

Warwick Tabletop and Role Playing Games Society.

Membership Demographic Breakdown Report for Academic Year 2021/22

Compiled by Ben Althen, Equality, Diversity and Inclusion Officer for academic year 2022/23

Outline

This report illustrates the various demographic groupings that the membership of Warwick Tabletop and Roleplaying Society (“the Society, we”) represents. It highlights the areas where we are representative and offers methods by which we might improve representation in the Society. This report also acknowledges some of the flaws in the data I have used to compile this report, as shown in the following section.

Methodology

This report’s analysis is based on the data held by Warwick Students’ Union (“the SU”). When signing up for SU membership, students are able to give various details, such as nationality, ethnicity, disability status, sexual orientation and gender identity, amongst others. If a student then purchases a membership for the Society through the SU, their data is then added to the membership data of the society, from which this report is compiled. As of the date of compilation of this data (towards the end of Term 2, 2021/22), the Society has an official membership of **179** paid members. I would like to highlight the following 4 areas that all readers should be aware of.

1. This only represents the official membership.

The Society has many people who attend our events and are members of our Discord server. However, not all of these people have formally purchased membership of the society. As such, the numbers you read on this report may seem low, or may deviate from the reality of society event attendance- **we do not mandate membership to attend weekly events.**

2. Some of this data is optional to disclose

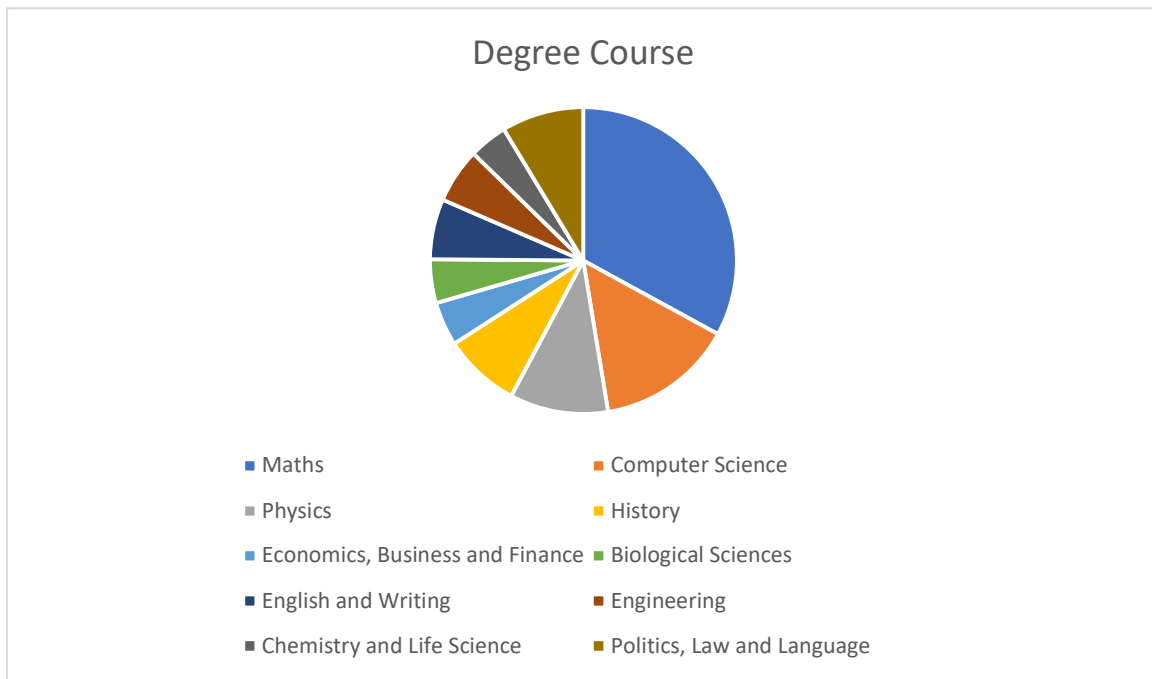
Some of the categories that the SU allow students to define themselves as are optional. Therefore, members may not have chosen to disclose or only partially disclosed, for a variety of reasons.

