

AIMING HIGHER

2021
ANNUAL
DIVERSITY
& INCLUSION
REPORT



FOREWORD FROM THE D&I TEAM

This is the third year Riot is sharing our progress in D&I. Looking back at those years, it can take a few beats to recall everything that has happened - all the people, experiences, and moments that have made an impact on our culture. The annual development of this report is, in part, a way for us to recognize the journey we have been on and the work we still have to do.

In 2021, while the world continued to navigate many uncertainties, we remained focused on giving Rioters and players the best experience possible. As an organization, we're continuing to enter a new chapter, transforming from a company of one game to one of multiple games, from creating one leading esports to multiple global esports, and from a company solely focused on gaming to a full-fledged entertainment company (thanks in part to Riot's first-ever animated television series, Arcane!).

In reflection, we're kind of a different company than we were pre-pandemic. We also understand that in order to reach our aspiration of being the most player-focused game company in the world, we have to be a company where Rioters today and tomorrow can bring their best selves to work. Diversity and inclusion really is at the core of our culture - it fosters an environment that enables all Rioters to be fully engaged, which means we in turn show up authentically for players and the community.

This report is a snapshot of 2021, which was a foundational building year that would set us up for what we believe will be a transformative next chapter at Riot. Even as there were many variables externally that led to great unpredictability, we made enhancements to processes, and continued to focus on the player experience. From giving players more ways to see themselves reflected in our games to investing more resources for the next generation of gaming professionals and creators, we moved ahead. Of course our approach to D&I as a company is not linear - there's constant learning, evaluating, and tinkering to continuously improve and do better. Focusing on Rioters, our processes, our culture, and our products, we've decided there is no set bar because this work will always evolve.



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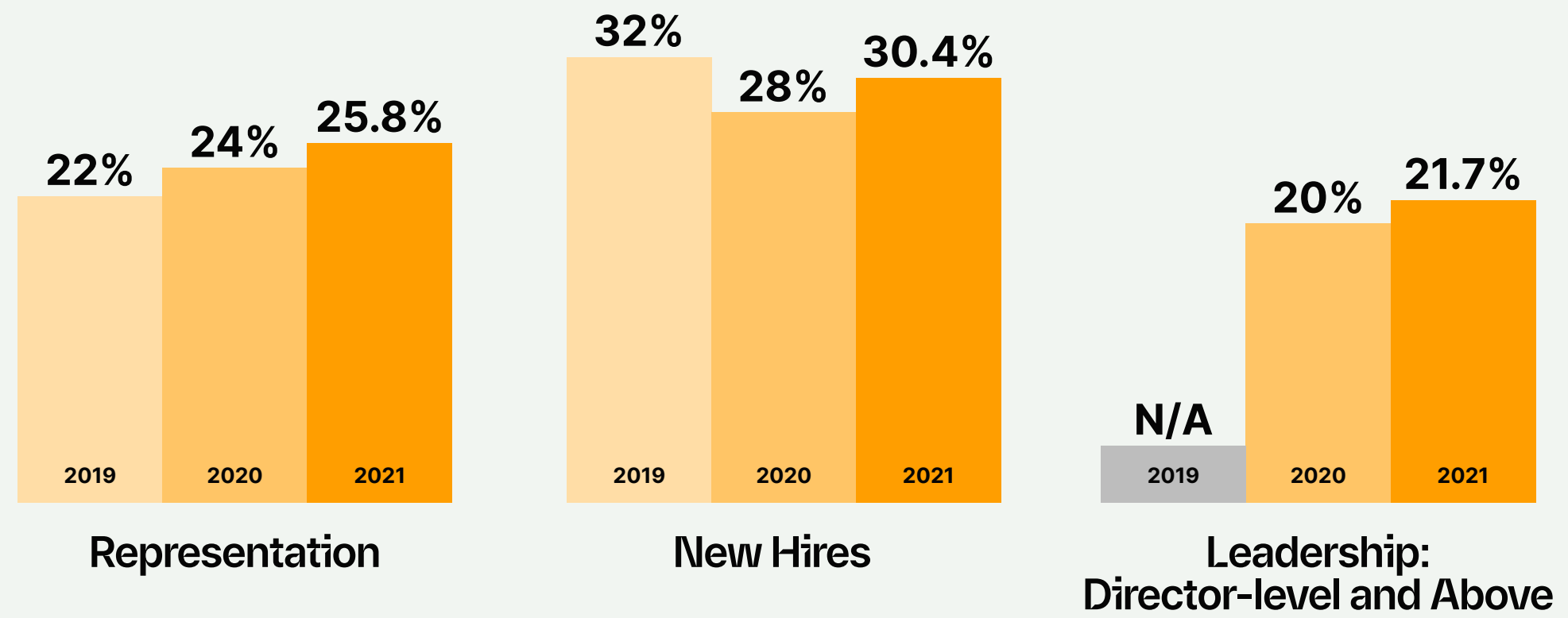
PEOPLE AND PROCESSES

