EUROPEAN CULTURAL
AND CREATIVE INDUSTRIES
INNOVATION POLICY PLATFORM

Inclusivity in Europe's Video Gaming Industry

POLICY RECOMMENDATIONS
FROM *EKIP* POLICY LAB 6

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Key Recommendations

At the level of CCI players:

Inclusivity should be an intrinsic motivation for the industry
Inclusivity, encompassing dimensions such as accessibility and representation, must be understood as a value by itself born out of respect to human dignity and fundamental rights.

Highlight the societal value of the video gaming sector
The video games industry should work on actively promoting broader recognition of its societal impact. Besides the economic value of the sector, video games can contribute to inclusivity, well-being and societal cohesion, and education.

Invest in education and skills, talent attraction, and retention with a focus on diversity
The video game sector should strengthen an inclusive work culture and expand diverse representation to motivate future talent and improve retention, supported by robust STEAM education pathways and multi-stakeholder incubators. Skills development must also encompass the full range of inclusive business and design practices, from HR and training to accessible game and software development.

Encourage the formation of quadruple helix networks
Collaboration across stakeholders and levels is a key element to foster cross-sector engagement and addressing gaps. Specifically, groups affected by inclusivity gaps must have a seat at the table to adapt policy interventions and gaming industry developments to the needs of relevant groups

At the EU level:

Rethink the role of video games in EU policy and programming
The video game sector should be formally recognised as a standalone creative and technological industry, with funding frameworks that reflect its specific needs and support inclusivity and accessibility. European programmes must also be made more accessible to SMEs by improving visibility of opportunities and simplifying participation rules.

Support competitive infrastructure and accessibility in the video gaming industry
Support research and innovation to develop alternative video game infrastructures, from distribution platforms to engines, while advancing EU-level efforts to harmonise accessibility standards and lower the cost of accessible technologies.

More regular monitoring and data collection of the video game industry's dynamics
Strengthen evidence on the video game sector through regular monitoring, improved data collection, and systematic mapping of the workforce and education landscape to identify gaps and align skills with labour market needs. Better understanding of user backgrounds and accessibility requirements should also inform more inclusive design and decision-making, supported by ethical and GDPR-compliant data practices.

Adopt both dedicated and cross-sector interventions to strengthen the talent pipeline for the video game industry.
Reducing barriers to access through dedicated EU programmes, as well as taking stock of the right opportunities for training and skill development can facilitate opportunities for a diverse workforce and take targeted actions.

Create funding frameworks that address systemic imbalances in funding distribution, with dedicated streams that better tailor games' distinctive needs and potential.
Funding frameworks should support the entire video game value chain, prioritising cultural impact, easing access for small and independent studios, and enabling low-barrier entry through seed funding and broader participation in industry events. A dedicated funding track for video games and expanded Horizon Europe support would further strengthen cross-sector collaboration, innovation, and long-term sector development.

1 Introduction

The video games sector is an important albeit often overlooked component of the global and European cultural and creative industries (CCIs). Within the video gaming sector, **inclusivity is increasingly recognised as a key enabler of creativity and innovation in the video gaming industry.** On the production side, diverse and inclusive teams have been shown to foster more innovative content and design approaches. On the user side, the way games are designed can either reinforce harmful stereotypes and behaviours or promote empathy, cooperation and social inclusion. However, the video game sector continues to face notable challenges in advancing inclusivity. The *ekip* policy recommendations presented in this document offer practical guidance to help strengthen inclusive practices and support greater innovation across the European video game industry.

The following chapters present: the definition and scope (Chapter 2); the main challenges to inclusivity in the video game sector (Chapter 3); and the current policy and research and innovation landscape, including relevant strategies, measures, projects and networks, as well as related policy recommendations (Chapter 4). The document concludes with a set of actionable policy recommendations (Chapter 5).

2 Definition and scope

The video game industry has expanded rapidly over recent decades, driven by successive waves of technological advancement, including the emergence of online multiplayer platforms, mobile gaming, immersive hardware and more sophisticated real-time processing. Despite this dynamic evolution, **progress in terms of inclusivity, both for users and for those working within the sector, remains limited.** By video games, we refer to the broader umbrella of the video game industry, encompassing formats such as online multiplayer and mobile gaming, and covering a wide range of genres including strategy, adventure, role-playing and sports, across platforms from consoles to handheld and mobile devices.[1] *ekip* employs a **broad understanding of equality, diversity and inclusion (EDI),** referring to the industry's capacity to reflect, represent and engage the full diversity of society across its content, workforce and user experience. Inclusive practices in the video game sector must be understood in terms of **fairness and equity** rather than uniformity. While the industry often aspires to treat everyone the same, equitable participation may require differentiated approaches to respond to specific needs and overcome embedded inequalities. In this context, digital accessibility is integral to inclusivity, and solutions must address not only content design and product development, but also structural enablers such as tools, environments and organisational norms.

Open innovation and inclusivity are mutually reinforcing dynamics. Innovation opens new avenues and pathways for engagement. Inclusivity improves framework conditions for innovation to take place. From an innovation ecosystem perspective, the policy problem spans three core dimensions:

- **Addressing inclusivity challenges within the sector:** the video game industry faces persistent challenges in embedding inclusive practices across its ecosystem, particularly in workforce diversity, talent development, and work culture. These issues affect the overall attractiveness of the sector and limit access and progression for underrepresented groups.
- **Tackling accessibility and inclusivity for end users:** barriers remain across the value chain related to the accessibility of video games for players. These include the cost of assistive technologies, the need for content adaptation, and insufficient user consultation. In addition, a lack of diverse representation in game narratives and culture can limit the inclusivity of the player experience.
- **Fostering open innovation with inclusive practices:** inclusive and accessible approaches can act as a driver for innovation, bringing in fresh perspectives at both firm and ecosystem levels. Embedding such practices more systematically can enhance creativity, collaboration, and competitiveness across the sector.

[1] IRIS. Legal challenges and market dynamics in the video games sector. European Audiovisual Observatory, Strasbourg, 2024. ISSN 2079-1062, 1, https://go.coe.int/xac5L [Accessed 29 January 2025.]

