



AUGUST 2021

# Annual Diversity & Inclusion Report

#TogetherWeAreRiot





# Together We Are Riot

**#TogetherWeAreRiot** is a rallying cry that reminds us that it takes every Rioter working together to realize our mission of being the most player-focused games company in the world. The theme of “together” carried even greater significance last year as we faced unprecedented headwinds, from a global pandemic to social unrest, all in the midst of our biggest year ever shipping new games and experiences for players. In a year like no other, we pivoted often and forged new paths, all while keeping our commitment to creating a culture of inclusion and belonging as an ever-constant priority.

We strive to make Riot a home where Rioters can channel their passions and talents into creating delightful experiences and genre-defining games for players. To succeed, we must foster an environment where inclusivity drives creativity and equity unlocks innovation. This year’s Diversity and Inclusion (D&I) report focuses on four key areas: People, Process, Product, and Culture.

While this report isn’t comprehensive, we’ve included a few notable highlights from 2020 as well as some of our accomplishments from the first half of 2021. In some areas, we’ve made big strides and in others we’re still a work-in-progress.

But together, we’re going to continue to push forward to ensure we’re a workplace welcoming to all, where everyone can bring their best selves to work.



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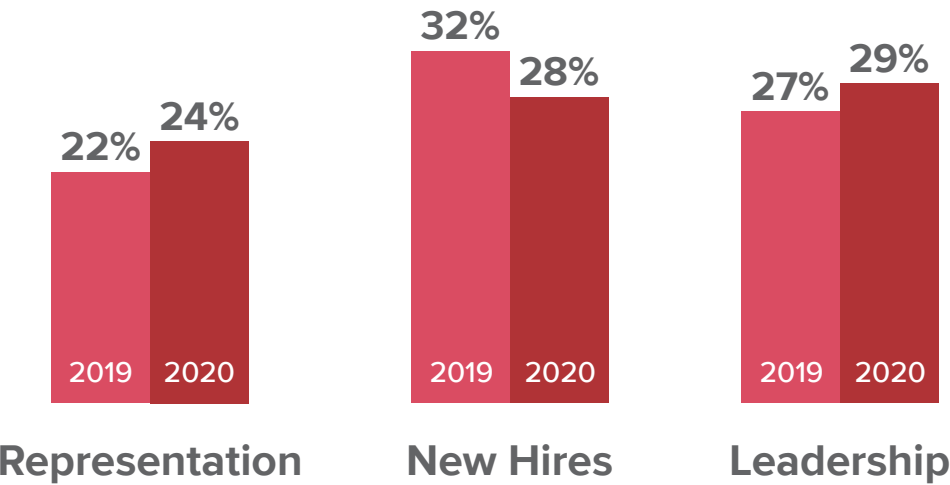
Since I joined Riot, I have never had to speak to the business case for Diversity and Inclusion. Instead we have focused on how we make sure that D&I is core to our culture and part of our DNA. This past year, we continued to build our foundation and created new programs that fostered diverse perspectives, optimized existing processes to drive towards greater equity and expanded platforms to continue to hold ourselves accountable for the direction of the company. While we are still early in our journey, I’m proud of what we’ve done so far and remain energized for what’s ahead.”