3. Things may have changed!

Many of these characteristics are personal and can take time to be discovered and disclosed (e.g. gender identity, sexual orientation), or might need diagnoses. Therefore, there is a substantial chance that some of this data is out of date- hence the necessity for these reports to be regular.

4. In the interest of protecting identities, I have amalgamated categories

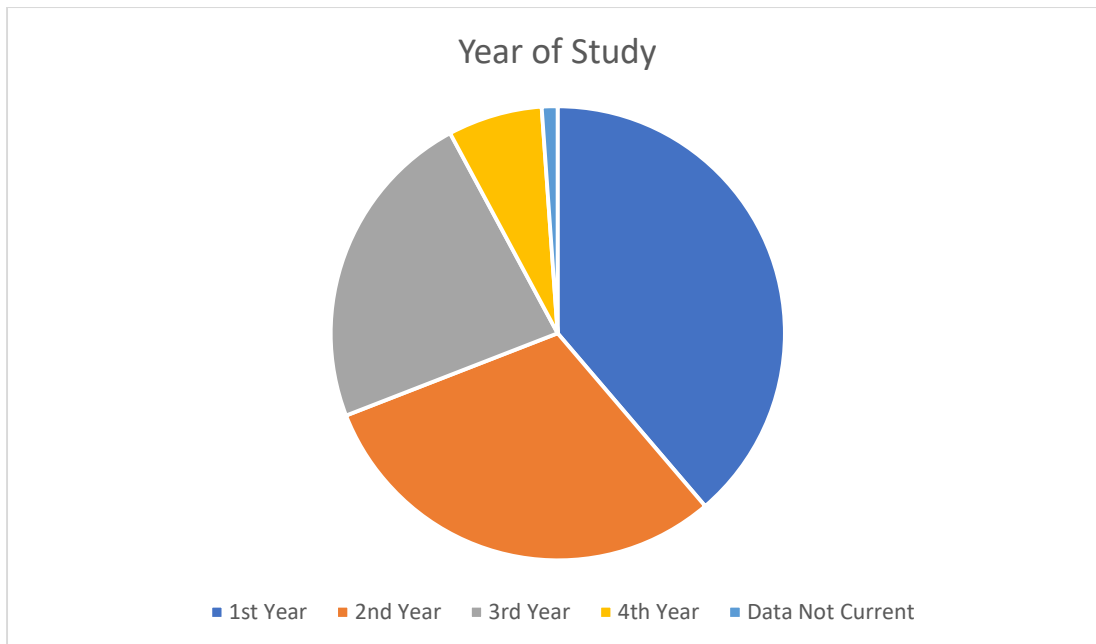
There should be no categories with only one member, where readers are able to identify themselves. As such, I have combined categories for certain demographics. This will be clearly noted in the relevant sections.



We can observe from this pie chart, that Maths, Physics and Computer Science-based degrees represent slightly over half of the society's membership. However, our membership spans the full breadth of the University's offering, and as such there is no concern for underrepresentation of any specific degree course. Furthermore, due to the sheer variety of courses offered by the University, including several that I'd never heard of, this is a particularly difficult category for us to work with.

Recommendations

- Look to foster more relationships with academic departments, similar to our ongoing cooperation with the Computer Science department (such as in Welcome Week/shortly after) and the Physics Department/Astrophysics Group.
- Generally, look to boost our membership- it's the main way we'll see more degrees and courses be represented.

