

DIVERSITY

DEI EDUCATIONAL SERVICES AND SUPPORT
EXCLUSIVELY FOR THE VIDEO GAME INDUSTRY

INTERACTIVE ENTERTAINMENT PROFESSIONALS



As the demographics of video game consumers continue to broaden, the need for diversity within game studios continues to increase. While many organizations are actively implementing DEI values within their organization, they often lack the resources to bring these values into reality on a day-to-day basis.

IEP offers a range of services that help to increase the impact of DEI efforts within organizations of any size. Our solutions help to ensure all employees receive the same opportunities and recognition by improving understanding of each individual's skills and contributions.

IEP works alongside your existing DEI strategies to improve hiring practices, accelerate the impact of new hires, provide equal access to career growth, and increase self-awareness around DEI issues.

Enhancing DEI within an organization inherently requires effective change management processes. IEP has deep experience in a variety of change management approaches to help ensure a smooth and lasting implementation.

DIVERSE HIRES ARE 83% MORE LIKELY TO STAY IN ORGANIZATIONS WITH DEI SYSTEMS IN PLACE



- Improve objectivity in hiring processes
- Reduce unconscious bias in the workplace
- Improve awareness of DEI issues
- Provide transparency with career growth paths
- Accelerate knowledge of new hires
- Expand hiring from other industries
- Provide open access to self-development
- Improve retention in under-represented hires

ACCELERATOR PROGRAMS

Over time the industry has lost a great deal of talent due to a lack of DEI supporting policies and cultures. Accelerator programs help workers effectively re-enter the workforce by quickly ramping their knowledge on how the industry has evolved.

IEP offers accelerator programs based on our existing library of over 60 video game industry modules and can be customized to include additional content from your organization.

ADVANCEMENT TRANSPARENCY

In order for diverse talent to be represented across leadership and individual contributor roles, it is critical that the criteria for each job function is available to all employees.

IEP offers comprehensive JFA and Level Framework services to help ensure that all employees have the same opportunities to grow with your business.

OBJECTIVE INTERVIEWING

Unconscious and conscious bias can lead to the hiring processes sabotaging DEI efforts from the outset. IEP offers both objective interview training, toolkits, and functional criteria to ensure each new hire is consistently evaluated on their skills, knowledge and abilities.

INDIVIDUAL DEVELOPMENT

Empowering individuals to control the pace and depth of their own self-learning is critical to ensuring all employees have equal opportunity to develop to their full potential.

IEP offers a range of video game industry specific training content libraries, and curated books/videos that can be accessed via our learning management system, or integrated into your own.

MENTORSHIP FRAMEWORKS

DEI initiatives are more likely to succeed when all employees have access to mentorship systems that provide a safe and secure environment to discuss workplace issues and career development.

IEP provides training and implementation frameworks to help ensure your staff know how to make the most out of mentor-mentee interactions.

CROSS-INDUSTRY HIRING

In many cases, hiring a diverse range of skilled workers also requires bringing people in from outside the video game industry.

IEP provides cross-industry training programs to rapidly deliver knowledge on the inner workings of the video game industry and improve the success of these hiring efforts.



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