**Angela R., Chief Diversity Officer,**  
*Diversity and Inclusion*

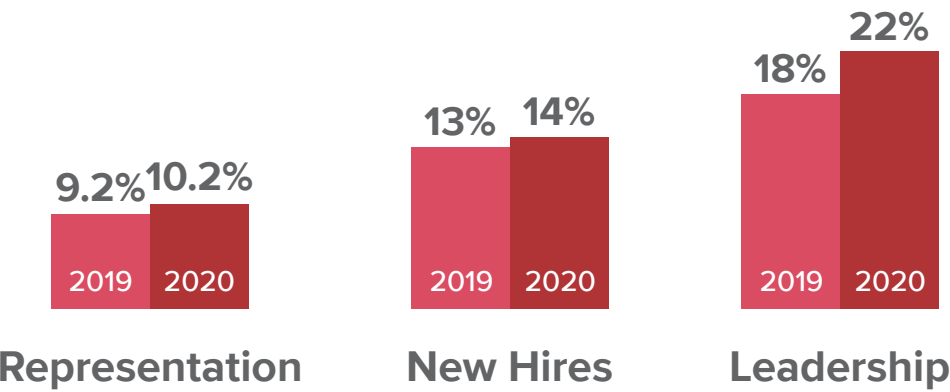
# Together We Grow

## By the Numbers: 2019 - 2020

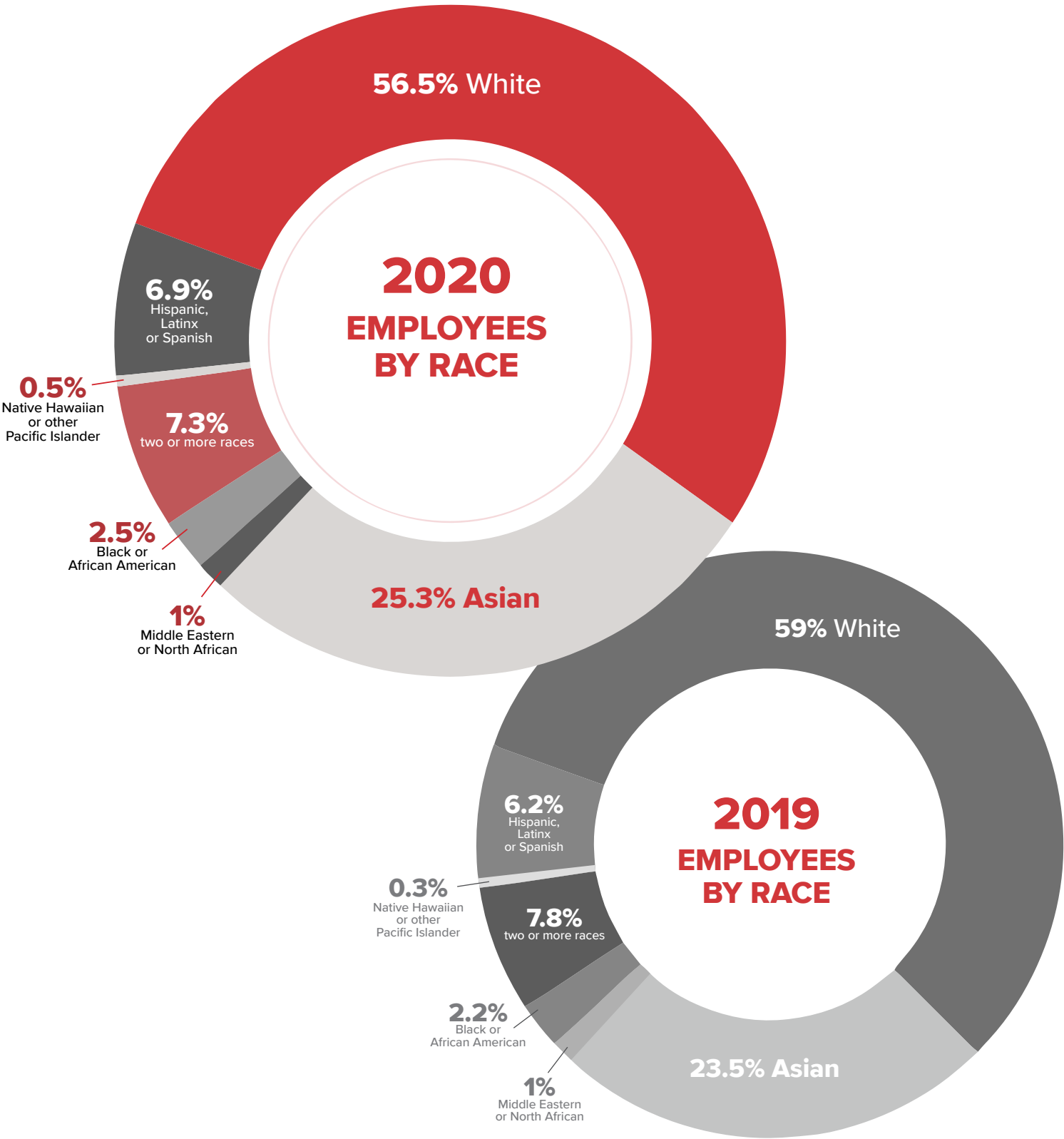
### Women Globally



### Underrepresented Minorities in the U.S.



Underrepresented minorities (URM) = Black or African American, Hispanic, Latinx or Spanish origin, and Native American or Alaska Native in the U.S.





