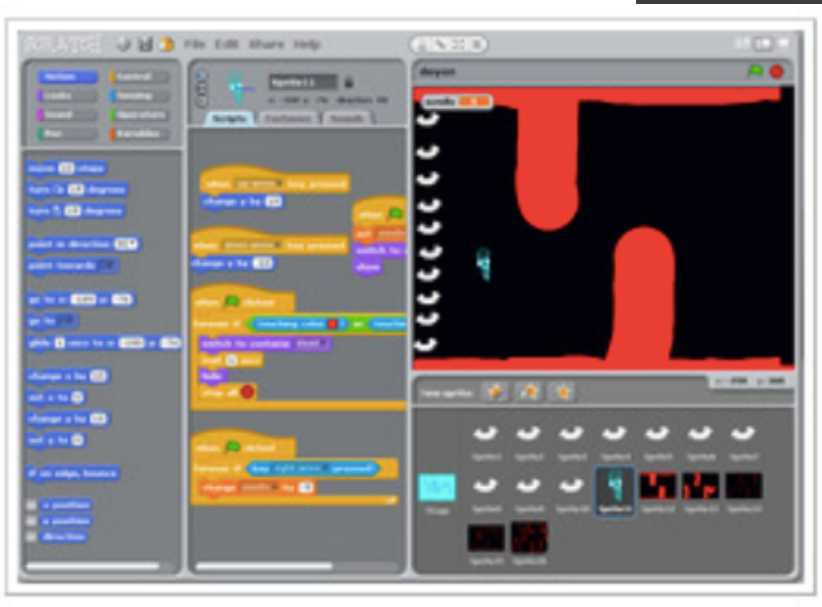


PROJECT
TECH

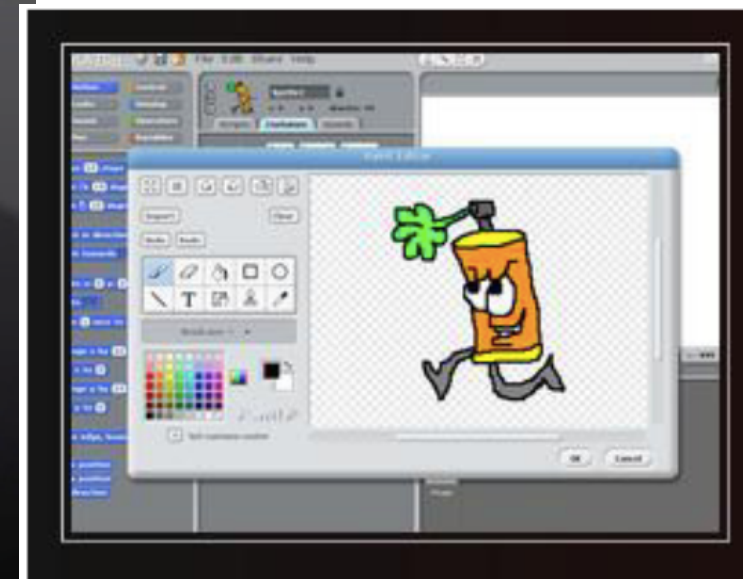


The Drug Factor

*The young and
the pregnant*



the turth
the turth
about
gangs



GAME
OVER!