3 Challenges

ekip uses the lens of **open innovation building blocks** to structure challenges for the development of cultural and creative industries[2]. These building blocks represent critical enablers of transitions in industrial ecosystems and are applicable beyond the video games sector. For the context of inclusivity in video gaming, the following building blocks were considered most relevant:

- Social dimension
- Sustainable competitiveness
- Regulation and governance
- Investment and funding
- Infrastructure
- Skills
- R&I techniques, and technological solutions

These building blocks are instrumental not only for the sustainability of the video game sector, but also for its inclusive and open innovation potential. Each building block reveals a specific set of structural or operational constraints that hamper the development of a more equitable video game ecosystem in Europe. The challenges outlined below are based both on the findings of the scoping phase and on insights from participants in the *ekip* Policy Lab.

Inclusivity must be a core industry value, not an add-on.

3.1 Social dimension

The video game industry continues to reflect and reproduce broader societal inequalities. **Underrepresentation persists in both in-game content and sector leadership,** limiting the visibility of marginalised communities and constraining access for diverse creators and players. As commercially driven decisions remain the norm, community-led and indie projects often lack the visibility and support they need to flourish. This perpetuates barriers to entry for marginalised groups, both in terms of access to professional opportunities and representation in cultural narratives.

Participants in the Policy Lab emphasised the **cyclical nature of exclusion,** where a lack of representation leads to reduced participation and investment from diverse groups, both as creators and users. In particular, those from racialised backgrounds, religious minorities, and neurodiverse communities often experience a sense of invisibility. Marginalised creators may lack access to funding or networks, and some small studios lack the means to pay marginalised communities for their participation, further limiting inclusive innovation.

Our scoping analysis highlighted the human-centric potential of video games, noting that more inclusive development and representation would not only widen access but also **unlock untapped audiences and markets.** It also highlighted the limited visibility and support for role models, the lack of visibility of grassroots initiatives, and the underuse of ethical marketing strategies that reflect the realities of diverse creators and communities.

In addition to representation gaps, **barriers to accessibility remain a significant social equity issue** in the video game ecosystem. The high cost of participation, including consoles, games, development tools, and adapted hardware, exacerbates socio-economic exclusion and impacts disabled users. Participants in the Policy Lab underlined that inclusive gaming is often unaffordable or technically inaccessible, especially for those requiring assistive technologies such as adapted controllers, which remain expensive or unavailable. **Participants in the Policy Lab further underlined the cost-related barriers to both game creation and play,** which disproportionately affect underrepresented groups. The price of adapted controllers and IT equipment required for game development was identified as a critical exclusion factor. Additionally, grassroots studios struggle to compete with better-resourced companies in terms of visibility and infrastructural access.

[2] For a deeper discussion of the building blocks, see European Commission (2022) Blueprint for the development of transition pathways for industrial ecosystems. https://ec.europa.eu/docsroom/documents/49407

3.2 Sustainable competitiveness

The growth of inclusive and innovative small and medium-sized enterprises (SMEs) in the video game sector is significantly hindered by a lack of coordination between business incubators, cross-sectoral networks, and the broader creative industries. Despite the increasingly hybrid nature of the sector, operating at the intersection of technology, culture, and education, support structures remain fragmented. This fragmentation restricts the ability of emerging studios to benefit from sustained cross-pollination of ideas, skills, and market access.

Currently, few mechanisms exist to systematically support collaboration between developers, educators, artists, and marginalised communities. Where such initiatives do take place, through grassroots partnerships, informal alliances, or short-term projects, they are rarely embedded in institutional frameworks or long-term policy strategies. As a result, inclusive game development often depends on individual actors navigating disconnected ecosystems rather than benefitting from integrated support.

In the scoping phase as well as during the ekip Policy Lab the need for shared physical and digital spaces that facilitate safe and inclusive co-creation was highlighted, particularly for underrepresented creators and micro-studios. While there is growing recognition of the value of such initiatives, such as open platforms, innovation centres, and game jams, these remain the exception rather than the norm. The absence or the difficulty to access to networking events for marginalised or underrepresented individuals was also mentioned, both during the Lab and the scoping phase.

Embedding diversity and accessibility into the design process from the start requires more than technical support: it demands cultural and structural change. This includes fostering environments conducive to collaboration, promoting inclusive leadership models, and ensuring that funding mechanisms support creative risk-taking by studios that challenge mainstream narratives.

3.3 Regulation and governance

Inclusive innovation in the video game sector remains hindered by **fragmented governance frameworks, limited regulatory coordination, and a lack of strategic vision across levels of governance.** The absence of integrated policies specifically targeting diversity, equity and inclusion (DEI) means that **inclusive practices are often implemented in isolation or on a voluntary basis,** with limited accountability or systemic support. Discussions held during the ekip Policy Lab confirmed the lack of coherent regulatory frameworks to embed inclusivity across the industry. DEI considerations are still marginal within broader industrial, cultural, or digital policy portfolios, with economic performance taking precedence over long-term structural change. As participants noted, the current approach results in DEI work happening in silos and a coherent vision being largely absent.

While voluntary codes of conduct and some industry guidelines do exist, there is a recognised need to move towards **stronger institutional anchoring of inclusive design and governance principles.** At present, the limited application of regulatory standards, such as those related to platform neutrality, accessibility enforcement, or standardised content warnings, constrains the capacity of public authorities to steer inclusive innovation in meaningful ways. Game policy frequently sits at the intersection of cultural and economic portfolios yet is often treated as a commercial sector alone. This ambiguity has reinforced the lack of policy ownership and strategic oversight at both Member State and EU levels.

Moreover, the issue of data governance emerged as particularly sensitive. **Although better data collection is essential for monitoring inclusivity,** current regulatory frameworks do not provide sufficient clarity or assurance for ethical and privacy-compliant data usage. The scoping analysis revealed the double-edged nature of inclusivity-related data: while data is necessary to improve representation and accessibility, marginalised groups are often reluctant to disclose personal characteristics due to fears of discrimination.

Finally, the current **lack of directionality and policy experimentation** limits the sector's ability to test, develop and scale inclusive practices. As highlighted in the Policy Lab, participants noted that meaningful change is unlikely to emerge from within the industry alone and called for coordinated public action to provide the necessary scaffolding for inclusive innovation. Moreover, participants stressed that video games continue to be undervalued as cultural and civic assets, which restricts their eligibility for public experimentation schemes and limits recognition of their broader societal role. There is scope for the EU and national governments to take a more proactive role in coordinating ecosystems through co-creation mechanisms and by embedding reflexivity into policy cycles. Examples could include fostering multilevel governance platforms, piloting inclusive design standards, or funding foresight activities to anticipate emerging needs.

