

INFORMATION LEAFLET FOR TILT GAMES

Transformation in Learning and Training (TiLT): Roleplay Based E-learning to Correct Systemic Bias and Unconscious Bias in Organisations

Before you decide whether or not you wish to participate in the training, it is important for you to understand why the training is being done and what taking part involves.

Please take time to read the following information carefully and discuss it with others if you wish.

Please ask us if there is anything that is not clear or if you would like more information.

Background information to the training

TiLT is a Trinity College Campus Company that aims to provide training to raise awareness of individual and organisational/systemic bias based on personal characteristics. This game focuses specifically on how biases related to gender, race, ethnicity and sexuality arise in organisational settings, and how they can be reduced. TiLT has worked with organisations to gather interview data with individuals about their experiences around gender, race, ethnicity, and sexual orientation. The anonymized data we collected has formed the basis of content for learning (curricula) and this content has been put into storylines in online gaming scenarios. The content and game are available to trial by organisations via an online platform. By role-playing individuals who differ in some way from the players real world identity, there is an opportunity to experience situations from a different perspective, gaining knowledge and understanding of different identities and what happens around those identities in the organisational setting.

If you consent to play, you will be given a link to the TiLT module, and you will create an anonymous learner profile, complete a short assessment quiz, play the game, repeat the quiz and receive feedback online. At no point will your identity (name or staff/student number) be recorded in the game or module. The results of assessment are completely anonymised and presented to participating organisations in aggregate form to help inform policy and future training.

If your organisation is offering a badge for participation in the module, they will only be able to see that you have completed the training, not your individual assessment or results.

Benefits

There will be no direct benefits to participants apart from the learning that takes place through the training. However, we hope the results of the training will help us produce further training that helps organisations produce more inclusive procedures and policies, and reduces unintentional bias based on gender, race, ethnicity and sexual orientation.

Disadvantages

The game storylines address incidents of racism and sexism, including sexual harassment. Some players may find these incidents upsetting.

Support and advice are available at your organisation if you are affected by any of the issues depicted in the game.

Do I have to take part?

It is your choice whether you would like to take part in the training or not. If you do not wish to participate, you do not have to give a reason for stopping play. You can change your mind at any time by leaving the learning platform.

What happens if I take part?

You will be given a link to the TILT learning platform, and you will be given the opportunity to play through the game and complete the assessment. It could take up to 45 minutes to complete the training, but this will vary depending on the individual.

This training is being rolled out to all individuals in your organisation. Participants will play the game separately.

Will my records remain confidential?

Your privacy is important to us. You do not share your identity with us. The data you generate is anonymized, meaning that it is not linked to your real-world identity, and it is not possible to trace it back to you.

What will happen to the results of this research?

The results will contribute to the development of further curricula (learning objectives) and storylines for short games, which will feature scenarios from organisations. Insights from the aggregate, anonymised data may also be used to inform policy at your organisation. In addition, analyses of the data may be published in scientific papers.

What do I do if I have any further questions?

Please email the TiLT Data Protection Officer: dpo@tiltroleplay.com

THANK YOU

Data Protection Officer	TiLT
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