01

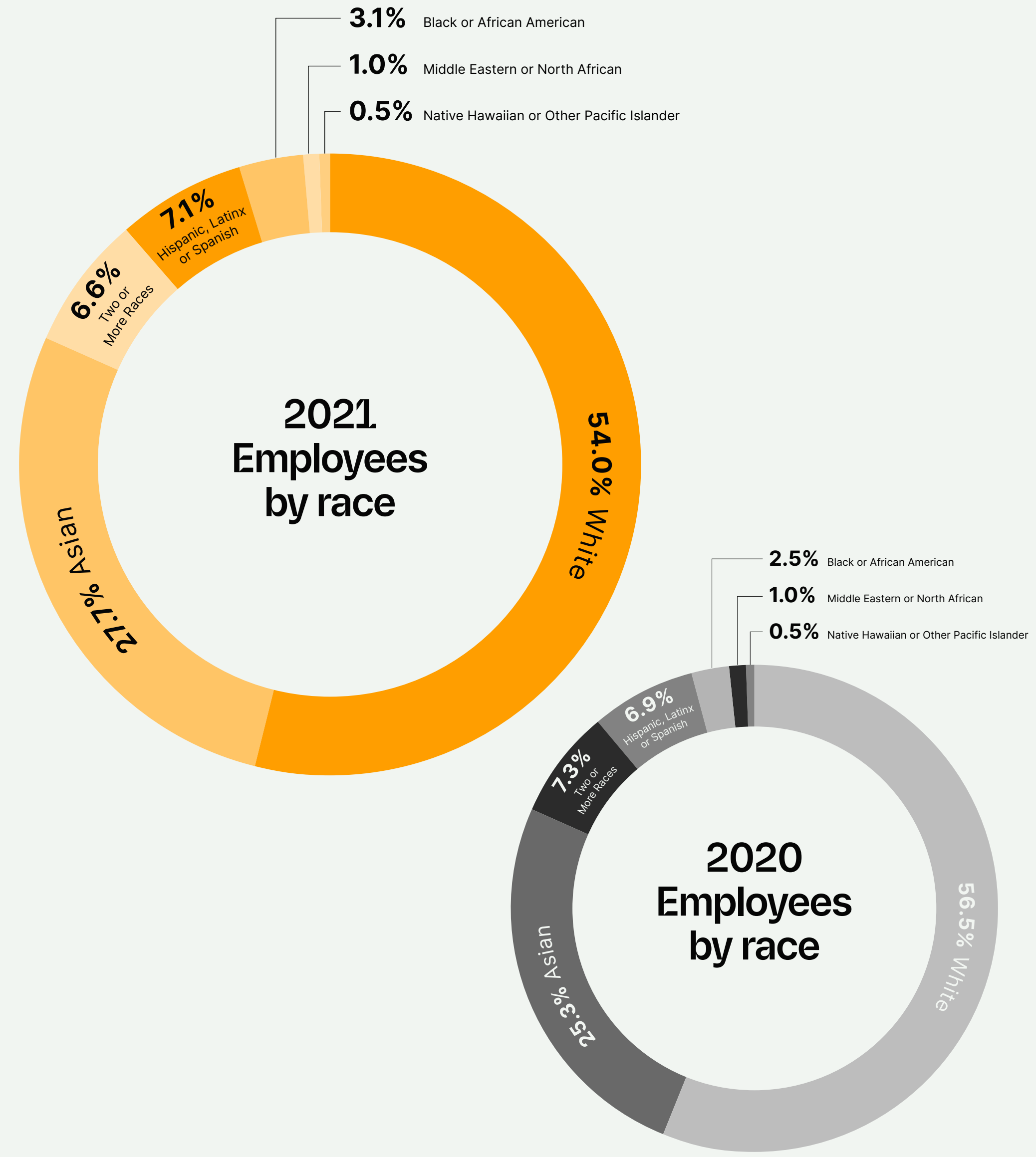


BY THE NUMBERS

Women globally



Underrepresented minorities in the U.S.



Underrepresented Minority (URM) = Black or African American, Hispanic, Latinx or Spanish origin, Native American or Alaska Native, Native Hawaiian or Other Pacific Islander, and Two or More Races in the U.S.

Progress in places but more work to do

Teams win together only when they are both diverse and inclusive. We have to foster a culture that drives collaboration, enables creative thinking, and acts globally in order to deliver innovative experiences and genre-defining games for players.

Key to this effort is transparency in our representation and hiring data. This year, we've made two changes to how we present this data:

- We redefined our leadership category to include Rioters who are director-level and above. This mirrors our internal definition for senior leaders and it aligns with our diversity slate initiative in recruiting.
- We've updated our definition of Underrepresented Minority (URM) to include "Two or More Races." This provides a complete view of the URM population and better aligns with internal reporting standards and D&I best practices.

While we saw clear progress in certain segments of our workforce, like increasing the number of women Rioters globally, we saw some dips in the percentage of URM categories under the new definition. This is why it's important that we constantly evaluate our approach to bringing in and retaining diverse talent at Riot. We know any setback is disappointing, but we're working to refine our processes and refocus our recruiting efforts, which will enable us to do better and aim higher in 2022.





Leadership commitment

D&I accountability at the top levels of leadership at Riot is tracked in each pillar through D&I Scorecard progress and corresponding D&I action plans. The D&I Scorecard, which is informed by the annual Global Rioter Survey, asks Rioters to evaluate Riot based on four key areas: Engagement, Inclusion Index, Leadership Commitment to D&I, and Opportunities for Advancement. The objective is to surface year-over-year progress in representation, hiring, and turnover for gender and U.S. URM populations. From the scorecard, D&I action plans are created with specific actions in three categories: People, Culture, and Ownership.

85%

Riot
Inclusion
Index

Every year we conduct two surveys across Riot as part of the Global Rioter Survey (GRS). The GRS is our way of measuring Rioter sentiment on how we're doing, what's going well across Riot, and what areas teams can focus on moving forward. The data we collect from Rioters is essential to cultivating a healthy organization and culture.

The GRS also measures an "inclusion index" based on Rioters' responses. This was developed by the D&I and Insights teams and includes important attributes like being treated with respect, feeling personally included, and being able to bring your authentic self to work. We know that organizations with inclusive cultures are more innovative and agile, and more likely to achieve better business results.

