



Critical Hit

Safer Space Lessons From an Inclusive Games Collaboratory

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Thanks to



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Critical Hit Was...

- 10-week summer program
- Between 2013-2015
- Incubator/Residency/Educational Program
- 14-16 participants each year

Critical Hit's Diversity History

- 2013: No Safer Space Policy
- 2014: Safer Space Policy – no issues reported
- 2015: More issues were reported than previous years

What We Did: The Invitation

- Image Material
- Text
- Promise a Salary
- Safer Space Policy
- Team of Directors



What We Did: Selecting People

- Gender: 8 women, 7 men, 1 gender-queer
- Race: Approx. 50%: Caucasian, 50%: various other ethnicities
- Geography:
 - Approx. 20%: Not Euro-Americans
 - Approx. 50%: North Americans
 - Approx. 30%: Europe



Running the Program

- Introducing Safer Space Policy
- First reports on issues
- Micro-aggressions



It's "just tiny comments that seems so innocent,
[but] those actually really hurt." - Participant



Running the Program

- Introducing Safer Space Policy
- First reports on issues
- Micro-aggressions
- Polarization
- Workshop: Empowering



"I can speak up more. Because I had those people and I did have their support ... I [now] feel like when there is conflict I don't have to just accept it. I can say: it is not ok and it is not my problem. I wasn't used to that before." - Participant



Running the Program

- Introducing Safer Space Policy
- First reports on issues
- Micro-aggressions
- Polarization
- Workshop: Empowering
- Workshop: Further Polarizing
- When Principles take over



Perfect Safer Spaces?



Lessons learned...

- The Invitation

- Image material
- Jargon
- Pay people
- Safer Space Policy Publicly
- Think about diversity on the team of directors too



Lessons learned...

- The Invitation
- The selection process

Talk about familiarity and expectations to the Safer Space before accepting people



Lessons learned...

- The Invitation
- The selection process
- Education
 - Privilege and Oppression
 - Micro-aggressions
 - White Fragility
 - Call Out Culture



Lessons learned...

- The Invitation
- The selection process
- Education
- Listen actively
 - ... seriously



Thank You!