3.4 R&I, techniques and technological solutions

Despite the creative and technological potential of the European video game sector, challenges remain in leveraging R&I as a driver of inclusive and ethical development. While the adoption of game engines across domains, such as in health, education and cultural heritage, offers opportunities to attract new talent and foster interdisciplinary collaboration, the **sector lacks systematic structures** to capitalise on this potential. **Cross-sector uptake of game technologies** could serve as an entry point for more diverse professionals, especially from fields that attract underrepresented groups, yet this remains underexploited.

Barriers persist particularly in supporting grassroots and independent developers. These smaller studios often lead the way in experimental or socially impactful games, yet face difficulties in accessing the infrastructure, networks, and investment needed to scale their innovations. Participants in the Policy Lab emphasised that inclusive content creation is frequently hindered by the underrepresentation of lived experience in development teams, and that tools, methods, and funding streams are often geared towards commercial replication rather than innovation. This results in a content ecosystem that lacks narrative diversity and underrepresents minoritised perspectives.

Moreover, inclusive innovation is hampered by the **absence of coordinated professional development and peer learning mechanisms.** Independent and early-stage creators, who are often more willing to challenge dominant design paradigms, lack access to training on inclusive practices, user engagement methods, and ethical frameworks. Participants also flagged a need for communication strategies that elevate the value of inclusive game design, highlighting not only its societal contribution, but also its potential to expand audiences and market reach.

More broadly, the **valorisation of innovation results remains uneven.** There are few dedicated incentives for the uptake of inclusive design practices, and **limited documentation or codification of good practices across the ecosystem.** Without clear strategies to support experimentation and risk-taking, particularly when it comes to developing accessible tools, participatory methods, or alternative narratives, the sector risks reinforcing the status quo.

3.5 Infrastructures

Access to and availability of infrastructure remains a structural constraint on inclusivity in the video game sector, particularly for small and independent studios. These actors often face restricted access to essential platforms, publishing support, and technical services. Without adequate infrastructure, it becomes difficult to navigate IP licensing, launch titles across multiple platforms, or meet interoperability requirements that would allow games to be experienced by wider and more diverse audiences. These issues are compounded for small or independent creators, who face additional hurdles in accessing development tools, assistive technologies, and distribution networks.

The current ecosystem lacks policy frameworks that promote accessibility and platform neutrality, placing the burden of infrastructure adaptation on individual developers. This further entrenches inequalities, as inclusive or niche projects are frequently seen as too risky for conventional funding or support schemes.

3.6 Skills

Challenges related to skills development in the video game industry are particularly important in the context of equity and inclusion. **Access to quality game education remains highly uneven across Member States, with significant disparities in availability, content, and institutional support.** While some countries, such as France, have established strong, albeit mostly private, educational ecosystems for game development, others are only beginning to introduce video game curricula into secondary or tertiary education. These national discrepancies result in limited mobility and uneven opportunity for aspiring professionals across the EU.

Marginalised groups remain significantly underrepresented in both student and educator populations, with structural inequalities **discouraging participation.** Stereotypes about who belongs in the gaming sector, compounded by limited visibility of role models and mentors, reinforce exclusion from an early age. Participants from the Policy Lab highlighted that a lack of representation also creates a lack of interest among young people from underrepresented backgrounds, especially women and disabled individuals, who often do not view game development as a viable career path.

Even where education opportunities exist, **inclusive design principles are not systematically embedded within curricula.** Instead, the burden of introducing these concepts may fall on individual students, who must challenge prevailing norms without sufficient institutional backing. This lack of structured support further contributes to the scarcity of diversity in leadership and creative direction roles within the industry.

Data gaps also limit policymaking and curriculum planning. There is little consistent, comparable data across Member States on existing education programmes, skills mismatches, and workforce representation. Several Policy Lab participants pointed to the absence of reliable indicators as a barrier to identifying best practices and scaling up successful interventions.

Moreover, **global competition for talent in digital and creative fields places additional pressure on the EU to create supportive conditions for attracting and retaining diverse talent.** In particular, participants cited the need for a streamlined visa system for highly skilled workers, with specific consideration for family situations and international mobility.

Taken together, these challenges underline the importance of long-term investment in inclusive talent pipelines, ranging from STEAM education at the primary level to structured pathways into the industry. Addressing underrepresentation must go hand in hand with improving awareness, funding, mentoring, and skills recognition, particularly for those from socio-economically disadvantaged backgrounds.

3.7 Investment and funding

The current funding environment in the European video game sector presents significant challenges for smaller and independent studios, particularly those working on inclusive or experimental game design. **The sector remains highly stratified, with larger studios able to access extensive private investment and international markets, while grassroots and community-based developers are often left navigating fragmented and under-resourced support mechanisms.** As noted in the scoping note, developing new titles is particularly costly, given that most protectable intellectual property in games is concentrated in brand assets rather than transferable technologies or open content models. This makes entry into the mainstream market expensive for many creators.

Participants in the Policy Lab underlined the systemic imbalance in how funding is distributed, noting that grassroots studios need more funding while large studios continue to benefit from well-established relationships with investors. Moreover, **current funding classifications,** such as the inclusion of video games under the 'audiovisual' strand of Creative Europe, **fail to reflect the hybrid nature of the industry, which sits at the intersection of creative content and technological innovation.** Participants called for dedicated funding streams for games, better tailored to their distinctive needs and potential.

Access to early-stage finance and innovation procurement remains a barrier, particularly for creators from marginalised backgrounds or those working on niche, experimental, or socially oriented content. Many small studios struggle with limited access to capital, inadequate networks, and minimal visibility in funding decision-making processes. Participants also noted that market logic tends to favour commercially viable projects aligned with financial return, leaving diversity-driven initiatives at a disadvantage.

This lack of dedicated investment in diversity-centred creation not only reduces the visibility of underrepresented creators but also limits the broader cultural and innovation potential of the sector. Participants reported that minority-led or community-based projects often lack the financial runway to scale or sustain their work, despite strong public interest and civic value. Minority groups are rarely given the opportunity to create games, with limited access to public or private funding channels.

Video games create societal impact - not only economic value.