Equity in pay and talent process

In 2021, we continued to focus on equity and inclusion in pay and talent processes, increased recruitment efforts to attract diverse talent, and expanded health benefits to further support Rioters of all backgrounds. For performance calibrations, members of Riot's People Insights, Legal, and Talent Development teams partnered to review the outcomes in relation to gender and underrepresented minorities. The performance calibration results are thoroughly reviewed by a multidisciplinary team dedicated to D&I to help ensure fairness and consistency in our performance management processes.

Riot has an ongoing partnership with an expert third party to perform comprehensive pay equity reviews semi-annually, checking compensation and promotion outcomes for internal equity. Outcomes within the same or similar roles are researched and examined. Riot is proud to be able to report that our efforts in this area are working – **there are currently no statistically significant differences in pay for women or underrepresented minorities at Riot.** In addition, Riot has made progress in advancing the talent pipeline for women through strong promotion outcomes. This is evidence that we have our sights set on moving the needle towards representation of women in our industry.



Diverse talent pipeline

We aim to increase our pipeline of diverse candidates across all our offices. Through our slate diversity approach, as well as sourcing labs and partnerships with Power to Fly, Women in Games in EMEA and APAC, and Afrotech, we have enabled Rioters in different disciplines to elevate their voices and career experiences authentically. As a result we've brought more diverse candidates into our recruiting pipeline.

Across our regions, we've embedded D&I into our onboarding processes and employee training while placing an emphasis on the local culture and customs. In the APAC region, every new Rioter has gone through a D&I introduction which emphasizes the importance of collaboration and creativity through inclusivity. For Rioters in EMEA, we've rolled out the "Creating a Culture of Inclusion" training that equips Rioters with the knowledge and tools to build inclusive teams. The EMEA region also has an Inclusive Leadership training program for all European leadership team hubs and country managers. The training focuses on increasing each participant's understanding of the nine behaviors associated with inclusive leadership.



I believe that Riot and the culture we have built allows us to take enough risks to make it better. I've never seen a company that embodies its values the way Riot does. It's more than just a poster on the walls, it's a part of our interview process, how we deliver feedback to one another in our performance reviews, and how we ultimately hold each other accountable – it's truly special."



Sara L.
 MANAGER
 TECHNICAL PROGRAM MANAGEMENT

Next generation of gaming professionals

We believe that in order to create an inclusive future in the industry and beyond, we must think about the next generation of Rioters and gaming professionals. We've focused on bringing in interns with diverse backgrounds, through partners like The Black Collegiate Association (BCGA), which sourced candidates from Historically Black Colleges and Universities (HBCUs), and our EMEA Internship Program, which placed an emphasis on recruitment at women-focused events.

With esports' massive growth over the past few years, there have been more opportunities in this particular job market. To better prepare students to thrive in the industry, Riot started the Esports / ALL Riot Esports Internship program with students from Johnson C. Smith University (JCSU), an HBCU that Riot works with annually. The students chosen for this summer pilot program were the first interns to gain visibility into the Riot Esports experience. They worked closely with teams across Riot's Global Esports organization to gain real-world experience in all areas of the business.



Workplace wellness

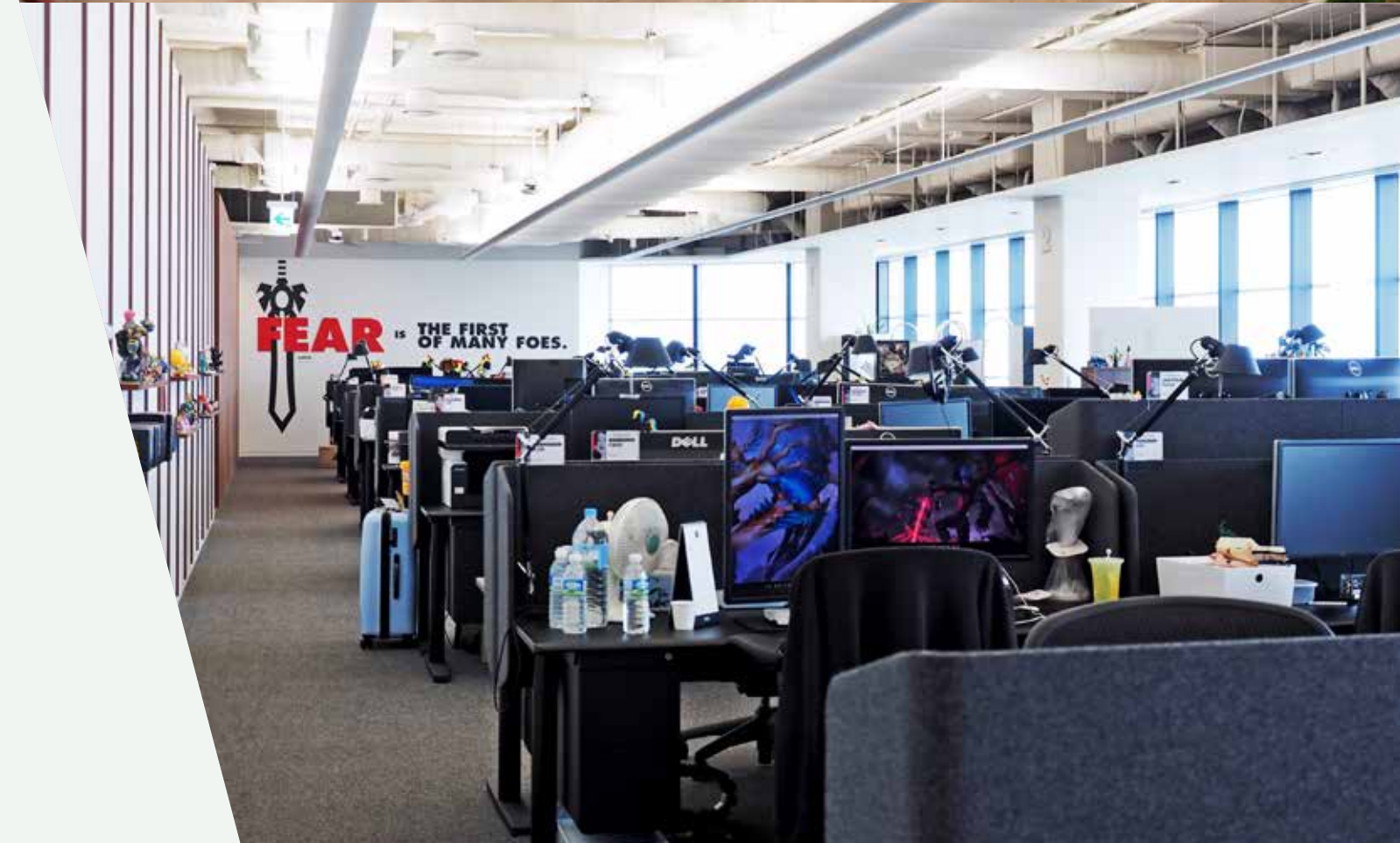
In preparation for heading back to campus in 2022, we updated our office spaces around the globe to enhance wellness for employees, from new parents looking to transition back to work comfortably, to quiet rooms for meditation, prayer, or reflection.

