

DIVERSI LOCAL GROUPS

An introduction to the grassroots movement of Diversi



PURPOSE

Diversi's goal is to work towards an inclusive gaming culture by supporting and creating initiatives for diversity within the games industry, educational institutions and gaming communities. By diversity we generally refer to ethnicity, gender, sexuality, physical or cognitive impairment and age.

With the Local Groups we'd like to enable people to exchange knowledge, experiences and ideas related to diversity on a regional level, and to find potential partners to collaborate with on diversity initiatives. The groups really represent the grassroots aspect of our organisation.

GOAL

To establish regional chapters where local organisations can meet, exchange ideas and find ways to combine their diversification efforts.

Our hope is that local groups will also strengthen existing local networks and making it easier to find people with certain expertise and an interest in diversity from all sectors of the gaming sphere, for events, workshops, seminars and the like.

STRUCTURE

Each local group require three representatives that also will become a part of Diversi Operation (Kansli), ideally they also represent the three pillars of Diversi; industry, community and education. By joining Operations they will gain access to our weekly internal updates and meetings.

The representatives organise themselves through meetings to plan the activities of their local group, eventually they will also need help from more people in their local network in order to make things run. These individuals together form the core of the local group.

Planning of meetups should be documented in text and the events themselves with photos so that Operations can get insight into how things are going, assist and help spreading news through the entire network.

Representatives from different local groups should ideally meet once every quarter of a year via telephone conference in order to chat about meetups, discuss trends and themes, exchange knowledge and learn from each other.

Diversi's project manager is available for advice and support for all representatives throughout all aspects of their work!

ECONOMICAL SUPPORT

Representatives from the local groups can ask for economical support from Diversi in order to account for in example lecturers, special travel arrangement or similar. Diversi Operations are free to deny any requests according to pre-defined guidelines. It's also advised to gather extra sponsoring from regional businesses and sources in order to fund snacks, locale cost and similar.

ACTIVITIES

The local groups are of course free to choose their own activities as long as they are in line with Diversi's overarching goals. The idea is that the Local Groups arrange activities that are relevant to people and organisations in their own region, mainly through what we like to call "Meetups".

What is a Meetup?

A meetup is a term that we use a lot in Diversi and it can take place both on a regional, national and international level. Essentially a gathering event for industry, education and community with a pre-planned theme related to diversity, a chance to mix, talk and share a snack. Usually they include some form of seminar or presentation.

This format works really well for local groups but every group is free to decide their own events and may as well focus entirely on **seminars, workshops, game jams, hackathons or whatever the local participants have an interest in being part of.**

GETTING STARTED

As mentioned above Diversi's project manager and Operations are always available for advice and support both in regards to planning and setting up the group but, how does one actually get started with a local group?

Below you can read about a couple of first steps that we recommend following during start up as well as an example of what an initial Meetup can look like.

Plan of action:

- 1) Look around you - Assemble a preliminary list of people, companies and organisation in your local region that you feel should be invited or might be interested in attending a Diversi meetup.
- 2) Also look around for people that might be interested in helping you organise a first event.
- 3) Sit down with the list and evaluate it, exchange ideas with Diversi's project manager or Operations to see if they have people from the network that can be added or contacted.
- 4) Set a date for the first meeting, add a theme with discussion points if you feel it's necessary (usually not needed, people have a lot to talk about already in our experience!) Decide whom you'd like to introduce Diversi. If no one from your region would like to do it, Diversi would can send someone from Operations to join in on the meetup!
- 5) Next step is arranging a venue, and after that checking with local business if they're interested in sponsoring your event. Ideally, they'd pay for potential locale cost as well as some light food and beverage.
- 6) Now it's time to send out invitations, make sure you co-ordinate this with Diversi Operations so that we can spread it through all our networking channels and assist in any way you need. Usually participants need to sign up so you know how many are coming, there's services for this online, alternatively get Diversi's project manager to help you set this up!

Example of a first Meetup:

- 7) Introduce Diversi
- 8) Introduce the local group's representatives. Who are they, why do they find Diversi (and/or diversity) important, etc.
- 9) Offer some food and a chance to mingle with each other.

- 10) Have local group representatives chat with the people present and ask why they find diversity important, as well as if they have any ideas as of what they would like to see during the Meet-ups. You can organise this point in many different ways depending on what you prefer, maybe you want to assemble attendants in groups and have them write down their suggestions and present them to everyone else. Whichever way you do it it's important to gather information about this because it'll form the basis of your upcoming events.
- 11) Make sure there's a way for the attending guests to write down their contact information on paper or on a computer so that you can form a local group mailing list based on it.
- 12) Have a question/suggestion box for those who might be too insecure to speak their ideas out loud together with people they don't know.
- 13) Wrap up by thanking everyone for joining in and ask for anyone interested in helping out with future events to come up and talk to the local group representatives (or stay in contact via e-mail).

Contact person for further questions

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