4 Policy and R&I landscape

4.1 Current policy strategies and measures

The video game sector remains relatively young in terms of policy recognition, particularly regarding inclusivity and accessibility. While several EU Member States, such as the Netherlands[3] and Denmark[4] have noted the lack of comprehensive national strategies, Germany[5] and Scotland[6] stand out with a dedicated policy that includes diversity and inclusion. France has maintained a robust production base partly due to its long-standing video game tax credit introduced in 2007, as well as its strong educational infrastructure.

At the EU level, there is still no overarching strategy for the video game industry.[7] Relevant themes such as diversity, digital skills, and inclusion are scattered across policies such as the 2018 New European Agenda for Culture.[8] However, CCIs are largely absent from the 2020 New Industrial Strategy for Europe,[9] with only limited references added in the 2021 update.[10]
Nevertheless, the sector is increasingly represented in EU-level monitoring exercises. The Annual Single Market Report 2021,[11] the European Monitor of Industrial Ecosystems,[12] and the European Media Industry Outlook[13] have all included video games within the CCI ecosystem. Specific measures are emerging through programmes such as **Creative Europe,**[14] which supports European game developers in retaining intellectual property, and **Horizon Europe,** where Cluster 2 aims to strengthen cultural diversity and explore the role of CCIs in social inclusion and well-being. [15]

EIT Culture and Creativity has also prioritised the gaming sector, recognising its potential for competitiveness and innovation.[16] Its long-term strategic focus includes enhancing education and training pathways, promoting adoption of emerging technologies and cross-sector collaboration, and supporting scalable business models aligned with EU regulation.insights from participants in the *ekip* Policy Lab.

Diverse teams drive better creativity, innovation, and retention.

[3] https://publications.beeldengeluid.nl/pub/670/Dutch-game-industry-ecosystem-final.pdf

[4] https://research-api.cbs.dk/ws/portalfiles/portal/68329557/1095939_Masterthesis_HelenaSokol_170521.pdf

[5] https://www.bmwk.de/Redaktion/DE/Publikationen/Wirtschaft/games-strategy-germany.pdf?__blob=publicationFile&v=10

[6] https://scottishgames.net/2025/03/17/scotlands-games-action-plan-v2/

[7] https://server.www.robert-schuman.eu/storage/en/doc/questions-d-europe/qe-724-en.pdf

[8] COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE EUROPEAN COUNCIL, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS A New European Agenda for Culture. COM/2018/267 final. https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=COM:2018:267:FIN

[9] Communication From the Commission to The European Parliament, The European Council, The Council, The European Economic and Social Committee and The Committee of The Regions a New Industrial Strategy for Europe. (COM/2020/102 final). https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0102

[10] Communication From the Commission to The European Parliament, The Council, The European Economic And Social Committee and The Committee of The Regions Updating the 2020 New Industrial Strategy: Building a stronger Single Market for Europe's recovery. (COM/2021/350 final) https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex:52021DC0350

[11] Commission Staff Working Document Annual Single Market Report 2021 Accompanying the Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions Updating the 2020 New Industrial Strategy: Building a stronger Single Market for Europe's recovery. (SWD/2021/351 final) https://eur-lex.europa.eu/legal-content/en/TXT/?uri=CELEX:52021SC0351

[12] EMI 2024. https://monitor-industrial-ecosystems.ec.europa.eu/sites/default/files/2023-12/EMI%20CCI%20industrial%20ecosystem%20report.pdf

[13] European Media Industry Outlook (2023). SWD(2023) 150 final.

[14] https://culture.ec.europa.eu/sites/default/files/2024-10/2025-creative-europe-annual-work-programme-C%282024%296503%2018-09-2024.pdf

[15] https://data.europa.eu/doi/10.2777/092911

[16] https://eit-culture-creativity.eu/wp-content/uploads/2024/07/EIT-CC-Strategic-Agenda-2024-2027_signed_public-version.pdf

In terms of governance, the sector has largely relied on self-regulatory frameworks such as the Codes of Conduct from IGDA,[17] ACM,[18] and IEEE. [19] These deontological approaches promote professional standards around diversity and ethics, though they are not legally binding. IEEE, in particular, has embedded inclusivity as a core organisational value and supports related research.

At the legal and regulatory level, existing EU policies offer an important framework for inclusion and accessibility in the gaming sector. The EU Charter of Fundamental Rights[20] and related Directives (such as 2000/78/EC and 2000/43/EC) prohibit discrimination across a wide range of grounds. The Council of Europe Human Rights Guidance for Online Gaming offers more specific direction on harmful content, freedom of expression, and child safety.[21] Meanwhile, the European Accessibility Act (Directive 2019/882) and the Web Accessibility Directive (2016/2102) establish accessibility requirements for both public and private services, with implications for the design of gaming platforms and interfaces.
The regulatory landscape is shifting **with the upcoming implementation of the European Accessibility Act (EAA) in June 2025, which introduces binding accessibility requirements for video games and associated tools.**[22] While this marks a significant policy milestone, stakeholders have flagged potential tensions between the act's objectives and the intrinsic design challenges that games present. Proportionate, flexible implementation has been recommended to preserve both creative freedom and user accessibility.[23]

More broadly, regulatory areas such as IP law, competition, and digital services governance are largely neutral from a rights-based perspective. However, instruments like the Digital Services Act (DSA),[24] the UK's Online Safety Act (OSA),[25] and systems such as PEGI,[26] which was updated in 2023 to address transparency and community standards, play an important role in protecting consumers, especially minors and vulnerable users. Standards such as ISO 9241-210:2019 also offer potential to strengthen inclusivity through user-centred design practices.[27]

Finally, the EU provides support for the sector's growth and innovation through a range of funding instruments. **Horizon Europe** funds R&I activities related to cultural and digital innovation. **Erasmus+** supports training, skills development, and inclusion within the sector, while **Creative Europe** helps studios produce and distribute culturally diverse and innovative games across European and global markets. [28]

4.2 Existing projects and R&I networks

The Horizon Europe Strategic Work Programme 2023-2025, particularly under Cluster 2, "Culture, Creativity and Inclusive Society", highlights inclusivity and accessibility, mainly through digital transition and accessible design. While not focused specifically on social inclusivity, it promotes diversity and cohesion across sectors. Within Cluster 2, the topic HORIZON-CL2-2023-HERITAGE-01-06 as well as HORIZON-CL2-2022-HERITAGE-01-09 aimed to foster a world-leading European video game innovation system that contributes to economic growth, well-being, and social cohesion.