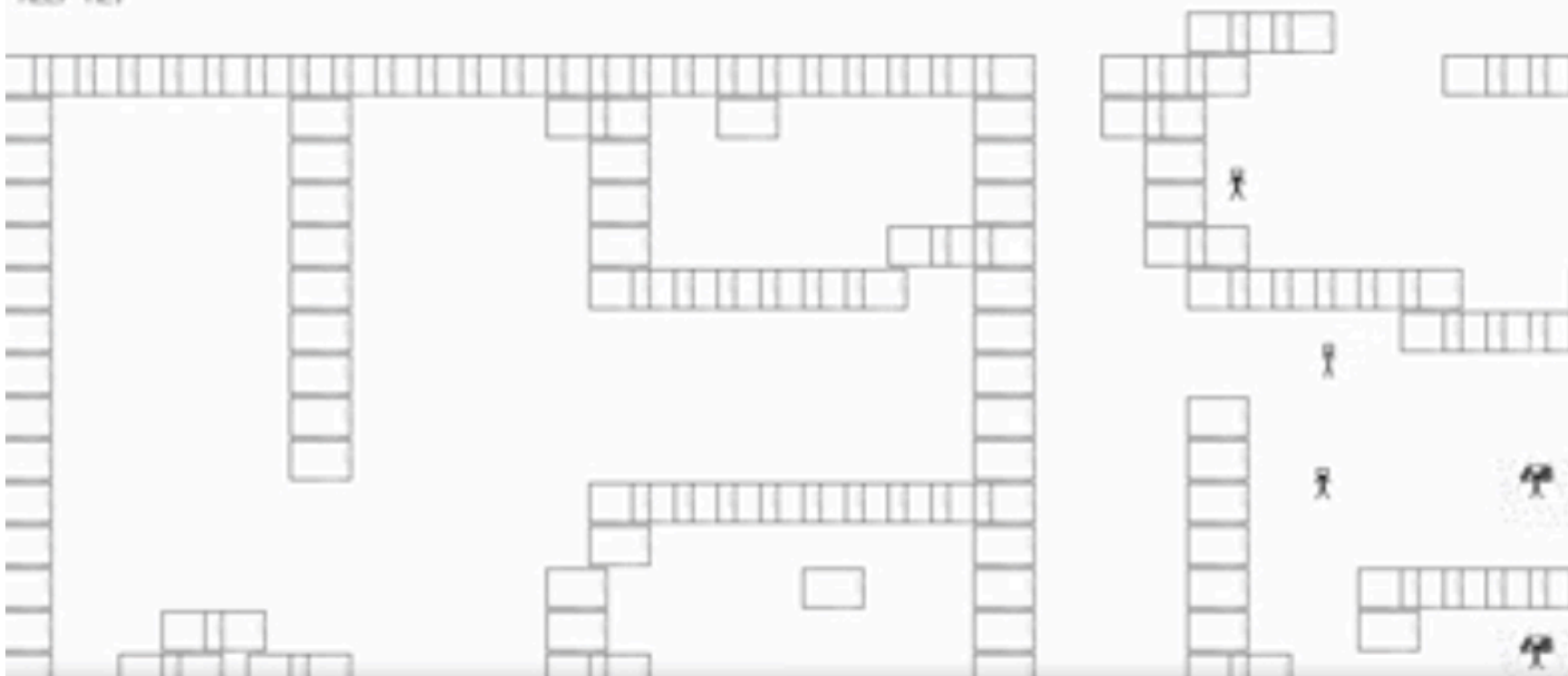


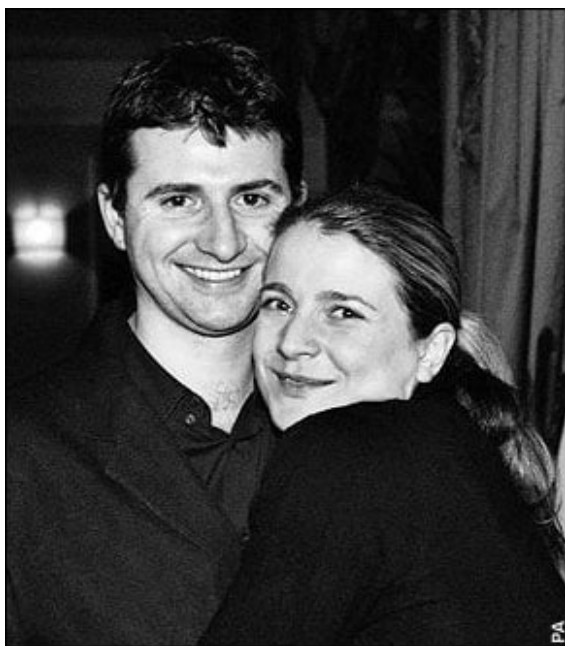






HELP ME!





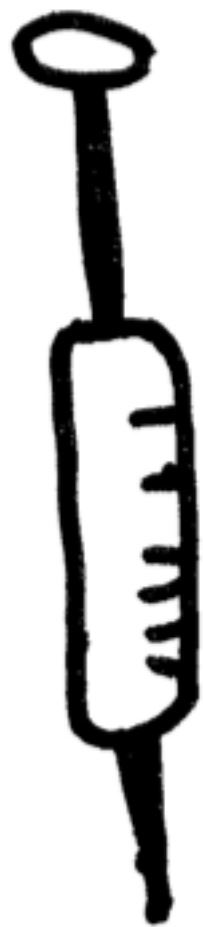
**“You are Toms’ mom and
the doorbell has just rung.
It is the police with **bad**
news . . .”**

“Your son has been murdered . . .”

“Your son is dead . . .”

“You need to come with us . . .”

“I’m sorry, it’s about Tom . . .”