# Together We Grow

**Attracting, developing, and retaining a diverse mix of Rioters at all levels enables us to understand and represent the needs of our global player base.**

In 2020 we had three high-level goals: make progress in representation, build partnerships to increase our recruitment pipeline, and create professional development opportunities and tools for Rioters to navigate their career growth.

Similar to last year's [progress report](#), we're proud to share that we once again increased representation of women and underrepresented minorities (URMs) at Riot. While we still have work to do—particularly at the Director+ level—we're encouraged by trends in hiring and overall representation.

## Building a Diverse Leadership Pipeline

### Embedding D&I at the Top

Each member of the leadership team is responsible for interviewing a diverse pool of candidates for every senior-level position they hire. Thanks in part to this diversity initiative, today 29% of our executive team are women and 22% are underrepresented minorities, including key leadership hires across several departments.

### Creating Strong Partnerships

Over the past year, we've built relationships with a variety of diverse organizations and historically black colleges and universities (HBCUs), introducing us to new pools of talent and improving our ability to attract a diverse candidate pipeline. In 2020, we were able to leverage those partnerships to increase women and URMs in our 2021 internship program.



“

I've had a lot of mentors and managers at Riot who provided me with a lot of opportunities. When I started at Riot, I had no game industry experience but my managers didn't let that factor into my potential or career trajectory. They opened so many doors for me and pushed me into opportunities and paths that I never thought were possible for me.

I feel fortunate that in my time here, I've never felt like there was any type of hierarchy on my teams, but instead I always felt I had a seat at the table and my opinions were valued. My work has been very formative to who I am today and I'm very proud to be at Riot.”

**Grace P., Production Manager,**  
*Wild Rift*





# Together We Grow

## Executive Women Leadership Initiative

In 2020, we piloted two external leadership programs for women in the U.S. and Europe. Rioters participated in executive women leadership programs at the The Wharton School of the University of Pennsylvania, the Yale School of Management, and HEC Paris to enhance their leadership skills and expand their external networks.

### Providing Professional Development for Women and Gender-Diverse Rioters

We heard from women and gender-diverse Rioters that they wanted opportunities to grow, connect and develop both personally and professionally. We created Women@Riot to do just that—support the professional and personal development of women and gender-diverse Rioters. We’re building a community and programs where participants can learn new skills, receive mentorship and coaching, and grow their networks and connections.

80%

Satisfaction from participants

100%

Participants who feel the program has increased their sense of community



“

When I first joined Riot, there were no venues to talk about challenges or find groups of Rioters that can relate to the things I experience and understand my perspective. Now we have programs like Women@Riot where we focus on building a strong community of women and create a space to come together. The gaming industry is still largely male orientated so it’s important to create a place where women can feel safe and have candid conversations about their experiences and ask people for advice.



I love hearing the inspiring stories of women around Riot. As the head of Riot Forge, I make it a priority to have diversity and representation on the team and I’m proud that half of our team are women. It’s imperative that we have this diversity because it makes the team stronger and allows us to understand the variety of players we are making games for.”

**Leanne L., Director,**  
*Head of Riot Forge*





# Together We Make Progress



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In 2020, Riot sustained our commitment to inclusion and equity in pay and talent processes. We are proud to be able to report that there are no statistically significant differences in pay for women or underrepresented minorities. We have also made strides in advancing the talent pipeline for women at Riot by providing mentor and professional development programs for women.”

Hollie D., VP,  
*People*

## We have continued to embed a diversity lens in all of our people processes.

For performance calibrations, members of our Insights, Legal, and Talent Development teams partner to review outcomes in relation to gender and underrepresented minorities. The performance calibration results data are thoroughly reviewed by a multidisciplinary team dedicated to our D&I goals to ensure fairness and consistency in our performance management processes.

In addition, we have partnered with an expert third party to perform comprehensive pay equity reviews semi-annually, checking compensation or promotion outcomes across the company. This year we once again found that there are no statistically significant differences in pay or promotion outcomes for women or underrepresented minorities.





# Together We Are Stronger

We believe that inclusion unblocks creativity and innovation. Our goal is to create an environment where all Rioters can unleash their super powers. Riot’s inclusive culture will differentiate us in an ultra-competitive industry, and make us the best place to work. At the same time, we believe inclusion is a verb, and that we must be intentional about it. We continue to work to determine our progress, both quantitatively—by measuring data—and qualitatively—by actively listening to Rioters.

This year we created a Riot Inclusion Index. The index is made of questions, previously posed to Rioters, that embody an inclusive experience. This index will allow us to measure our progress on fostering an inclusive work environment.