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[17] https://igda.org/about-us/core-values-and-code-of-ethics/

[18] https://www.acm.org/code-of-ethics. According to rule 1.4, "The use of information and technology may cause new, or enhance existing, inequities. Technologies and practices should be as inclusive and accessible as possible and computing professionals should take action to avoid creating systems or technologies that disenfranchise or oppress people. Failure to design for inclusiveness and accessibility may constitute unfair discrimination."

[19] https://www.ieee.org/about/corporate/governance/p7-8.html. Per rule 7.8, II, all professionals must treat all persons fairly and with respect and not engage in harassment or discrimination. In particular, members shall treat all persons fairly and with respect, and not engage in discrimination based on characteristics such as race, religion, gender, disability, age, national origin, sexual orientation, gender identity, or gender expression. Further, harassment of any kind is strictly forbidden.

[20] https://fra.europa.eu/en/eu-charter/article/21-non-discrimination

[21] Council of Europe (2008). Council of Europe Human Rights Guidance for Online Gaming https://rm.coe.int/16805a39d3

[22] Directive (EU) 2019/882 of the European Parliament and of the Council of 17 April 2019 on the accessibility requirements for products and services. https://eur-lex.europa.eu/eli/dir/2019/882/oj

[23] Interview with Thomas Westin

[24] Regulation (EU) 2022/2065 of the European Parliament and of the Council of 19 October 2022 on a Single Market for Digital Services and amending Directive 2000/31/EC (Digital Services Act). https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32022R2065

[25] Online Safety Act 2023. https://www.legislation.gov.uk/ukpga/2023/50

[26] https://pegi.info/

[27] International Organization for Standardization, Standard 9241-210:2019(en). https://www.iso.org/obp/ui/#iso:std:iso:9241:-210:ed-2:v1:en

[28] A more comprehensive mapping of funding opportunities and projects is available at https://www.egdf.eu/documentation/executive-summary/ and https://www.egdf.eu/projects/

Several Horizon Europe projects are funded under this topic. *GAMEHEARTS,* a joint Horizon Europe-UKRI initiative, explores how video game technologies can drive inclusive and socially responsible innovation across the creative sector[29]. *iGAME* is developing an accessible open-source game development platform for co-creation by actors from varied disciplines and abilities[30]. *GAME-ER* investigates the development and sustainability of local game clusters and offers tools for policymakers[31].

Funder EPIC-WE promotes value-sensitive game-making with a strong focus on youth engagement and diversity, including training activities on inclusion[32]. Additionally, *Gaming Horizons* (Horizon 2020) explored the use of game mechanics for learning and critical reflection[33].

Although many projects target social or educational outcomes through video games, such as rehabilitation and recovery[34], motor skills training[35], or ADHD inclusion[36], **relatively few R&I actions have focused on the inclusivity of the industry itself.** The *2023 Video Games Europe Key Facts Report* calls for a Horizon-funded mapping of the workforce, skills gaps, and education landscape, which could serve as a first step toward industry-wide equity assessment[37].

The Creative Europe programme supports the development of video games and immersive media as part of its broader cultural and creative industries strategy. One strand of the annual Work Programme allocates EUR 7 million specifically to actions that strengthen the ability of European developers to retain intellectual property and improve global competitiveness[38]. The 2024 call under Creative Europe funded 41 individual projects focused on the development of innovative game content and immersive experiences[39].

Erasmus+ also contributes to skills development and inclusive game practices. Projects include GAME-EDU, focused on curricula alignment[40]; Video Games for Good, exploring games with societal impact[41]; Fair Game, promoting gender equality[42]; GATE (Gaming for Skills Transfer and Career Development), developing training for skills transfer[43]; and GRAINE, integrating game design into higher education to foster creativity and interdisciplinary learning[44].
Under Digital Europe, an action is planned for 2027 to support excellence in higher education for key digital technologies, including the video game sector, from short cycle to PhD levels.

4.3 Related policy recommendations

Several EU-funded projects and research initiatives have already issued policy recommendations addressing inclusivity and accessibility in the video games sector. These efforts, although varied in focus and scope, collectively highlight the importance of structural change, inclusive governance, and regulatory adaptation. Several key contributions are outlined below.

- The EPIC-WE project has developed a set of 12 policy recommendations aimed at fostering an inclusive ecosystem within the games industry.[45] These include placing EDI at the heart of systemic

[29] *https://cordis.europa.eu/project/id/101132543*
[30] *https://cordis.europa.eu/project/id/101132449*
[31] *https://www.game-er.eu/project-overview*
[32] *https://cordis.europa.eu/project/id/101095058*
[33] *https://www.gaminghorizons.eu/About-the-Project.html*
[34] *https://cordis.europa.eu/project/id/856998*
[35] *https://cordis.europa.eu/project/id/732363/reporting*
[36] *https://cordis.europa.eu/project/id/732375/reporting*
[37] *European Game Developers Federation and Video Games Europe. Video Games Europe Key Facts Report 2023, 21. https://www.videogameseurope.eu/publication/2023-video-games-european-key-facts/*
[38] *2025 Annual Work Programme for the implementation of the Creative Europe Programme. C(2024)6503 of 18 September 2024. https://culture.ec.europa.eu/sites/default/files/2024-10/2025-creative-europe-annual-work-programme-C%282024%296503%2018-09-2024.pdf*
[39] *See https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/opportunities/topic-details/crea-media-2024-devvgim*
[40] *https://gameeduc.org/*
[41] *https://www.videogames4good.eu/*
[42] *https://fairgameproject.eu/*
[43] *https://erasmus-plus.ec.europa.eu/projects/search/details/2020-1-NO01-KA203-076512*
[44] *https://erasmus-plus.ec.europa.eu/projects/search/details/2019-1-PL01-KA203-065694*
[45] *See Policy Lab's PowerPoint presentation*

priorities, advancing public-private collaboration through quadruple helix partnerships, and positioning youth as equal stakeholders in co-creation processes. Other recommendations stress the importance of embedding inclusive design practices throughout game development, moving towards sustainable and decentralised funding ecosystems, and promoting cross-sector collaboration between academia and industry. The project also advocates for open knowledge sharing, mainstreaming cultural hubs in policymaking, and incorporating environmental sustainability into game development.