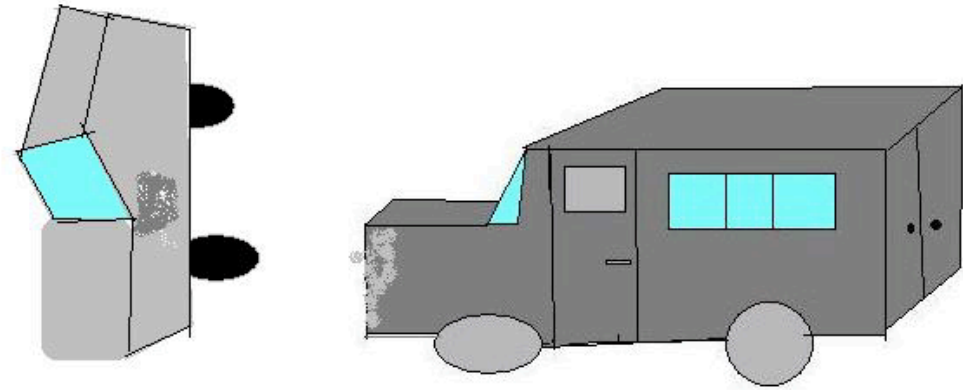




Make a choice driver

Anonymous driver

You have to be amputated, you are now legless



The Run

You hit two of the Gang members and the other's get angry They hit you. you hit your head on the floor. **slip**

The Run

You get rushed to the hosbital you die **Game Over**

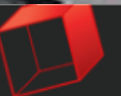


HMP / Ewing





DANA RUGGIERO

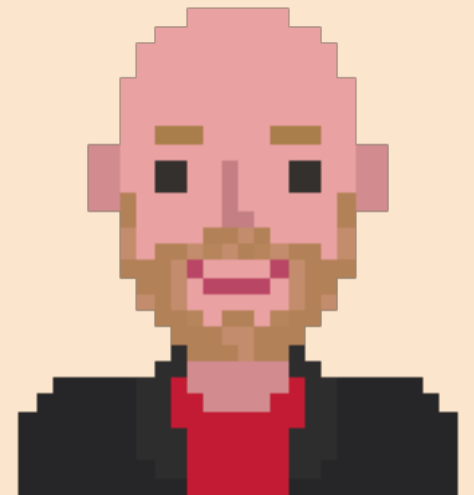


IMRE JELE



Maintaining a creative and healthy studio environment

Imre Jele
Bossa Studios
Creator-In-Chief
Co-founder
@imrejele



*“Make creativity and innovation the top **company values**. Ensure creative culture is driven by all employees and not just management.”*

Michael Christie, Head of HR



*“Encourage **healthy debate** to show people that it's ok to speak their mind. Though having most ideas challenged takes a bit of getting used to.”*

Sophie Rossetti, Producer



*“A flat and open company structure allows everybody to voice their concerns and **propose solutions**. But it requires more from team members as they are not being told what to do.”*

James Broadley, Art Director



“Avoid micro-management. *Team members who are constantly told what to do are discouraged from thinking outside the box and solving problems in new ways.”*

Michael Christie, Head of HR



“Trust the team *to freely do what they do best, but be available to help unblock creative and commercial issues.”*

Marina Mello, Commercial Director



*“Game Jams are expensive and risky. But most **creative people thrive** on building something of their own. It’s a powerful creative and motivational tool.”*

James Broadley, Art Director



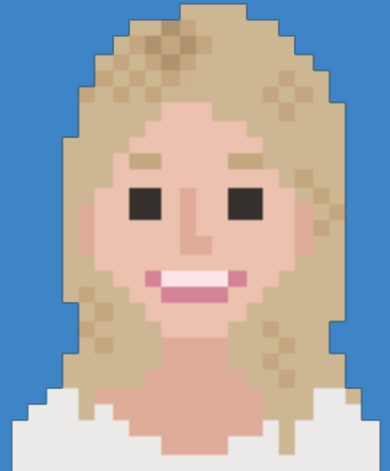
*“Game Jams are a **stress-release** from day-to-day work. It also allows team members to learn from others.”*

Oliver Hindle, Content Producer



*“Commercial, production and creative
constraints can focus minds and inspire
new ideas.”*

Marina Mello, Commercial Director



“Each discipline should regularly hold cross-project meetings to discuss challenges faced and lessons learnt. Invite outside speakers and experts to provide inspiration.”

Ali Awan, Head of Analytics



“Cross-pollination of disciplines allows team members from different backgrounds to collaborate, to create new and surprising ideas.”

Marina Mello, Commercial Director



“Freedom to fail safely. People scared of being reprimanded or made fun of will not innovate, challenge or take risks. The result is your team's output is safe, formulaic and uninspiring.”