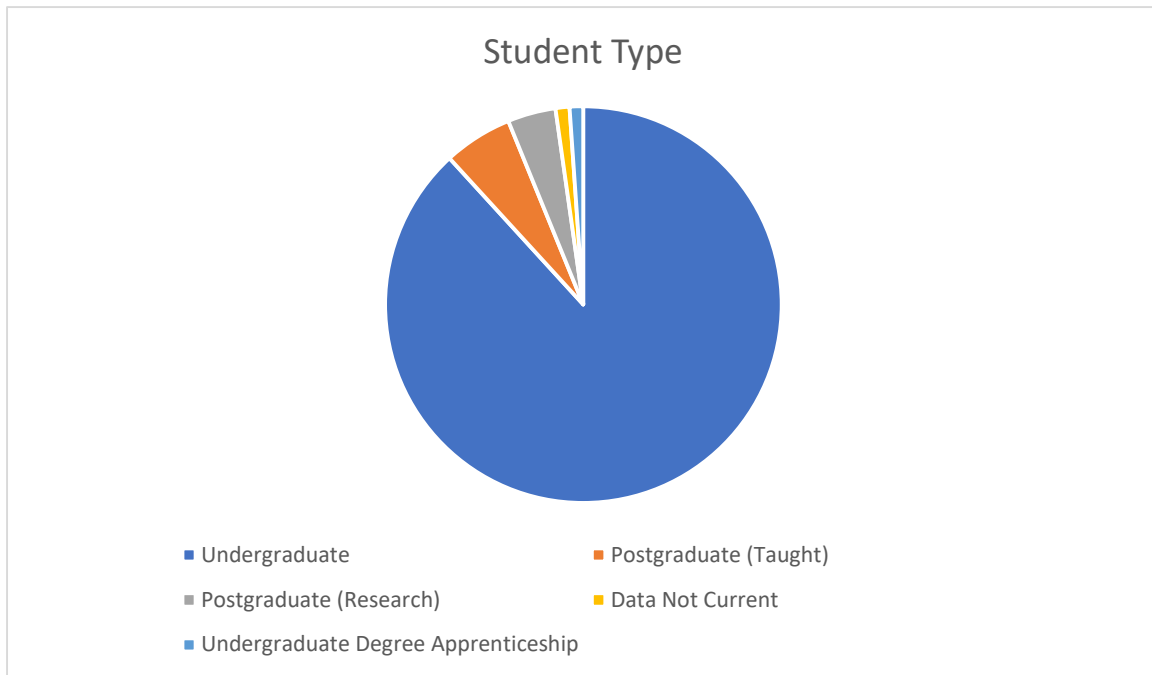


We can observe that the largest portion of paying members are first year students, with the number decreasing as we progress up the University. There is a possibility that members who purchase their membership in first year then forget (or choose not to) renew their membership in later years as a potential explanation for why this trend continues. Furthermore, the (on average) increasing workloads of older students mean they have less time to attend society events.

Finally, COVID-19 meant that we may have struggled to attract and retain members who are now in the third or fourth year of their degree, whilst those of the 2021/22 cohort or younger, who experienced less COVID restrictions were more able to attend in person events.

Recommendations

- Continue to offer events that require little time invested beforehand (CCGs and Boardgames are particularly effective here)
- Run easy-to-learn/play events, such as Wanderhome for Big RPGs
- Encourage event participants to purchase their membership and encourage people in years other than 1st Year to renew their membership!

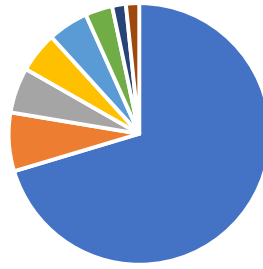


Here we can observe that the overwhelming majority of our membership is from the undergraduate community, and a fairly even split between different types of postgraduate students. Bearing the (often considerable) workload of postgraduate students in mind, this is unsurprising.

Recommendations

- Keep emphasising that our events are open to all levels of study!
- Largely carry over many of the recommendations from the previous page. Engaging older members, by definition also includes postgraduates.
- **Note-** due to a lack of SU support (both on transport logistics and compensation), the Society is no longer able to run postgraduate-only events outside of term time