- **The GAMEHEARTS project supports a strong intersectional and structural approach to inclusivity in the gaming industry**[46]. Its recommendations call for a unified EU policy framework, including standardised funding and guidelines, and the implementation of EU-wide diversity quotas. Emphasis is also placed on inclusive recruitment and leadership training, support for diverse creators, targeted education and media outreach, and gaming career support for underrepresented groups.
- **The iGAME project presents policy guidance focused on regulatory adaptation and sector-specific challenges**[47]. It advocates for formal recognition of the gaming sector's societal role, while supporting industry self-regulation and targeted assistance for smaller gaming studios. Recommendations include promoting interdisciplinarity in game design, enhancing educational pathways for underrepresented groups, and developing a strategic research agenda to combat misinformation, toxicity, and other systemic risks. Further guidance includes addressing content moderation in virtual environments, developing age-appropriate design standards, conducting an EU-wide regulatory fitness check for the gaming sector, and improving coordination across relevant enforcement authorities.
- **The Gaming Horizons project highlights the educational, ethical, and societal dimensions of video games**[48]. It recommends promoting inclusive game-based learning in both formal and informal contexts, including through teacher training, participatory curriculum design, and awareness-raising among parents and educators. The project also addresses the importance of ethical game design, calling for research into manipulative monetisation practices and dark design patterns. Further proposals aim to support visibility and participation of minority groups in game development and content, and to establish stronger connections between academia and the games industry.
- **The Fondation Robert Schuman report has also contributed recommendations focused on creating safe, inclusive digital spaces**[49]. These include continuing support for self-regulation mechanisms such as the PEGI system, improving training and cross-border collaboration, and investing in mobility schemes to support student and professional exchanges across the EU.

STEAM pathways and incubators are essential for inclusive talent growth.

[46] Ibid
[47] https://cordis.europa.eu/project/id/101132449/results Legal analysis IT with policy recommendations.
[48] https://www.gaminghorizons.eu/Deliverables.html D1.8 Final research report's recommendations: Recommendations concerning games and learning in formal education
[49] https://www.robert-schuman.eu/questions-d-europe/724-l-industrie-du-jeu-video-a-l-echelle-europeenne-etat-des-lieux-enjeux-et-perspectives

5 Policy recommendations

Based on the *ekip* Policy Lab and the Community Review[50], recommendations were developed to tackle the identified challenges. The building blocks, already applied throughout the analysis of the challenges, serve as strategic levers in facilitating inclusive transitions across industrial ecosystems, including the video game sector. **This section uses the building blocks to structure concrete recommendations for EU-level policy intervention.** In doing so, it provides a framework for action that addresses the interconnected challenges for the social dimension, competitiveness, governance, innovation, skills, funding. Following the framework for action, the recommendations have been drawn:

3.1 Recommendations for the social dimension

To address inclusivity challenges linked to the social dimension, including accessibility barriers and lack of representation leading to reduced participation and investment from diverse groups, the following recommendations have been drawn. These also touch upon aspects of governance.

5.1.1 At the level of CCI players

Embrace inclusivity as an intrinsic motivation for the industry

Inclusivity, encompassing dimensions such as accessibility and representation, must be understood as a value by itself born out of respect to human dignity and fundamental rights.

- Promote inclusivity in the video game industry through innovation, competitiveness and employer appeal, while safeguarding against tokenisation of underrepresented or marginalised groups.
- Encourage genuine and sustained change in the industry by supporting the development and reinforcement of good practices, building on existing codes of conduct and guidance.

Highlight the societal value of the video gaming sector

The video games industry should work on actively promoting broader recognition of its societal impact. Besides the economic value of the sector, video games can contribute to inclusivity, wellbeing and societal cohesion, and education.

- Positive representation, inclusive games cultures and visible role models should be fostered from within the industry. Value-based game design and business cases must be encouraged to develop and support inclusivity.

5.3.2 At the EU level

Rethink the role of video games in EU policy and programming

Despite its current size and growth, the video gaming industry is relatively underrepresented within European research and innovation, industry and cultural policies. The video game sector, representing a major EU industrial ecosystem, needs stronger visibility across EU policymaking. Support for the video gaming sector should follow a more coherent vision for ecosystem, technology, and workforce development. To address this gap, the following recommendations focus on strengthening the sector's presence in EU policy.

- Acknowledge video games as complex creative works underpinned by advanced digital technologies, positioning the sector at the intersection of industrial, cultural and innovation policy. More than a subcategory in the audiovisual sector, the video game industry should be recognised as a standalone category, with public funding mechanisms reflecting a support to inclusivity and accessibility practices.

[56] See the methodological note in annex

- Ensure European programmes are accessible to SMEs in the video game sector by improving access for funding opportunities, increasing the visibility of available support and simplifying participation rules for small studios.

5.2 Recommendations for sustainable competitiveness

The development of inclusive and innovative SMEs in the video game sector is constrained by limited coordination between business incubators, cross-sector networks, and the wider creative industries. Although the sector increasingly operates across technology, culture, and education, existing support structures remain fragmented. This fragmentation reduces opportunities for emerging studios to benefit from continuous exchange of ideas, skills, and access to markets.

5.2.1 At the EU level

Support competitive infrastructure and accessibility in the video gaming industry

Europe is lacking key elements in the infrastructure of the video gaming industry. To help close this gap, the EU should consider the following actions to reduce dependence on third-country services, infrastructure, tools, and engines.

- Support research and innovation efforts to develop and pilot alternative video game infrastructures, including distribution platforms, software, and video game engines.
- Promote EU-level action to harmonise and mainstream accessibility standards, drawing on existing good practices, and reduce market costs for accessible controllers and interfaces.

Improve monitoring and data collection

Currently, the true scale of inclusivity-related challenges and related opportunities in the video gaming industry are not fully known. To address this shortcoming and in order to derive a full picture of these challenges, regular monitoring exercises should be carried out.

- Conduct a more comprehensive and regular monitoring of the video gaming industry, its dynamics (investments, innovation, technology adoption, job market, working conditions, gender representation etc.) at EU and user levels. This should be underpinned by strengthened data collection mechanisms within the industry to better understand inclusivity and accessibility practices, particularly around the implementation of diversity, equity, and inclusion measures.
- Carry out EU-wide systematic mapping of current workforce and the education and training landscape, including higher education and continuous professional development. This mapping should identify skills and curricular gaps across Member States, assess the alignment between education pathways and labour market demands, and distinguish between public and private educational institutions. Attention should be paid to how the sector engages with these institutions, such as curricula co-development and internships.
- Improve understanding of gamers', users', and spectators' backgrounds and accessibility needs to support more inclusive design and strategic decision-making, while promoting GDPR-compliant and ethical data practices.