85%  
Riot Inclusion Index  
consistent across all demographics

“

“Riot Noir has shown me a different way to lead as well as engage with people throughout the organization who are not typically part of my discipline—that cross-pollination is unlike anything I’ve seen at other companies. We are building an amazing community that allows us to discover new work opportunities and to gain the access required to begin leveling the playing field. Riot is a stronger company because of Riot Noir and the RIGs, and in turn it’s making the community better. It has a positive cycle of lasting change and it’s exciting to see the impact inside and out.”

Joshua P., Engineering Lead,  
*The Summoner’s Rift Team*



## Rioters Council

The Rioters Council is made up of a cross section of Rioters who act as advisors to the Chief Diversity Officer on issues that may have an impact on our culture. This group of D&I champions proactively identify opportunities and potential solutions that keep us moving forward in our D&I journey. The Council meets bi-weekly to brainstorm, elevate and lead strategies to accelerate diversity, inclusion, and culture across Riot.

# Together We Are Stronger

## Rioter Identity Groups

Our employee resource groups—or Rioter Identity Groups (RIGs) as we like to call them—were created to provide us with insights and perspectives on the opportunities and challenges of maintaining a diverse and inclusive workplace. They also bring Rioters together to celebrate diversity, enable authentic representation in gaming, and foster a deep sense of belonging at Riot and with players. Through their insights, programs, and activations, RIGs have been vital in building an inclusive community inside and out.

**With the support of an executive leader, each RIG creates an annual operating plan with a focus on three areas: Rioters, business, and community. Today we have six RIGs:**

**Filipinos At Riot’s** (FAR) mission is to empower, unify, and celebrate Filipinos at Riot and in the gaming community. To learn more about the work that FAR did along with a group of AAPI Rioters to celebrate Asian American & Pacific Islanders Heritage Month, [read more here](#).

**Rainbow Rioters’** mission is to foster LGBTQIA+ inclusive communities and products at Riot and beyond. They actively come together to help support and drive activities for the LGBTQIA+ community at Riot. Their vision is that Riot ultimately makes video games a safe, inclusive, and representative space for the LGBTQIA+ community. [Check out the work](#) that Rainbow Rioters did to celebrate Pride Month in recent years.

**Riot Alliance of Diverse Genders’** (RAD Genders) mission is to drive Riot to be a place where people of all genders thrive and see themselves reflected in Riot’s products. RAD is an identity group for cisgender women, non-binary folks, and transgender folks of all genders to come together to build community, growth, and expand player reach.

**Riot Noir’s** mission is to amplify Black voices and increase representation at Riot both in and outside of products. Noir’s impact is made through fostering professional development, increasing community partnerships, and encouraging interaction and relationship building across work groups. To learn more about the work that Riot Noir did to celebrate Black History Month, [read more here](#).

**Riot Unidos’** mission is to provide a supportive environment for Latinx Rioters and their allies by advocating for increased visibility, cultural bonding, community outreach, and positive change throughout Riot Games.

**Veterans@Riot’s** mission is to support Veteran Rioters and allies while increasing representation in gaming and entertainment. Their primary objective is to build an ecosystem in which Veterans’ unique backgrounds are understood, and the RIG is sought after to help mediate understanding between Veterans and Riot.

In recognition of the great contributions and performance of both the RIGs and Rioters Council, the leadership teams received bonuses for all the work they have done to move forward diversity and inclusion at Riot.



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“When I started we didn’t have RIGs at all. We didn’t even have a D&I team. Since then, I’ve seen Riot’s commitment to resourcing, listening, and learning exhibited by Rioters, managers, and our senior leaders grow exponentially and that growth has been tremendous to see. We still make stumbles and we’re certainly not perfect, but it’s that willingness to learn from those mistakes that’s really refreshing to me.”

**Alex Q., Program Manager,**  
*People*





# Together We Are Stronger

## Leadership Commitment to D&I

We believe everyone plays a role in creating a culture of inclusion, but our leaders set the direction and must be fully committed to our D&I journey. Last year we implemented the first Diversity and Inclusion Scorecard with the goal of embedding diversity and inclusion within every department. Each member of the executive team is accountable for action plans that measure qualitative and quantitative progress in championing diversity and inclusion efforts.