Disability Status-some categories have been combined



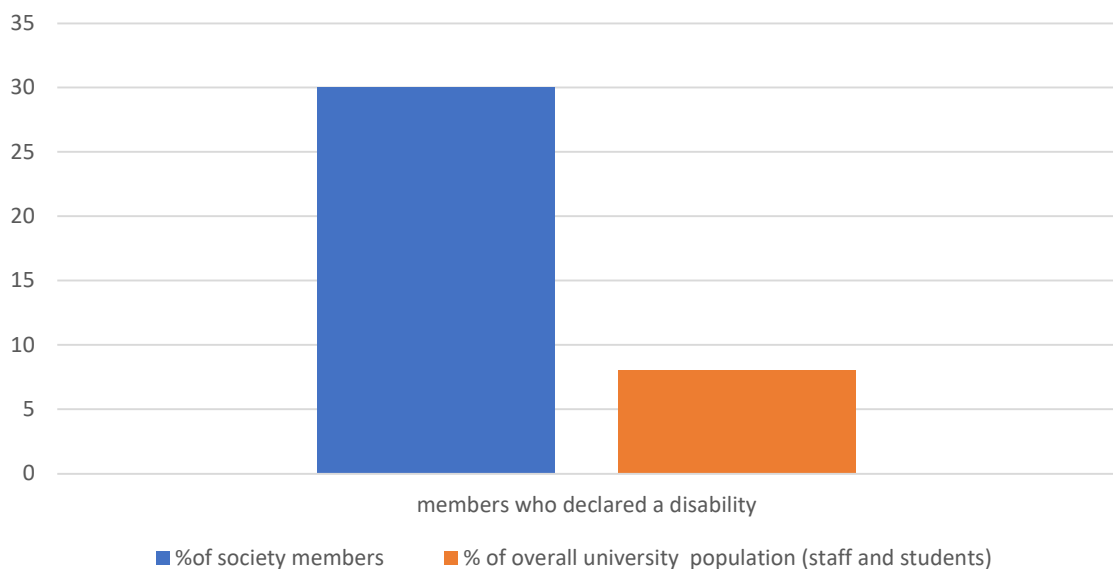
- No Known Disability
- Two or more disabilities or medical conditions
- Mental Health Conditions
- Neurodiverse/Specific Learning Difficulty
- Neurodevelopmental/Social, Communication difference
- Longstanding physical illness or health condition
- Data Not Current
- Another disability or medical condition not listed

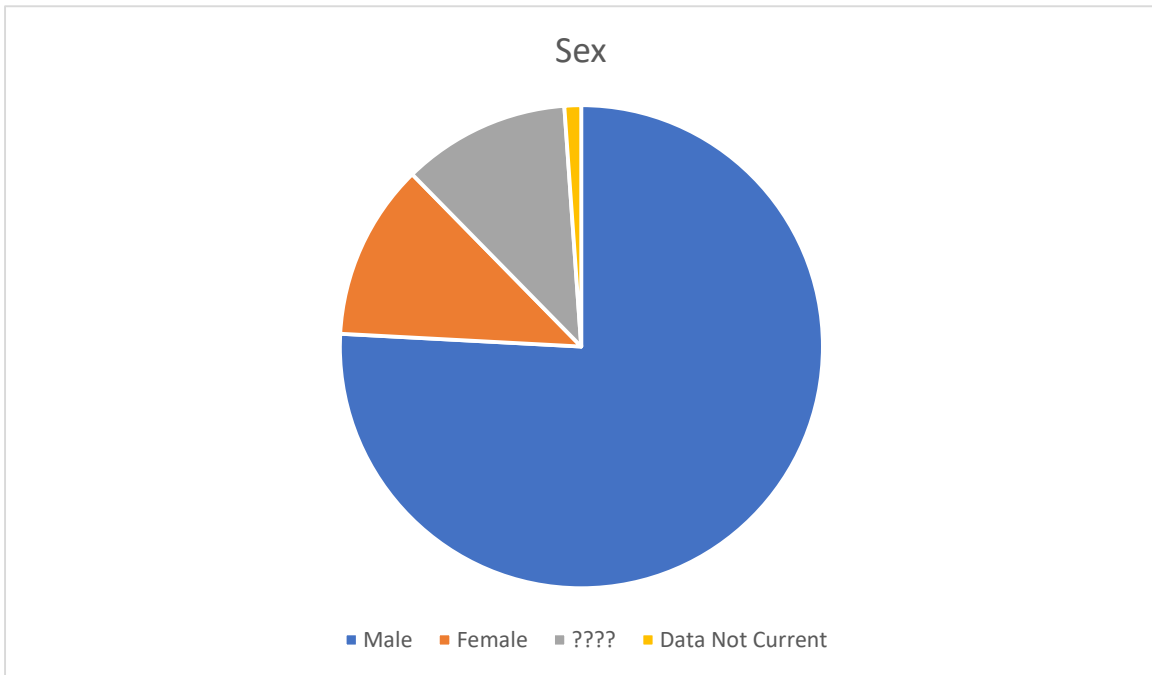
The results clearly show that there are numerous disabilities represented in the society, however the number of non-disabled students that we have is clearly far higher than those who are disabled. There has so far been a single attempt made to collaborate with Autism@Warwick- a relationship which they are willing and keen to build upon.