Accessible design must be embedded across the full production cycle.

5.3 Recommendations for skills development

Challenges related to skills development in the video game industry are particularly important in the context of equity and inclusion. Access to quality game education remains highly uneven across Member States, with significant disparities in availability, content, and institutional support.

5.3.1 At the level of CCI players:

Invest in education and skills, talent attraction, and retention with a focus on diversity

Having access to a large and highly skilled workforce is a key concern for the video gaming industry. Fostering inclusivity and representation broadens the talent pool and brings in diverse perspectives, adding to the innovative and competitive angle of the industry. In this lens, the following recommendations outline strategic actions to enhance inclusivity and support talent retention and skill development of the video games sector.

- Promote an inclusive work culture and increase diverse representation within the video game industry to motivate students to pursue related fields such as creative sectors, arts and STEM, and to improve talent retention. A strong educational pipeline for STEAM disciplines (science, technology, engineering, arts, mathematics) is essential.
- Support the development of a diverse talent pool through incubators involving a wide range of stakeholders.
- Ensure skills development covers the full range of business practices relevant for inclusion in the sector, from human resources and coworkers training to inclusive and accessible games and software design.

5.3.2 At the EU level

Adopt both dedicated and cross-sector interventions to strengthen the talent pipeline for the video game industry

Reducing barriers to access through dedicated EU programmes, as well as taking stock of the right opportunities for training and skill development can facilitate opportunities for a diverse workforce and take targeted actions.

- Monitor education and training opportunities focused on video game-related skills, including at bachelor's, master's, and vocational level.
- Reduce barriers to access such as costs for equipment, software and licenses.
- Continue to support talent education through EU programmes such as Erasmus+, especially for inclusive STEAM education at all levels, starting from primary all the way to higher education, and support the development and re-use of educational material.
- Scale up successful Erasmus+ practices that promote cross-sector education networks and encourage participation from all backgrounds.
- Develop strategies at both EU and Member States levels to attract and retain international talent to the video game sector (e.g. such as visa for highly skilled people, monetary incentives, lifestyle and EU values) responding to global and Big-Tech competition.
- Equip students, learners, and emerging professionals with networking and collaboration skills and opportunities, which are essential in an industry largely made up of SMEs and self-employed practitioners.

5.4 Recommendations for R&I techniques and technological solutions

Despite the creative and technological potential of the European video game sector, challenges remain in leveraging R&I as a driver of inclusive and ethical development. Cross-sector uptake of game technologies could serve as an entry point for more diverse professionals, especially from fields that attract underrepresented groups, yet this remains underexploited.

5.4.1 At the level of the CCIs and EU level

Encourage building of quadruple helix networks

Collaboration across stakeholders and levels is a key element to foster cross-sector engagement and addressing gaps. Specifically, groups affected by inclusivity gaps must have a seat at the table to adapt policy interventions and gaming industry developments to the needs of relevant groups. The recommendations aim to support more joined-up action across sectors.

- Promote more frequent and structured quadruple helix collaborations at EU, national and regional levels to better connect local and national video game ecosystems, foster joint innovation, and support knowledge and project development. Examples and good practices of successful and/or sustainable collaborations should be promoted.
- Build on existing collaboration structures, conferences and ongoing initiatives to strengthen inclusion and accessibility efforts in the video game industry.
- Draw on the experience of cultural institutions such as libraries, museums, and local actors such as cities to adopt or co-develop new inclusive and accessible practices in the sector.
- Support the expansion of such networks across Member States through coordinated EU-level action.
- Leverage networks and partnerships to foster open innovation practices across organisations, enabling the exchange of knowledge, good practices and collaborative learning.

Collaboration requires a quadruple-helix approach with affected groups included.

5.5 Investment and funding

5.5.1 At the EU level

New funding frameworks should aim to address systemic imbalances in how funding is distributed, with dedicated funding streams that better tailor games' distinctive needs and potential

To address a highly stratified funding environment in the European video game sector, the recommendations below focus on strengthening funding and investment frameworks to better support inclusive growth and long-term resilience.

- Allocate funding to support the full video game value chain, including community-building, partnerships, infrastructure and the development of standards, not only game production.
- Funding instruments should prioritise projects with cultural impact and be guided by clear eligibility criteria, including the application of a cultural test as a prerequisite for support.
- Tailor participation modalities of grant programmes to the needs of small and independent studios, to scale up their work and contribute more fully to the sector's growth.
- Use seed funding mechanisms, such as financial support to third parties, to enable low-barrier entry to SMEs and indie studios into small-scale research and innovation partnerships.
- Promote broader access to ecosystem and industry events, including online participation options.
- Consider establishing a dedicated funding track for video games within Creative Europe or its successor programme, AgoraEU, building on existing support for the sector and immersive media. This should be part of a broader, high-level European vision for the video game industry, underpinned by a detailed implementation roadmap.
- Unlock further Horizon Europe funding to support systematic monitoring and cross- sector collaboration. Financial support to third parties, i.e., cascading grants, can provide seed funding for innovative practices in the video gaming sector, fostering synergies between culture and deep tech through video games as a catalyser.

Methodological note

This recommendation paper builds on the outcomes of the *ekip* Policy Lab on Inclusivity in the Video Gaming Industry, held in Rotterdam on the 30th of May 2025. The policy recommendations presented in this document are the result of a three-step process: (1) a scoping phase led by the research team to define the challenge and frame key underlying issues; (2) a policy co-formulation phase, conducted during the Policy Lab, which aimed to generate and assess impactful and feasible policy ideas likely to bring tangible change in the industry; and (3) a final recommendation phase, where the ideas were synthesised into actionable policy proposals, incorporating the exploration of plausible policy scenarios and implications, and discussed through a validation workshop held online, on the 3rd of July, 2025.

The Policy Lab brought together 30 participants in Rotterdam, representing 19 different organisations from sectors including interactive media, gaming, and cultural heritage. Over the course of a full day, participants engaged with expert speakers who helped set the stage by outlining how inclusivity barriers have affected the video game industry.

Following these introductory sessions, participants were divided into working groups for three rounds of discussions. The first session focused on identifying and prioritising the key challenges to inclusivity within the video games sector. The second centred on mapping innovative solutions and good practices across the industry's value chain in response to the identified challenges. The final session aimed to structure and to prioritise policy recommendations for EU-level action to support a more inclusive video game ecosystem.

