

UCSD Esports

Commitment to Equity, Diversity, & Inclusion

UCSD Esports is committed to fostering a welcoming culture and environment both in-person and virtually for all members of the UC San Diego community. Our first priority is to secure an equitable experience for UC San Diego students, and then extend that experience to the rest of our community. Whether you are participating in our offerings, utilizing the Triton Esports Center, or engaging with us or other community members, your voice is valued. As long as you are not negatively impacting someone else's experience, you are encouraged to explore your passion, let your creativity flow, and express yourself freely within our community.

◆ **We acknowledge and recognize differences with mutual respect and condemn discrimination and harassment of any kind.**

1. Reinforce and act out the UC San Diego Principles of Community as well as UCSD Esports Code of Conduct.
2. Ensure that our content, imagery, and communications reflect our EDI values and are representative of a more diverse gaming population.
3. Monitor the Triton Esports Center and esports events to address possible incidents of harassment and/or discrimination.
4. Create activities and traditions open to all members, and we will not haze or condone any type of hazing. Hazing is any activity or behavior in which one or more members of a group humiliates, degrades or risks emotional or physical harm to another person in the group, regardless of their willingness to participate. We will continue to evaluate all programs and events, even traditions, because while an activity might be labeled a "tradition" that does not mean it is exempt from our commitment to anti-hazing.
5. Support games and platforms that are representative of EDI values.

◆ **We commit to consistent assessment, internal education, and the pursuit of diversity among officers and staff.**

1. Seek education for the UCSD Esports leadership, student-athletes, and members from respected EDI training resources to address and reduce unconscious biases.
2. Re-evaluate EDI statements, goals, and action items on an annual basis.
3. Monitor progress by consistently seeking feedback from student-athletes, community members, and external orgs to assess ongoing needs, opportunities and gaps.
4. Recruit for supporting staff and student-athletes through wide-reaching communications, and not just those targeted at current members of the community.

- ◆ We practice and encourage transparency through open and civil communication.
 1. Meet on a regular basis with team leadership, where meetings are open to all athletes and supporting staff.
 2. Communicate with our partners, community members, and other constituents using their preferred names, pronouns, and other personal identifiers.
 3. Employ alternative modes of communication to raise accessibility for those with activity restrictions or disabilities.

- ◆ We strive to offer support for those underrepresented in the gaming and esports community, and we pursue partnerships to increase equitable access to career opportunities and advancement within UCSD Esports.
 1. Create an opportunity for competitive gaming and community within the Triton Esports Center that is free for all students.
 2. Support underrepresented and local student populations pursuing collegiate esports and gaming careers through youth programming.
 3. Offer scholarships to students who exemplify the core values of Recreation and UCSD Esports, and whose presence would enhance diversity to the benefit of the entire esports/gaming community as evidenced by having overcome barriers such as social, educational or economic backgrounds, and/or demonstrated a commitment to diversity or increasing access for underrepresented students.
 4. Pursue partnerships with external companies that are interested in providing our constituents with opportunities that they might not have access to otherwise.

- ◆ We will create programs and connect with like-minded organizations and departments to collaborate and support EDI initiatives.
 1. Raise awareness and promote advocacy for programs that support underrepresented communities using our social media outreach.
 2. Strive to host at least one tournament or league specifically for gender minorities in the gaming community.
 3. As UCSD Esports grows and develops, we will continue to expand our offerings with the intention of supporting and/or recognizing underrepresented groups within our community through collaboration with internal and external groups. List of collaborators including, but not limited to:
 - Triton Gaming (TG)
 - Gender Minorities in Gaming (GMG)
 - Sixth College Tech Comm
 - LGBTQ+ Center
 - Women's Center
 - Cross-Cultural Center
 - Black Student Union
 - Student Veterans Resource Center (SVRC)
 - Recreation Inclusion Council (RIC)
 - Office for the Prevention of Harrassment and Discrimination (OPHD)
 - Early Academic Outreach Program (EAOP)
 - UCSD Create
 - Sweetwater Union High School District (SUHSD)
 - San Diego County Office of Education (SDCOE)