### These action plans include:

- Quarterly check-ins with each executive and their leadership teams to review progress
- Annual reviews by the CEO and CDO, results of which are then included in the company's annual planning process



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Diversity and inclusion takes practice. It's like exercise; you can't just do it once and expect to be fit, you have to exercise with great regularity if you want to see results. The same is true for us at Riot in regards to how we look at weaving diversity and inclusion into our work. When it comes to creating a diverse environment we look at three main areas: who we hire, who we partner with, and ultimately what are the stories that we're telling.

We are constantly asking ourselves who we want to be as a company, as leaders, and as Rioters. These questions and our ability to hold ourselves and one another accountable for creating the best environment and products possible are woven into our company fabric. We will continue to challenge ourselves to be better and to me that's what makes Riot so special. Even though we are growing rapidly, we stay true to our moral compass, always wanting to build a culture and player experience that people are proud to work for.”



**Shauna S., President,**  
*Riot Entertainment*



# Together We Are Changing Gaming

We're on a journey to make a difference not only at Riot, but where we can in the industry as well. We know this won't happen overnight, but we're committed to this for the long term.

Players are at the heart of everything we do, and we believe that diverse and inclusive representation is crucial to their experience with our games. We're committed to making games that not only resonate with current and future players, but games where all players can see themselves in our characters while enjoying a safe, welcoming experience.

Done right, we believe we can create a more inclusive gaming community that welcomes the billions of players around the world who share our passion for play.

**To that end, we approach in-game inclusion through the lens of the following goals:**

- **We strive to represent players around the world through our stories and characters.**
- **We create moments for players to celebrate their identities in our games.**
- **We commit to arm our creators with ways to deliver inclusive experiences for players.**



“

This is the first game studio where I feel like there is actually representation. A lot of companies highlight their diversity but when you actually look at the people who work there it doesn't show. At Riot, that's not the case because you can see the diversity firsthand.

Immediately after I started there was so much that made me feel welcomed and made it really easy to integrate into the studio. As soon as I was hired I was added into the Riot Noir channel where everyone welcomed me, which was a very warm feeling in my heart.”

**Jazmine D., Game Production Coordinator,**  
*League of Legends*





# Together We Are Changing Gaming

## Game Changers

Being diverse and inclusive is not about creating advantages for some, but instead removing barriers for all. The VCT Game Changers initiative was designed with that principle in mind: to shine a spotlight on the best women and open safe pathways for women entering the scene. Our vision for the VALORANT competitive ecosystem is to truly be an inclusive sport, and Game Changers is an initiative to get us there.

The series of tournaments and developmental programs provides an opportunity to build camaraderie and connections. Thanks to that safe and inclusive space, women and marginalized genders can then focus on what they love—playing our games—which is huge for our growing sport.



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Game Changers is an extension of Riot’s overall mission to be the most player-focused games company in the world, serving as an active example of player-first values. Riot and the VALORANT team are dead set on cultivating competitive-yet-welcoming, safe, inclusive spaces where women and marginalized genders can focus on the competition at hand instead of the burden of gender-based harassment.

Outside of the competition in-game, we also need to encourage more women to work at all levels of the gaming industry and esports ecosystems, lending their voices, experiences, and expertise—and that’s exactly what programs like Game Changers seek to achieve.”

**Anna D., VP, Executive Producer,**  
*VALORANT*

# 33,000+

**Viewers for the first VCT  
Game Changers tournament**





# Together We Are Changing Gaming

## Broadening In-Game Representation

D&I is incorporated into every level of creation at Riot, from the very beginning of product development through the greenlight process, as a way to keep ourselves accountable and ensure that we are creating the best products possible.

Over the last year we're proud of our efforts to release characters that better represent our diverse global player base spanning race, gender, and sexual identity. Examples include Champions (League of Legends) like Rell, Seraphine, Akshan, and Samira; Followers (Legends of Runeterra) like Tyari the Traveler, Shomi the Dropboarder, and Legion Veteran; and Agents (VALORANT) like Phoenix, Astra, Reyna, Raze, and Yoru.

Rioters care deeply that the products we create are authentic and represent players and the communities they're a part of. Whether it's involving Riot Noir in the creation of champion Senna, partnering with Rainbow Rioters for our largest ever [in-game activation during Pride month](#), or tapping into Rioters across regions to consult on agents in VALORANT—we want to use the D&I lens when considering anything we do.