In our LA office, we redesigned seven spacious, state-of-the-art lactation rooms across campus designed to provide a welcoming space for new parents. We will be rolling out more rooms as we expand our physical footprint in 2022.

In Dublin, we introduced bookable multi-use quiet rooms. Our LA office is also equipped with 10 of these rooms with plans to add more in the coming year as we expand our office space.

When building Riot's esports remote broadcast center in Dublin, which opened in 2021, accessibility was top of mind during the early planning and design stages. The facilities team worked closely with the D&I team to implement a number of spaces that would promote inclusivity. The new facility includes multi-purpose quiet rooms and spaces as well as all-gender, fully accessible restrooms, and shower facilities. We also took sensory needs into consideration during the design process and created a full lighting, temperature, and sound program within our collaborative spaces, restrooms, and communal spaces.

In 2022, we are planning to look closely at all our offices and make updates to create the most welcoming and accessible environment possible for both current and future Rioters. We will be taking many things, including mental and physical wellness, ability, sustainability, and culture into consideration when creating spaces where Rioters can bring their whole selves to work.





CULTURE

02

BUILDING AN INCLUSIVE AND GLOBAL COMMUNITY

As a global company with 20+ offices across 16 countries, building culture takes different shapes in every office and country. But one thing remains constant: our mission to be the most player-focused game company in the world. Achieving that aspiration is not just something our game teams think about; it's woven into the very fabric of the company.



Currently, we have six RIGs, with the largest concentration in Los Angeles but starting next year, we will be rolling them out globally. We also started building the groundwork for an Asian Pacific Islander (API) RIG in 2021 for launch in 2022.

Rioter Inclusion Groups

Our employee resource groups, Rioter Inclusion Groups (formerly known as Riot Identity Groups), went through a name change this year in an effort to expand engagement, inclusion, and action in intersectionality discussions while driving more global cultural curiosity. The core of every RIG is community. By bringing Rioters together to celebrate diversity, enable authentic representation in gaming, and foster a deep sense of belonging at Riot, RIGs play a crucial role in making sure Rioters of all backgrounds can thrive. Through their insights, programs, and activations, RIGs will continue to play a vital role in building and cultivating an inclusive community inside and out.

In recognition of the great contributions and time spent leading their group's initiatives, the RIGs leadership teams received bonuses for the work they do to move diversity and inclusion forward at Riot.



Rioters on International Day Against Homophobia, Transphobia, and Biphobia (IDAHOTB)



Filipinos at Riot (FAR)

Mission: Empower, unify, and celebrate Filipinos at Riot and in the gaming community.

FAR invited Filipino American actor Dante Basco to speak to Rioters during [Filipino American History Month](#) about his experiences navigating the entertainment industry as a Filipino American and how he's advocated for greater representation of his culture throughout his career. You can check out the conversation [here](#)!



Rainbow Rioters

Mission: Foster LGBTQIA+ inclusive communities and products at Riot and beyond.

We celebrated [Pride Month](#), International Day Against Homophobia, Transphobia, and Biphobia (IDAHOTB), and National Coming Out Day. We partnered with Twitch and LGBTQIA+ content creators to host a [Pride Stream-A-Thon](#), which saw over 349,000 people watching globally. In Europe, Rioters virtually 'Marched for Pride' around their homes and local neighborhoods to raise vital funds to support International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA) Europe. We also rolled out Pride-themed merchandise, with 100% of the net proceeds going to support LGBTQIA+ organizations.



Riot Alliance of Diverse Genders (RAD Genders)

Mission: Drive Riot to be a place where people of all genders thrive and see themselves reflected in Riot's products.

For Women's History Month, we activated across all our regions to celebrate our incredible women and gender diverse Rioters. In Europe, we celebrated the social, economic, cultural, and political achievements of women through a series of panels featuring Rioters who shared their stories, creative processes, and reflections on cultivating authentic representation and the impact it has on our players and fans.



Riot Noir

Mission: Amplify Black voices and increase representation at Riot both in and outside of products.

Riot Noir members came together to celebrate [Black History Month](#) and honor Black excellence in gaming and entertainment. From a community trivia and game night to a [conversation](#) around the work of Black pioneers in the fighting game community (FGC), Riot Noir used this month to display their ongoing commitment to amplifying Black voices and increasing representation both at Riot and across the industry.



Riot Unidos

Mission: 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.

