

While we get ready to start:



- **Subscribe to the Cohort-3 Google Calendar**
- **What kind of semi-precious stone are you vibing today?**



Feedback: *anonymous* feedback, please!

- **Link in cohort channel canvas.**
- **While anonymous, we ask that you observe our Code of Conduct when submitting.**
- **Everyone here is working together to help make this program support you!**



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What we're talking about today:

- Alignment as Studio Framework
- Reviewing and Taking Action
- Takeaway Work: Individual Goals and Values



Why are we here?

- To develop collectivism within our studios
- We agree that dominant studio structures and methods lead to toxic outcomes.
- We still need money to live.
- We're here to strive together for an alternative.

Agreed?
Questions?

Common Pain Points





Gamma Space Values

A practice that reflects our values

Valuing our health and wellbeing

Video Games:
A Medium For Change.

Collective Care & Support

Critical engagement with Values

Personal & Collective Accountability

Creative Empowerment

Striving for equity in our industry

Challenging Systemic Norms

ALIGNMENT AS STUDIO FRAMEWORK



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Ultimately, our values should guide:

- **WHY we are doing this?**
- **WHAT we're doing?**
- **HOW are we going to do it?**



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WHY

Video Games:
A Medium For
Change.

HOW

Collective Care
& Support

HOW

Personal &
Collective
Accountability

HOW

Creative
Empowerment

WHAT

Challenging
Systemic
Norms

ALIGNMENT AS STUDIO FRAMEWORK

New
Crypto
Contract?

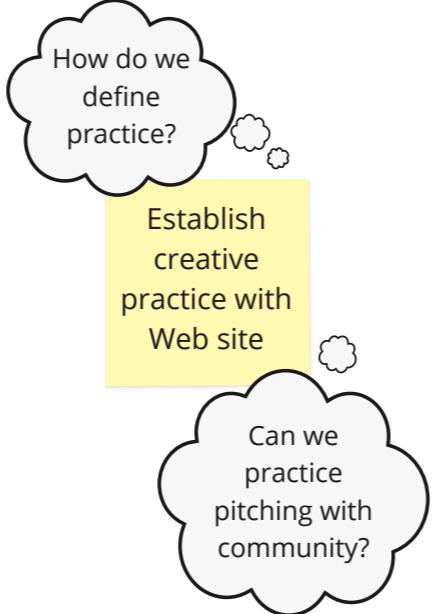
Always Re-examine & Refine

Values

Collaboration
is the most
important part
of my process

To take up less
space and make
more for those
I'm working with
who have had less
opportunity

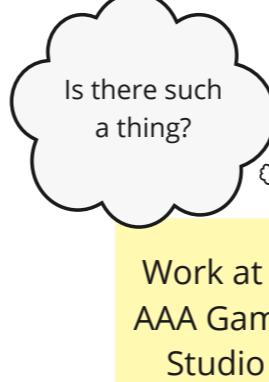
Short



Establish creative practice with Web site

Goals

Medium



Work at a AAA Game Studio

Long

Does that mean I have the final word on all creative projects?