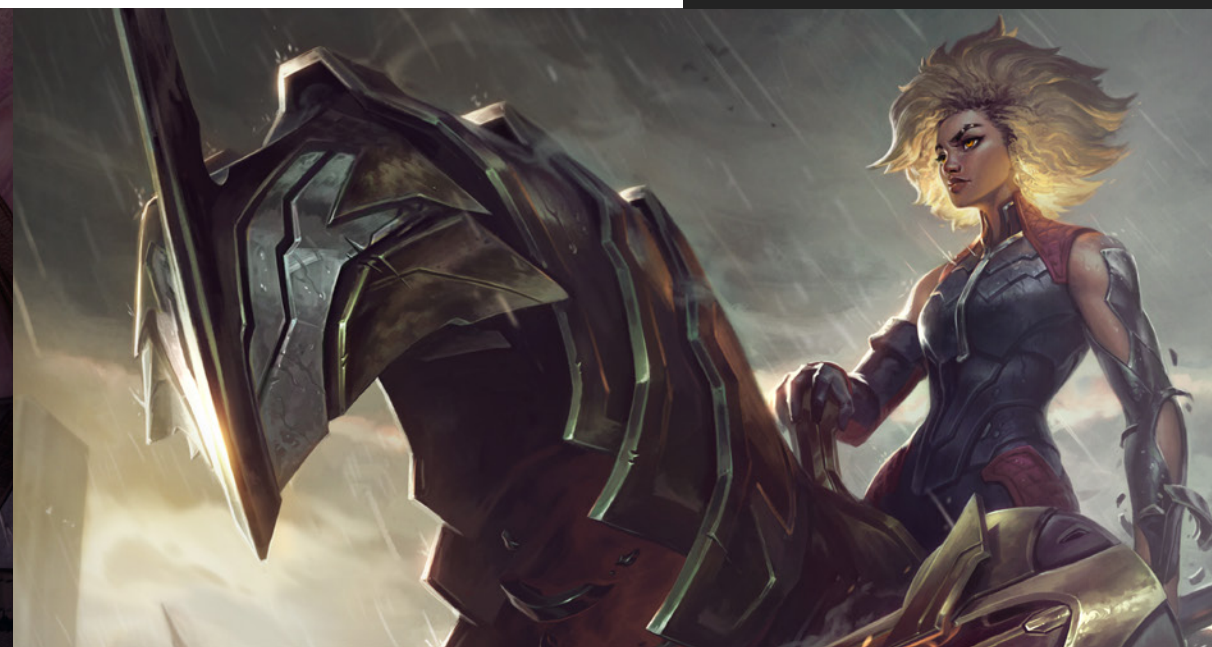
This year we also launched the D&I Product Guide. It serves as an introduction for all new Rioters across products to the tools they will need to actively talk about D&I issues during the creative process.

“

Being invited to work with Narrative on Raze's cultural roots was an amazing experience for me. The fact that the team reached out to include Brazilians in the conversation to make sure that Raze felt authentic really impressed me. They briefed me on who Raze was and what her character pillars were, and from there we started talking about regions of Brazil that would feel authentic and make sense for her to be originated from. The Brazilian community rejoiced when Raze was unveiled, and we received a lot of feedback on how our players felt represented and respected. It feels so good to feel

represented and to be able to showcase our culture to the world. Personally, I'll be forever grateful for it.”

**Nathalia M.,**  
**Localization Producer II,**  
*Creative Services*





# Together We Are Changing Gaming

## Partnering to Drive our Racial Equity Initiative

In June 2020, following the murder of George Floyd, we announced [Our Commitment to Drive Change](#). In addition to initiatives run through our D&I team, we partnered with the Social Impact and Corporate Development teams for two key projects:

### Underrepresented Founders (URF)

Last year we launched the Underrepresented Founders Program (URF) in response to the long history of racial injustice toward the Black community. The program aimed to provide \$10 million toward underrepresented founders and startups in the gaming community. Over the past year we found an amazingly talented group of founders to support and we've deployed more than \$5 million to different startups and programs—with over 30% of our investments going toward Black founders and over 50% to women founders. And we're just getting started.

Since our original commitment we've also increased our funding and have already committed an additional \$1.6 million to offer financial support and mentorship to game developers in regions that have less global attention. URF's announced partners include [WINGS](#), [Twin Drums](#), [Double Loop Games](#), [Carry 1st](#), and [The Last Gameboard](#). To learn about these organizations and the work that URF is doing to support developers who are marginalized in their local communities, [read more here](#).