To further refine the outcomes of the Policy Lab, a **Validation Workshop** was held with 13 participants. During this session, stakeholders reviewed the draft recommendations and provided feedback. This paper presents the final set of policy recommendations, revised to incorporate the insights and suggestions gathered during the validation process.

The policy recommendations were co-created using the *ekip* Policy Lab methodology.[51] The methodology designed for the development of policy recommendations as part of a Policy Lab is divided in two consecutive steps:

1) **Scoping and identification of the problem:** the first step is the identification of the problem and its scoping. The topic is identified and scoped via desk research, interviews with stakeholders and the input from the different consortium partners. As part of the Policy Lab preparatory work, a scoping document is shared with the participants to prepare them ahead of the day and to ensure a common understanding among participants. The scoping documents for this policy are available at https://ekipengine.eu/policies/inclusivity-in-video-game-industry/
2) **Policy formulation as part of the Policy Lab:** The Policy Lab is a moment of co-creation with the participating stakeholders. The goal of the policy formulation session is to develop, refine and propose together with the participants different policies for the challenges at hand. More information on this Policy Lab is available at https://ekipengine.eu/policies/inclusivity-in-video-game-industry/

Video games deserve dedicated recognition in EU policy and funding.

[51] Deliverable D10.1 Methodology of Policy Labs

Agenda of the Policy Lab

09:30-10:00	Registration and welcome coffee
10:00-10:10	*Opening words Introduction Session* **Lennart Stoy** and **Laura Galante,** Technopolis Group **Martijn van der Mark,** City of Rotterdam *Introduction to ekip - European Cultural and Creative Industries Innovation Policy Platform and purpose of the workshop*
10:10-10:20	*Creating inclusive spaces for video game events* **Marianne Dijkshoorn,** Accessibility Expert for TwitchCon Europe
10:20-10:35 10:35–10:50 10:50–11:05 11:05–11:15 11:15–11:30	Setting the scene *How have inclusivity barriers impacted the video games industry? What are the key challenges and opportunities for the video games industry from an inclusivity standpoint?* ***Framing inclusivity in video games*** Project iGame • **Diana Fehr,** Founder MuseoSpace and iGame Partner ***Inclusivity in industry and end-user experience*** • **Pascale Brand,** Senior People & Culture Manager at Linx Interactive ***Recommendations for fostering an ecosystem for inclusivity*** Project EPIC-WE • **Susannah Montgomery,** Sound & Vision ***Current policy developments for inclusivity in the video game industry*** Project GAMEHEARTS • **Katharine Sarikakis,** University of Vienna, Director GAMEHEARTS • **Oleksandra Gudkova,** University of Vienna • **Ayca Becerir,** University of Vienna • Lisa Baumgartner, University of Vienna Q&A
11:30–11:45	Coffee break
11:45–12:30	**Session 1: Challenges and opportunities for inclusive and accessible practices in the video game ecosystem** (3 groups)
12:30–13:30	Lunch
13:30-14:15	**Session 2: Innovative solutions, opportunities and best practices to foster inclusivity and accessibility in the video games ecosystem** (3 groups) ***Mapping of innovative solutions and good practices along video game industry value chains stemming from challenges identified***

14:15–15:00	**Session 3: Formulating and prioritising policy recommendations** (3 groups) ***Structuring and prioritising impactful policy recommendations for EU-level policymakers to support an inclusive video game industry***
15:00–15:15	Coffee break
15:15–15:45	**Recap and synthesis of discussions** ***Plenary session, rapporteurs summarise policy recommendations***
15:45–16:00	**Conclusion and next steps** **Lennart Stoy and Laura Galante,** Technopolis Group **Martijn van der Mark,** City of Rotterdam
16:00–18:00	Post Policy Lab event: Video game B2B meeting

Participant list

Name	Organisation	Position
Lennart Stoy	Technopolis Group	Senior Consultant
Martijn Van der Mark	Gemeente Rotterdam	Policy advisor
Monique Dikmoet	Stichting SKLNE	Creative Producer, Projectmanagement
Ibrahim Alaoui Chrifi	Stimuleringsfonds Creatieve Industrie	Subsidiecoördinator
Laura Galante	Technopolis	Consultant
Sophie Humble	BumbleCrumblee	CEO
Jenny Ching-Wei Lee	Video Games Europe	Manager, Communications & Diversity WG Lead
Lex Vermeulen	HKU Games	Student
Ilyas Ben Haddou	Hogeschool voor de Kunsten Utrecht	Student
Marieke Ladru	Ministerie van OCW	Beleidsmedewerker/Policy
Louiza der Kevorkian	HKU student	Student Game Art
Nicola Osborne	University of Edinburgh	Manager of the Institute for Design Informatics
Johanna de Wekker	HKU	Game Designer
Valéria van Pamelen	HKU	Student
Diana Fehr	MuseoSpace Stichting	Founder/Director
Lisa Baumgarter	University of Vienna	Research Assistant
Oleksandra Gudkova	University of Vienna	Senior Researcher
Katharine Sarikakis	University of Vienna	Professor, Project leader
Ayca Becerir	University of Vienna	Researcher
Ellen Loots	Erasmus University Rotterdam, ESHCC	Erasmus University Rotterdam, ESHCC
Carlo Vuijlsteke	IDEA Consult	Expert researcher cultural & creative sectors
Pascale Brand	Linx Interactive	People & Culture Manager
Nicolas Perez	HKU	Student
Nora Leidinger	Ministry of Education, Culture and Science	Policy Officer
Tyrone Rickey-Lee	Stichting SKLNE	Chairman
Susannah Montgomery	Netherlands Institute for	Project Manager
Marianne Dijkshoorn	Welkom Accessibility & Events	Director
Anne-Sarah Chekaf	Technopolis	Intern
Alfonso Martin Mateo	TU Delft	Junior Researcher
Bodil Malmstrom	Lund University	Communications officer

Agenda of the validation workshop

Agenda:

15:00–15:10 | Introduction to the workshop and recap of the policy lab approach

15:10–15:30 | Policy recommendations report – key points:

- The area of video games for the CCIs
- The challenges identified
- The solutions
- The recommendations

15:30–16:20 | Open feedback: suggestions for bridging missing gaps, and recommendation priority ranking

16:20–16:30 | Recaps, conclusions and next steps