Ricardo Rego, Product Manager



“Being ok to talk about failure and make tough decision to cut projects if needed. The hard part is to know which project to stick with – we could have given up on Worlds Adrift many times.”

Sylvain Cornillon, CTO



“Great teams reflect on failure but don't blame each other. They focus on finding the root of a problem – which is most often a discrete and resolvable issue.”

Ricardo Rego, Product Manager



“Buy-in, enthusiasm and follow through from leadership is the best feeling, and really shows people they are respected and valued.”

Sophie Rossetti, Producer



“Balance systems versus people. Standardizing and streamlining processes makes it easier to manage a project. But dealing with team members as individuals with unique needs allow for more creative freedom.”

Herb Liu, Producer



*“A **startup mentality** encourages people to take on tasks which would normally fall outside of their job description. When you're pushed outside of your comfort zone you have to step up and often end up creating something much more interesting as a result.”*

Oliver Hindle, Content Producer



“An environment which is fluid and open to change isn't for everybody, it's important you hire people who enjoy that approach to work.”

James Broadley, Art Director



“Make sure everything in your studio: office space, working processes, communication etc are conducive with creative thinking and are stimulating.”

Michael Christie, Head of HR



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join@bossastudios.com

Imre Jele
[@imrejele](https://twitter.com/imrejele)