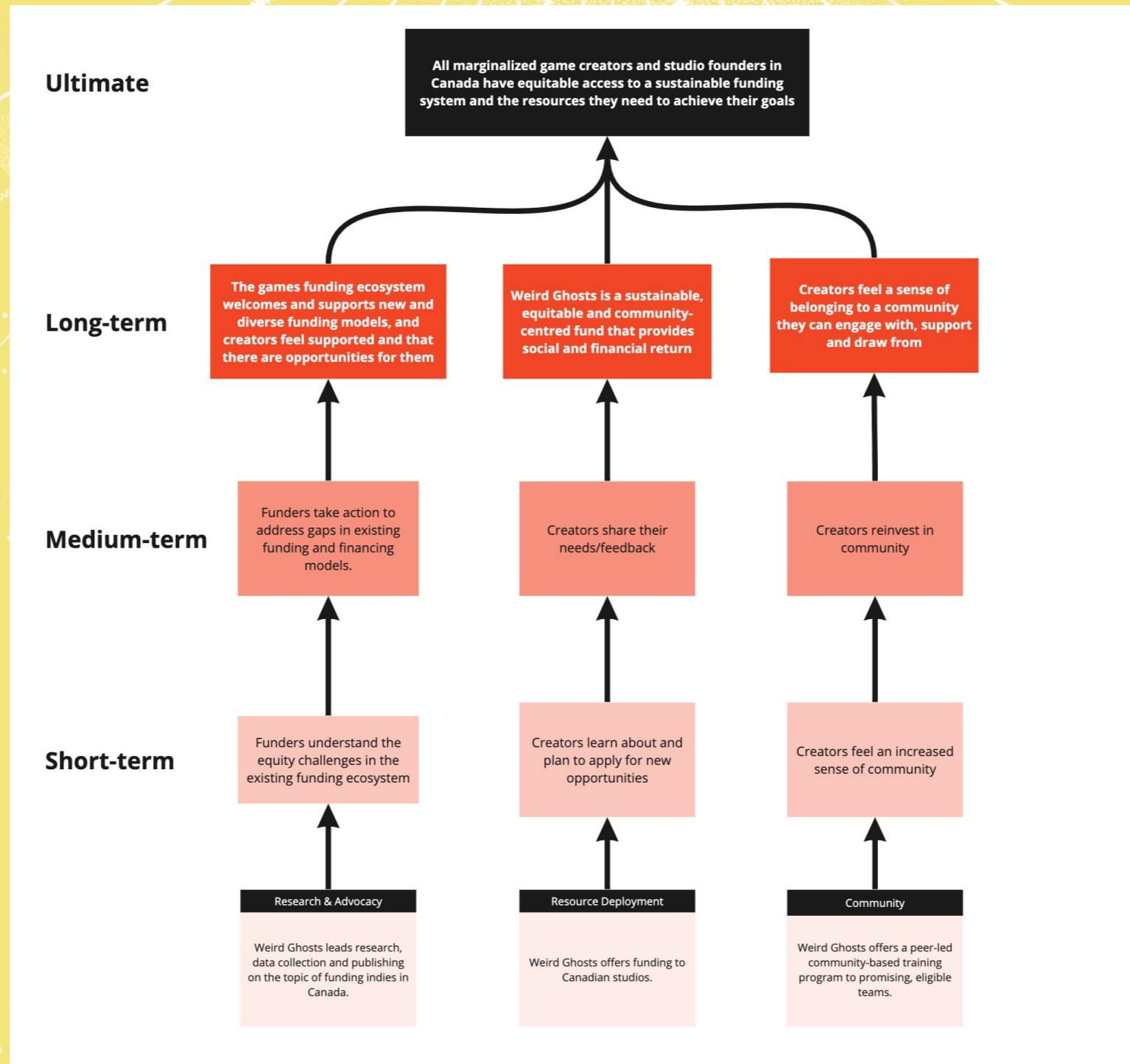
Be the head of my own creative studio

Am I prepared to be accountable for how I run it sustainably?

Invest our time in prototyping our own self-published project?

How can we spread our limited funds around more equitably?

Charting a Course for Social Impact



Benefits of using tools to integrate Values:

- **Common approach to introduce + practice ideas**
- **Can be quantified and measured over time**
- **Course correction can be transparent to everyone**
- **Good information for reexamining your values regularly**

The Layers of Effect

- Developed by UX designer Kat Zhou
- Can be used for granular decisions
- Helps understand the impact of choices before you get to work
- Thoughtfully project *intentional* and *unintentional* effects on your audience



TERTIARY

SECONDARY

PRIMARY

Henry

Kaitlyn

Datejie

Eileen

Jennie

Desired Outcome

TOOL: LAYERS OF EFFECT



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TERTIARY

SECONDARY

PRIMARY



Participants may be overwhelmed by scope of process



Participants connect with a bigger network



Participants may feel this process distracts from creating their game



Participants will be encouraged to "memo" about value flow in their reporting



Reporting and sharing may feel at odds with independence



Participants are introduced to a value flow to help recognize internal efforts



Participants learn to prepare to present to publishers and other funders

Participants develop project scoping, budgeting, and presentation skills



Participants feel supported by community

Reporting... may also feel at odds with privacy and intellectual property

Participants some insight into a co-op structure with Gamma Space as an example



coop behaviour models valuable methods (people mirror what's around them)

Create an Accelerator for Underrepresented Studios

TOOL: LAYERS OF EFFECT



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With this visualization, studios can:

- **Discuss outcomes in relation to individual values**
- **Revisit the layers to track assumptions and how they change over time**
- **Course correct as new information comes available**
- **Refine values based on the impact of outcomes**



Takeaway Work

- **Before our Studio Workshop on goals and values, each individual member of your studio will need to complete this template by themselves.**
- **Instructions and Template available on the Canvas**



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Goals and Values Template

Values	Goals		
	Short	Medium	Long

TAKEAWAY WORK

Please remember to book your Studio Workshops!

- **Aim to have one after each cohort session!**
- **Unsure what to talk about? We have sample questions after each session!**
- **These are the deep dive conversations we mentioned at your pitch calls**
- **Deconstructing how we work together can be intense!**



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Follow Up Meeting: Common Questions

- **What are some concrete ways for our studio to regularly engage with our values?**
- **How often should we reevaluate our impacts?**
- **Can we refine our impacts to be more clearly aligned with our values?**
- **Help! We're individually at different places! Can we still work together?**



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Chat checkout!

- **Post one word describing your post-meeting feelings in the chat**
- **OPTIONAL - Stick around for the next 30 minutes for questions and hang time!**

CHECK OUT