Riot Unidos worked with our Mexico City office to put together a hype reel in honor of [Latinx Heritage Month](#). The video showcases how hard Rioters work to give players the best possible experience possible around our games and in the Latin American community. Check it out [here](#)!



Veterans@Riot

Mission: Support Veteran Rioters while increasing representation in gaming and entertainment.

Veterans@Riot provided opportunities for Rioters to get involved in Mental Health Day, Veterans Day, and partner with organizations like Hire Heroes and Stack Up.

CULTURAL ACTIVATIONS AND PROGRAMS WITH A LOCAL LENS

In 2021, we celebrated the cultures and communities of Rioters all around the world. We also took time to recognize important observances and reflect on the world around us. On Juneteenth, we invited Wellness for the People for “Wellness sessions” talking about intersectionality in partnership with Noir and Rainbow Rioters. We also invited game designer Jane McGonigal and health psychologist Kelly McGonigal, both of whom specialize in the convergence of gaming and mental health, to speak to Rioters. The sisters shared their tips to cope with the stresses of everyday life in honor of Mental Health Awareness Day.

In our LatAm offices, the teams hosted workshops that centered around the philosophy of the HE4SHE allyship developed by the United Nations. One focus area included how to support an environment that would promote gender equality by understanding the social constructs around masculinity in Latin America.

To commemorate the end of Eid al-Fitr, the final day of Ramadan celebrations, the VALORANT team across our MENA offices collaborated on a music video for the song [Anta Al Batal](#). They made sure it included multiple languages and featured local and beloved mainstream artists from three major subregions: North Africa, the Levant, and the Gulf countries. By pulling in different artists from different areas, even from within the same region, the team expressed the breadth of cultures to the widest possible number of players at the most localized level.

“

D&I has been a critical part of EMEA's representation and inclusion within the organization. From providing a platform to share with Rioters our cultural experiences to having prayer rooms to practice my faith, these moments have had a profound impact on my experience here and make me optimistic about our future as a global company. More importantly, this translates into how we show up to create awesome, resonant experiences for players from different backgrounds and cultures.”



Ali M.
COUNTRY MANAGER OF MENA AND INDIA



Because of the pandemic, I haven't had a chance to meet a lot of Rioters from the office yet. Women@Riot events have given me opportunities to connect with Rioters not just in my office but across all offices and get inspiration from them. Here in Singapore, we've been through several stages of lockdown and it's easy to feel disconnected from others. It's been great to have a community to talk to other women who are experiencing similar things. I feel like I've found a sense of belonging through the program."



Mei X.
MANAGER
GAME PRODUCTION

Supporting women and gender diverse Rioters

Women@Riot, a professional and personal development program for women and gender diverse Rioters, focuses on mentorship, coaching, and networking. We hosted a quarterly global workshop and had monthly virtual coffees with senior leaders, which gave Rioters the chance to have casual and informative conversations to ask questions, receive guidance, and find a mentor. These virtual coffees helped foster a true sense of community between participants all over the world. For one hour every month, these talks give folks a chance to simply just be with one another and feel like they belong. We also brought in guest speakers like Kim Scott, author of *Radical Candor*, to talk about how employees can apply this management philosophy at work.



Kim Scott (right), author of Radical Candor

INDUSTRY AND PRODUCTS

03





I was so excited for Riot Unidos to be involved with a great organization like Latinx In Gaming. I was a moderator for two panels where Rioters really showcased the love and energy that exists for esports in our LatAm region. People also took the time to tell us that one Rioter's story about coming from the inner city in Los Angeles resonated with them. Having the opportunity to share with our Latinx community all the amazing things accomplished in esports and the Riot community by people who look like them, talk like them, and game like them, was one of the most rewarding things I've ever done at Riot."



Carlos H.
IT SPECIALIST

BUILDING THE NEXT GENERATION OF GAMING

When we think about inclusion, we have to think about it inside and out, and that includes helping to shape the industry at large. From uplifting and investing in game designers and developers from underrepresented communities to arming future generations with the necessary tools to be successful within the industry, we have to support the community at large to foster inclusivity long term.

Esports /ALL

Riot founded the Esports /ALL coalition back in 2020 to help build a thriving, diverse, and inclusive esports ecosystem by championing a culture that welcomes new perspectives, provides industry accessibility through educational outreach, and fosters development of underrepresented groups. Esports /ALL is a truly global coalition made up of all esports team members who are interested in esports D&I and social impact-related initiatives and have the shared goal of making esports accessible to everyone. In 2021, the coalition was able to strengthen its foundation by establishing a leadership structure and launching its pilot internship program.

Underrepresented Founders (URF)

In 2020, we launched the Underrepresented Founders (URF) program. Since then we've already invested nearly \$7 million of our original \$10 million commitment.

Companies invested in

- WICKED SAINTS
- WINGS
- TWIN DRUMS
- DOUBLE LOOP GAMES
- CARRY 1ST
- THE LAST GAMEBOARD
- THE MIX GAMES
- GAMEDEV.WORLD
- THEGAMEHERS
- WILDSEED GAMES
- WABISABI GAMES

Game Changers across the globe

Launched in 2021, the Game Changers initiative was created with the goal of creating new opportunities and exposure for women and gender diverse individuals seeking to participate in VALORANT esports through a combination of community events and top-tier competition. In addition to the competition series, Game Changers provides a training program to empower women and others to pursue careers within the esports industry.

Riot also partnered with **Women in Games France** for an incubator program that first launched back in 2019 to help women go pro and become role models. In 2021, both League of Legends and VALORANT players received one-on-one coaching with pros, participated in boot camps with G2 Esports and Gamers Origin, and competed in major amateur and semi-pro tournaments in Europe.