IMRE JELE





SABINE HARRER





(c) 2001 - a space odyssey



SABINE HARRER





ANITA SARKEESIAN









1. Diversity Isn't a Checklist



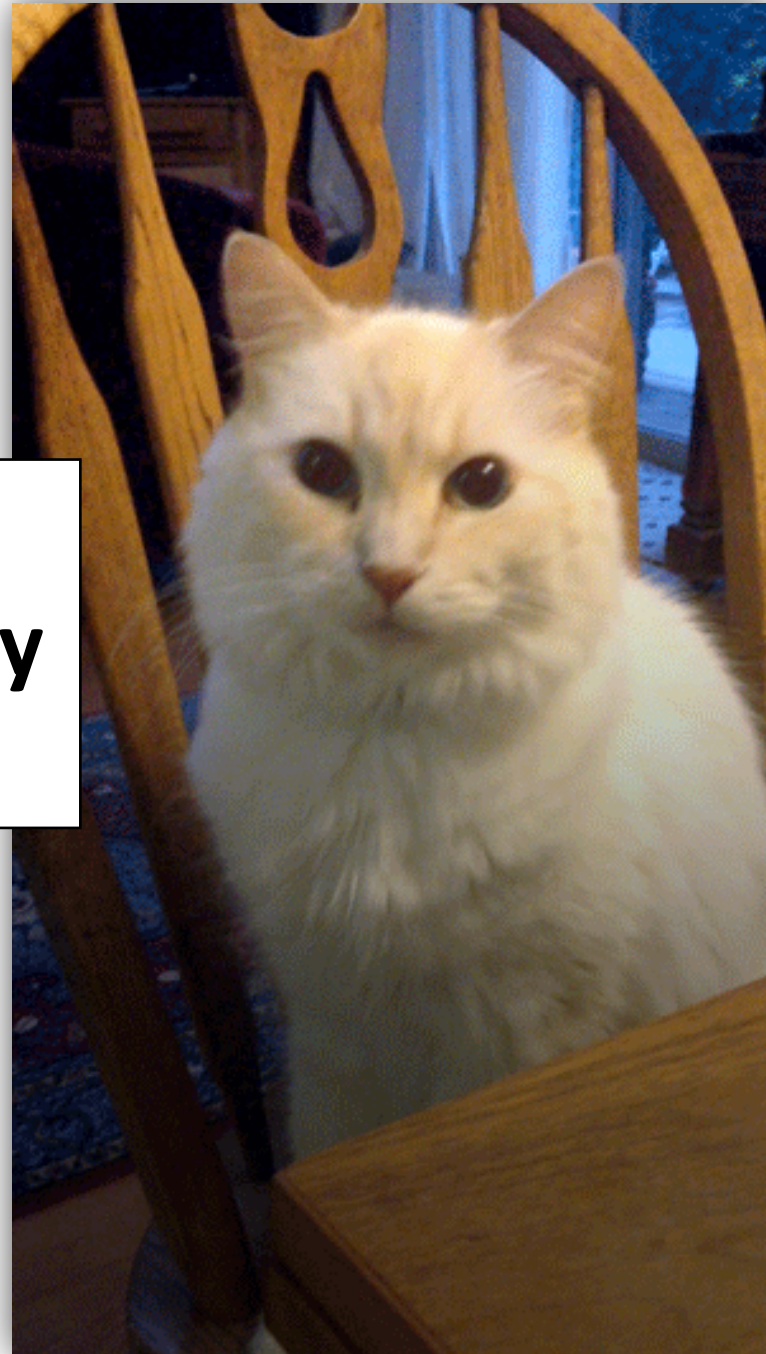








**2. Bad Stories Are Bad
No Matter How Pretty
Your Game is**











3. Criticism Doesn't Mean Giving Up



FUCK





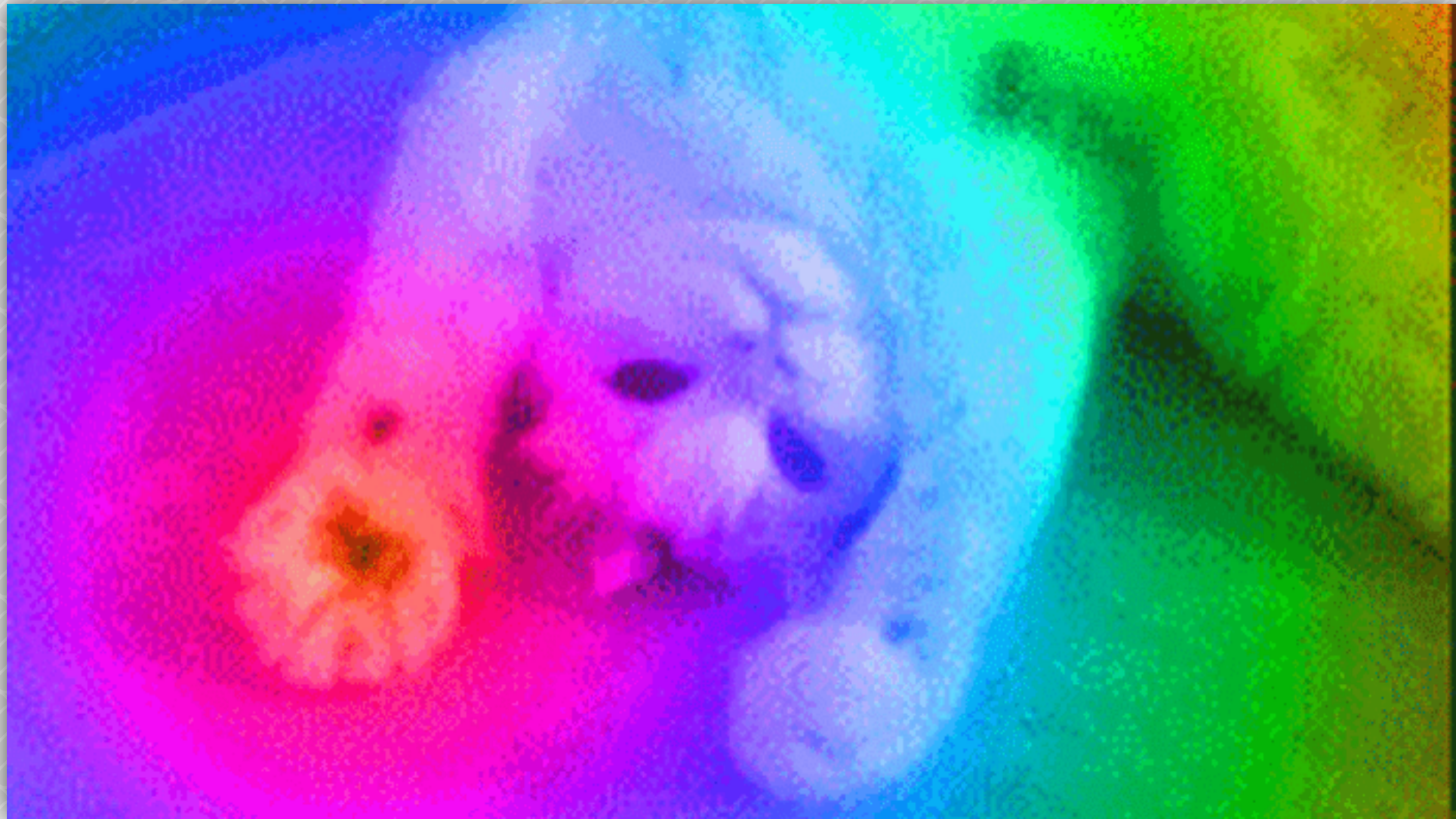


KEEP GOING...



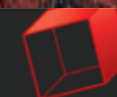
I IZ LISTENING







ANITA SARKEESIAN





Advocacy Microtalks 2017