Recommendations

- Assess the accessibility of all of our events for both physically and non-physically disabled participants
- Promote and emphasise that our events are and should be available and accessible to all
- Build on the new relationship with Autism@Warwick, and look to work/collaborate with Warwick Enable to ensure that we are able to bring an offering to all disabled people at uni.

Comparison with wider university data

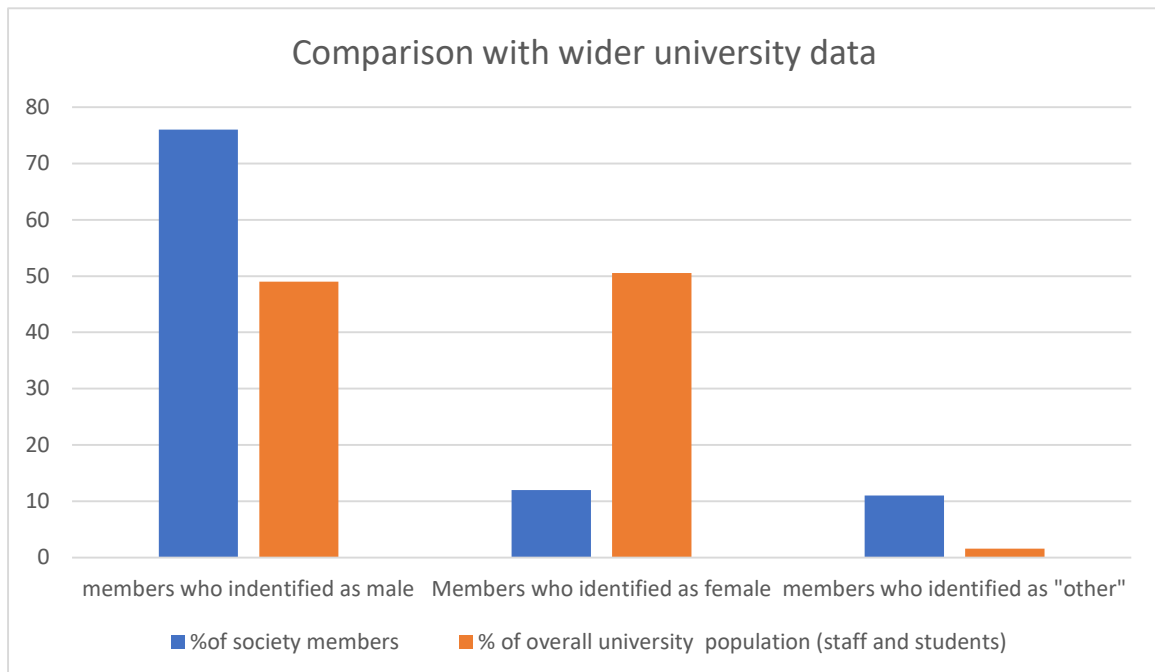


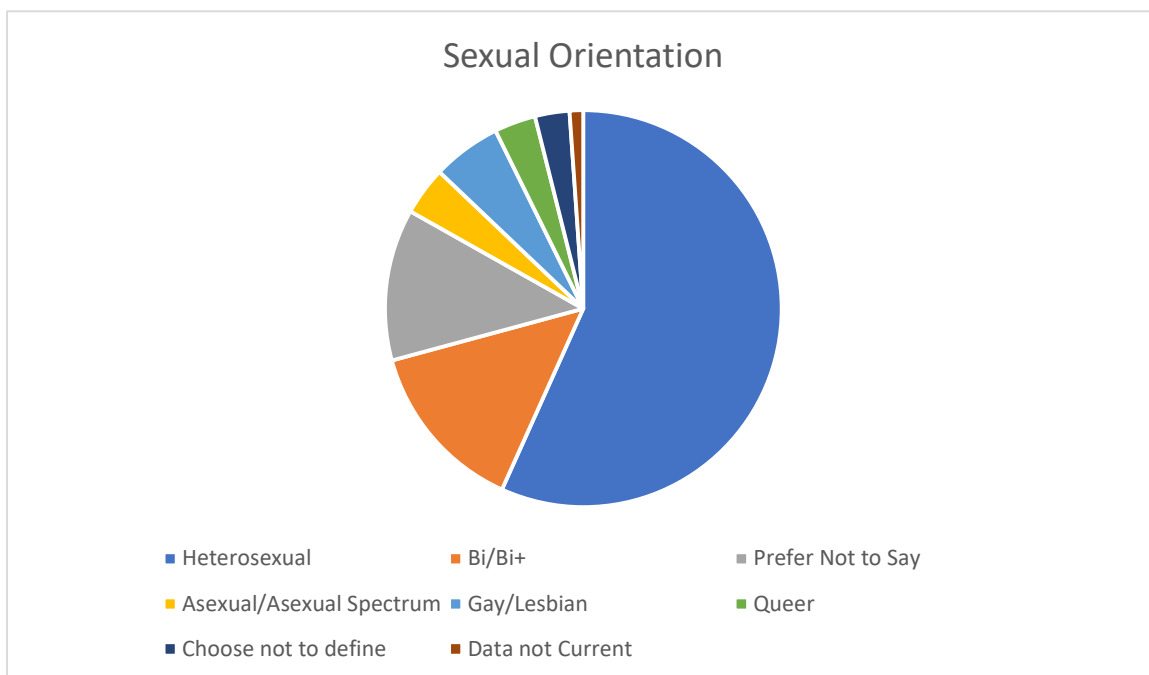


Putting aside the substantially flawed categorisation of the data (in what world is “???” an appropriate category title?), we can observe that the majority of the society’s members have defined themselves as male, with those who define themselves as female or as falling outside of the traditional binary being relatively equal.

Recommendations

- Continue to actively work against the stereotype of “typical nerd”- the cishet white male- by promoting diversity and welcoming everyone to our events.
- Encourage people to buy their memberships! Our society event attendance is often far more balanced and diverse than this pie-chart suggests.