### Social Impact

In 2020, Riot pledged \$1 million through our Social Impact Fund to make progress over the course of three years in the areas of justice reform, invest in minority-owned small businesses, create opportunities for underrepresented groups in our industry, and address biases and discrimination in the workforce. We also worked with Riot Noir, our employee resource group for Black employees, to distribute \$50K grants to both the ACLU Foundation and The Innocence Project, with plans to continue to identify organizations to support financially throughout 2021. To learn more about Riot's Social Impact team and the work they are doing to address deeply systemic issues and make long-lasting change in our community, you can check out the [2020 Social Impact Year in Review](#).



**\$10M**

toward underrepresented founders and startups in the gaming community through URF

**\$50K**

scholarships awarded to Black students interested in gaming

**\$1M**

investment for justice reform and in minority-owned businesses



# Together We Are Changing Gaming

## Addressing Disruptive Behavior

Disruptive in-game behavior, in the form of chat and voice chat abuse, and other harmful player actions are proving to be a defining challenge—not just for Riot, but for the industry as a whole.

Over the past year, we’ve shared insights from our [Player Dynamics](#) discipline throughout the gaming industry. We talked at gatherings like the Game Developers Conference, engaged with industry groups such as the Fair Play Alliance and the Entertainment Software Association, and interfaced directly with players through regular updates (like [here](#) for League of Legends and [here](#) for VALORANT).

Additionally, we partnered with the Fair Play Alliance and the Anti-Defamation League to fund

development of the [Disruption and Harms in Online Gaming Framework](#). This framework aims to equip game developers with a shared language for understanding disruption and harmful behaviors in games, as well as provide insights for how to mitigate, reduce, or eliminate these experiences.

Riot’s Central Player Dynamics team (CPD) applies these Player Dynamics design principles across Riot’s games, providing services, tools, and best practices to promote healthy player interactions, reduce disruptive behavior, and encourage and support healthy gaming. CPD also develops game-agnostic features and services such as Riot’s player report evaluation pipeline, and consults with game teams on Player Dynamics design principles from game conception through operation.



“As the leader of a team dedicated to promoting healthy player interactions, reducing disruptive behavior, and encouraging healthy gaming, it’s critical to me that my team reflects a broad range of cultures, experiences, and identities. Riot’s Diversity & Inclusion program has helped me build and retain a team representing a wide range of perspectives. As we work with game teams on applying Player Dynamics design principles to their games, that diversity means our players have better experiences too.”

**Paul S., Sr. Product Manager,**  
*Central Player Dynamics*

## CPD has invested in several areas to help address disruptive behavior across Riot’s games:

Started development on a voice communications evaluation system to better handle reports of disruptive voice chat in our games

Is currently working with Riot Game Studios to deepen Player Dynamics consultations and evaluations early in the game development lifecycle as part of game readiness review gates

Continues to improve our detection systems, especially our name check and text chat evaluation systems, including improving detection of identity-related terms

Partners with Riot Karma and Riot’s Player Support teams to support the [Crisis Text Line](#) (CTL) for a second year in a row. CTL provides free SMS-based counseling services to players in NA who send a text message to 741741 with the keyword RIOT. We are continuing to evaluate opportunities to expand this type of service to other regions.



# #TogetherWeAreRiot

When our founders started this company fifteen years ago, they set out to create a game for players where they could be seen, heard, and included. Today, we have over 3,000 Rioters across the world focused on shaping that mission for the fifteen years to come and beyond.

We celebrate our successes, learn from our mistakes, and still aim high to be a great company for players and Rioters. 2020 taught us that we could do incredible things during incredible circumstances. Last year we went from Riot Game to Riot Games. It wasn't easy, it wasn't always smooth, but we continued to learn, we continued to listen, and we continued to grow.

Finally, last year, we were honored and humbled when Riot was certified as a Great Place to Work, with 94% of Rioters saying we are in fact a great place to work. We were also delighted to be awarded the Financial Times Diversity Award, which we won after the FT surveyed more than 100,000 employees from 15,000 companies, and assessed employees' perception of companies' inclusiveness or efforts to promote various aspects of diversity. Most recently, in July 2021, we were named to Fortune's 100 Best Workplaces for Millennials. We are happy that Rioters are feeling the impact of our cultural evolution, but we will continue to be diligent in ensuring that we have a culture where great talent can thrive and be their best.