VCT Game Changers has launched across four regions providing more opportunities for women and gender diverse individuals in the esports space than ever before:

EUROPE, THE MIDDLE EAST AND AFRICA

50+

teams participated in competitive events

18

established esports organizations signed teams

5

women were picked up for teams through our incubator training programs

CHINA

50%

of VCT production casters in training are women

SOUTH EAST ASIA

120+

unique teams and 18 countries participated in the tournament series

NORTH AMERICA

1ST

Created the first Game Changers Caster Training program



Had one of the highest watched women's competitive events on Twitch



Won the Women in Games Award

LATIN AMERICA

+

Nivea came on as a brand partner to sponsor Game Changer Tournaments, Master Classes, and Talks

BRAZIL

50+

teams competed in two Game Changers series and launched a Game Changers Talks podcast

Engaging in the industry conversation to drive inclusivity

Rioters often take the lead to share their valuable insights and unique experiences with players, professionals, and peers in an effort to build a better industry for current and future generations.

→ San Diego Comic-Con

A candid conversation with Rioters and Erin Ashley Simon, a broadcaster and producer, about women breaking barriers in their careers across the industry.

→ Gaming While Black

Riot Noir members participated in a conversation entitled “The Skin We’re In” to talk about Black characters in gaming, when they’re represented well, and where that representation falls short.

→ Latinx in Gaming

Rioters from Los Angeles and Mexico City participated in a panel discussion that was featured on Latinx in Gaming’s Twitch channel to talk about representation in esports.

→ Afrotech

The virtual panel “Your Hobby Could Make for the Perfect Career” featured Rioters talking about their experience as Black creators in the gaming industry.



Riot Noir empowers Riot by giving us all a space where our differences don’t make us imposters, it makes us experts. We afford our communities an opportunity to explore the intersections of their cultural and professional lives and share our learnings with the wider Riot community. Riot Noir has quickly become a wealth of knowledge and experience facilitated by our Black employees for the benefit of not only our company but the wider gaming community. My personal involvement with Noir has enabled me to exchange expertise with people from different disciplines and levels of the company but also with people outside of the company.

I’ve had the pleasure of sharing the stories of Black esports competitors and writers when I hosted the first D&I event on Riot’s main Twitch page “[Celebrating Black Excellence in Esports](#).” I and other Noir members were also able to share how Noir enables Riot to create diverse content on the Gaming While Black YouTube channel. Through these events and others Noir encourages our employees to contribute their full selves to their work so that players can see their full selves in our product!”



George O.
TECHNICAL GAME DESIGNER



In 2021 we awarded the funds to several 501c nonprofits

\$95K
COLORSTACK

\$95K
GAMEHEADS

\$50K
BLACK COLLEGIATE GAMING ASSOCIATION

\$15K
IT GETS BETTER PROJECT

\$10K
TEC LEIMERT

\$5K
GAME DEVS OF COLOR EXPO

Providing support through targeted programs and initiatives

As Asian hate crimes spiked across the United States in 2021, we focused on providing support for Rioters and educating allies within the organization. Dr. Helen Hsu, a staff psychologist and lecturer at Stanford University who acts as the liaison to the institution’s Asian American Activities Center, educated Rioters on the history of violence against Asians as well as mental health and wellness tactics. We also brought in the organization Hollaback! to provide bystander intervention training to Rioters with the aim of giving them the tools to support their friends, family, and coworkers. Finally, Riot made donations to support 400 families experiencing financial hardship through the Orange County Asian Pacific Islander Community Alliance (OCAPICA).

As anti-trans legislation was being introduced and passed throughout the U.S., Riot looked to improve our benefits and global mobility policies while educating Rioters about the issues the trans community faces through our Trans Equity Initiative.

Focusing on racial equity through investment and resources

In 2021, our Social Impact team worked with the Riot Noir RIG to distribute Racial Equity Grants to nonprofits nurturing the next generation of gaming professionals. Gameheads is a tech training program that equips young people of color with the tech and life skills they need to succeed. Similarly, ColorStack’s mission is to increase the number of Black and Latinx Computer Science graduates that go on to launch rewarding careers in tech. Gameheads and ColorStack share our goal of opening career pathways into video games and tech for underrepresented communities, and we’re excited to share their progress in the coming years. To read more about our Social Impact work, see the 2021 report.

We strongly believe a game created today should feel relevant and authentic years from now

D&I has been central to how we develop games and experiences for players across the globe. Whether it's partnering with RIGs to provide perspectives in the development of new League champions and VALORANT agents, or partnering with particular regions to create culturally resonant experiences in publishing, we know representation matters.

While representation can manifest differently in each game, the D&I team has worked in close partnership with product teams across the organization to create and enhance characters that deeply resonate with players. We hope every player out there can feel some connection to the diverse characters we've developed, especially those that focus on certain local or regional experiences. Having said that, we also realize that we won't always get it right, and as the D&I work continues, we've also had to rework things we imagined that didn't quite work out along the way. Whether it's champions in the League universe, VALORANT agents that represent people from real-world places, or in-game cosmetic content that celebrate cultural moments, we want players to be able to express themselves and celebrate their community in fun and meaningful ways.

2021 saw great strides for Riot's portfolio and representation therein. In the Runeterra universe, we introduced Leona and Diana as lesbians, spotlighted Tyari as trans, shared Nami's bi/pan/poly identity, introduced Shomi who is non-binary, Akshan who is South Asian, Watcher on the Isles who represents a military veteran, and many more. With VALORANT being set on Earth, the team has so far created agents representing local cultures from 14+ countries, including Japanese native Yoru, who rips holes straight through space-time to infiltrate behind enemy lines and Raze who hails from Salvador, Brazil and is known for clearing tight spaces with a generous dose of boom. The VALORANT team creates agents that they know players will not only love but can connect with on a personal level.

To round out the year, the D&I team put new processes in place for ensuring authentic cultural representation in our games. These processes will ensure our games, from those that are live to those still in the R&D stage, have the right operations resources and people in place to make sure our stories and characters will always deeply resonate with players.



One of the greatest ongoing achievements of my career has been furthering the efforts of D&I at Riot. Whether it's ensuring that we have a touchpoint for in-world cultural consideration or trying to elevate new voices, I've committed myself to bring as authentic an experience to our games as possible. Riot has been extremely open, understanding, and accepting of that vision for its products and works hard to get us the resources we need to constantly strive for better representation."



Rowan W.
SUPERVISING NARRATIVE WRITER
LEGENDS OF RUNETERRA



Reviewing game and marketing content is the largest part of what I do at Riot, and D&I is a huge part of the conversation. My focus is on connecting experts with regional teams as efficiently as possible, and always trying to understand where people are coming from - whether that's the specific decisions of a creative idea in the context of a game, or a broader cultural conversation that can impact the way art is perceived globally. The more culturally aware we can be throughout the review process, the better (and easier) our job is to perform which in turn makes it better for players."



Marty M.
PRODUCER
AGE RATINGS



→ Akshan

In the early concepts for Akshan, the Rogue Sentinel, the game team decided they wanted to create a champion that represented the South Asian community. In order to make sure this happened in a meaningful way, the team tapped Rioters on the design team to help shape the character. One of those Rioters, who identifies as South Asian, was able to pull from his own personal experience and culture while also working closely with other South Asian Rioters to get their feedback, perspective, and discover what was important to them to see represented in-game.



→ Watcher on the Isles

When the Legends of Runeterra team started working on the Watcher on the Isles follower they wanted to make sure it was infused with characteristics that truly represented a military veteran. The team worked with Veterans@Riot throughout the creation process in order to create a follower that they knew players who identified as a veteran or knew someone who was one would embrace.



→ Astra

To ensure Astra authentically represented real-world Ghanaian culture, the VALORANT team brought in a third-party consultant based in Ghana to assist in the character's creation. This effort was undertaken to make sure her look, voiceover lines, and back-story felt truly relatable and unique to the Ghanaian culture that inspired her creation.



The Cosmetics Initiative team on Teamfight Tactics (TFT) is spread across different time zones with folks from around the globe, so it's definitely a priority for us to make sure that we have a safe space for everyone to come together and make the coolest content for TFT! It's important that we create a healthy and safe environment for folks of all backgrounds, cultures, and crafts to work in so we can foster an open forum for better collaboration between teams and disciplines, while also building a stronger all-around team that supports each other."



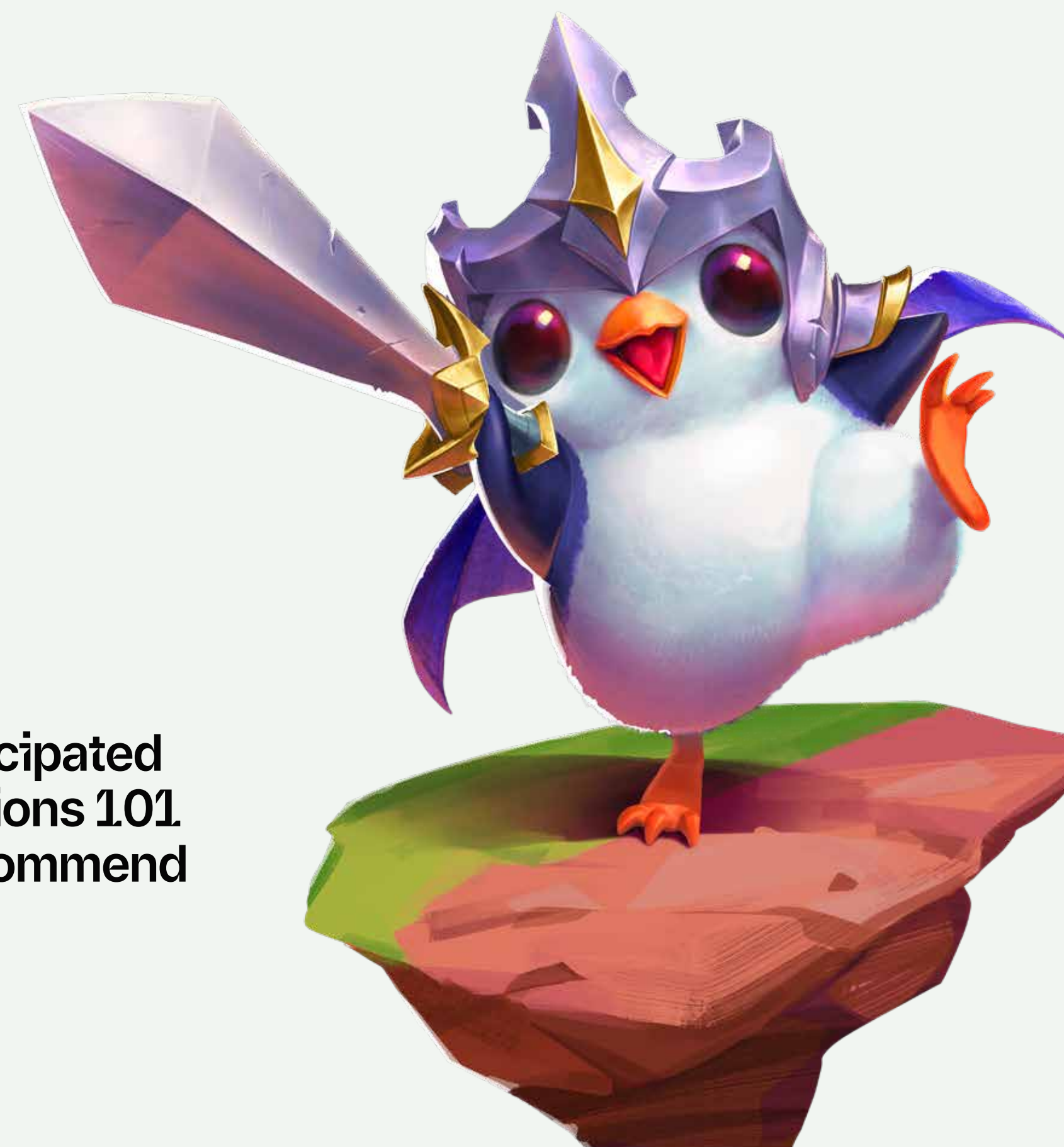
Christine L.
PRODUCER
TFT

D&I competency within products

In 2021, D&I foundations 101 training was created, and the pilot program delivered eight classes to the Player Platform and VALORANT teams, featuring over 150 attendees. The objective of the training was to create a common understanding of the "what" and "why" of diversity and inclusion, understand the potential impact of unconscious bias in our decisions, and commit to a set of actions to foster a culture of "we."

88%

of those who participated in the D&I foundations 101 training would recommend it to other Rioters



Celebrating diversity around the world

At Riot, publishing is how we connect with players around the world. As Riot continues to deliver new experiences across games, music, TV, and more, the Publishing Pillar aspires to be the steward of our global player community. Our teams work to establish authentic relationships with players, bringing them a unified Riot experience while also honoring and celebrating the cultural diversity of the regions we serve. In 2021, we found ways to create experiences that are deeply resonant for the local community in addition to being engaging and exciting for players around the world.



→ Brazil's VALORANT Carnaval

For VALORANT's first anniversary, the Brazil team engaged Daniela Mercury, a Carnaval and music icon and a strong voice for the LGBTQIA+ community, to sing the marquee song and bring D&I to the forefront of the discussion.



→ Japan's "Hanarifu" on the Rift

Since 2017, "Hanarifu" has been an annual event for League of Legends in Japan. This runs concurrently with the season of Hanami ("flower viewing"), a Japanese custom to celebrate the cherry blossoms between late March and April. Players earned points playing as individuals and as a part of a community to unlock prizes. The accompanying fan art contest also inspired some amazing pieces.



I am a Raze main player who is obsessed with playing VALORANT. For me to get to play with a character that's Brazilian, that's Black, that talks the way she talks and moves the way she moves, it means everything. It makes me excited as a player and also as a Rioter because I get to work with my team here in Brazil to create Raze campaigns that really represent and embody our community and country."



Vitória L.
PRODUCT LEAD
STRATEGY GAMES & ENTERTAINMENT



As a Publishing office in EMEA, our purpose is to connect with our communities. We strive to create initiatives where our players feel represented. We also want to promote safe spaces where they feel like they can participate and be their best selves regardless of their social/ethnic backgrounds or their sexual orientations. We listen to players in our local communities to learn how to best represent them in front of our Global team. We want to know how they feel about our games, our characters, our in-game events, how we are doing things, and if we're missing the mark (and of course, we often do). It's our job to flag it respectfully and find solutions for them to ensure we are creating the best experiences possible for players."



Maye S.
MARKETING AND
COMMUNICATIONS MANAGER



→ Giving Back with Korea's "Chuseok"

The team in Korea created an adorable animated short to celebrate Chuseok - a traditional Korean holiday. The event gave local players unique opportunities to earn in-game rewards. It was a celebration that allowed the team to give back and thank the LoL community for their support. The video's reach extended beyond Korea, with players from around the world joining in the celebration.



→ The Year of the Ox: SEA's Lunar New Year Celebration

In celebration of the biggest regional holiday of the year, the SEA team rolled out Lunar New Year activations across multiple markets, which included influencer matches where top streamers went head-to-head in Wild Rift. There was also an abundance of player and influencer content created for Lunar Beast, including fan art, comics, cosplays, and animated guides across both LoR and Wild Rift throughout the region.

A LOOK FORWARD

D&I remains an important part of shaping the way we show up as a company for players throughout the world. This progress update is one way for us to continue to push ourselves to bolster a workplace where Rioters, no matter where they sit or their expertise, know they have a place here.

With that in mind, we also recognize that these pages don't fully capture the thousands of people from different experiences, cultures, and backgrounds who log on each work day to enable and support one another so that we can create amazing experiences for players. Every Rioter, in some way, participates in shaping our culture, so even after we've typed the last period and sent this report out as "final," we cannot help but feel like there's always more we can add.

As we look at what's already underway in 2022, we want to acknowledge this work is critical not only because it's important for our business, but also because this is important for players. From rich and diverse champions and agents that we hope players will deeply connect with, to programs that will foster community globally, throughout all our offices, D&I is helping us reach our mission to be the most player-focused game company in the world. Every day is a new opportunity to aim higher, and we will do so with every chance we get.



In 2021, Riot spent time laying the groundwork for what's ahead in 2022. I am incredibly excited about the future of diversity and inclusion here. In particular, we will take a deliberate and proactive approach with our D&I efforts globally, including implementing Riot Inclusion Groups (RIGs) in EMEA, APAC, and LatAm; expanding our product and partnership strategy; and supporting efforts to acquire, retain, and develop talent. We are also going to be intentional about partnering with our centers of excellence, such as Learning and Development (L&D), where we will create a global and culturally relevant curriculum to help us drive a mindset of equity and inclusivity. We will have more to share next year."



Patty Dingle
GLOBAL HEAD OF DIVERSITY & INCLUSION

2021
ANNUAL
DIVERSITY
& INCLUSION
REPORT