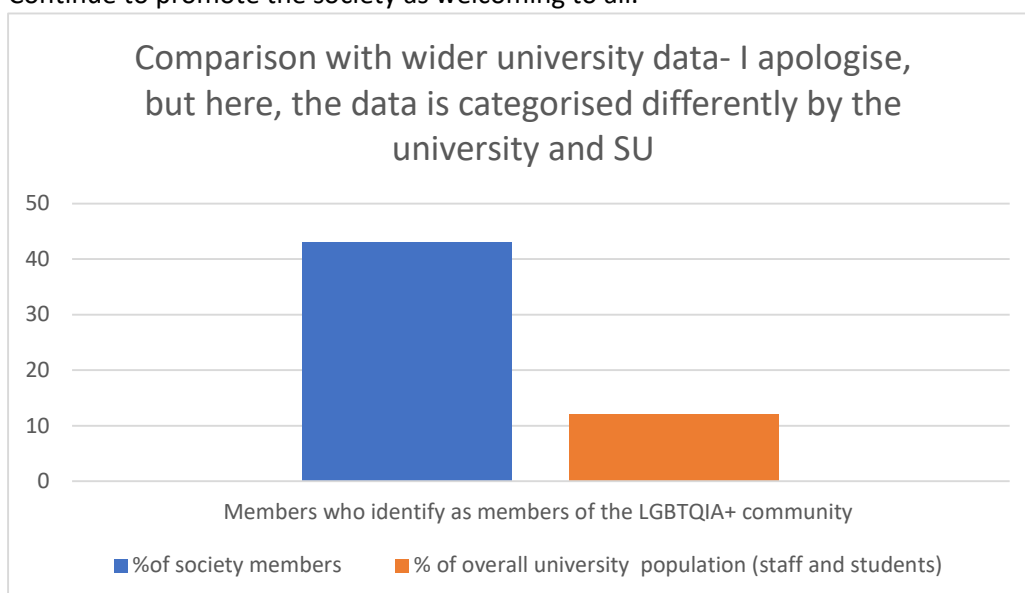


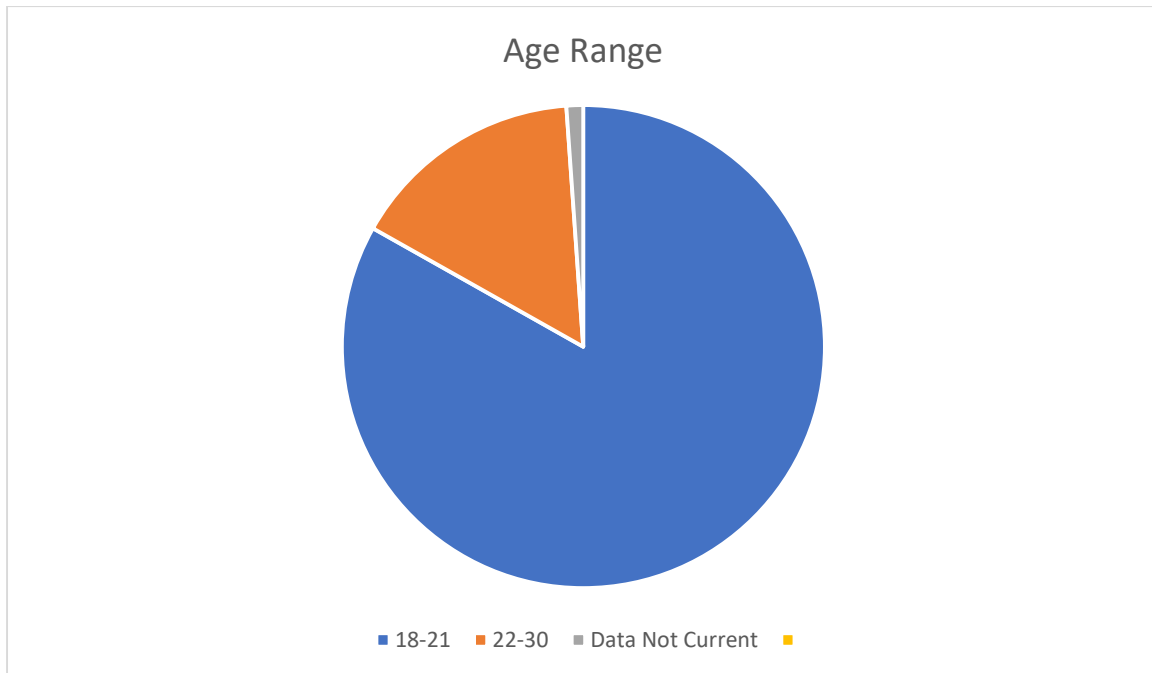


Despite having a clear majority once again, the diversity of sexual orientations amongst the membership that the society offers is notable and should be highlighted. Another thing that should be noted is that the Tabletop Society has a strong relationship with Warwick Pride, holding collaborative events. Finally, the society has a history of fundraising for causes in the LGBTQIA+ community, most recently annual “Tabletop Radio” Twitch streams, which have raised money for Stonewall, Mermaids and GALOP.

Recommendations

- Continue the relationship with Pride, looking for more opportunities to collaborate
- Continue the Tabletop Radio and look for other methods of fundraising.
- Continue to promote the society as welcoming to all.



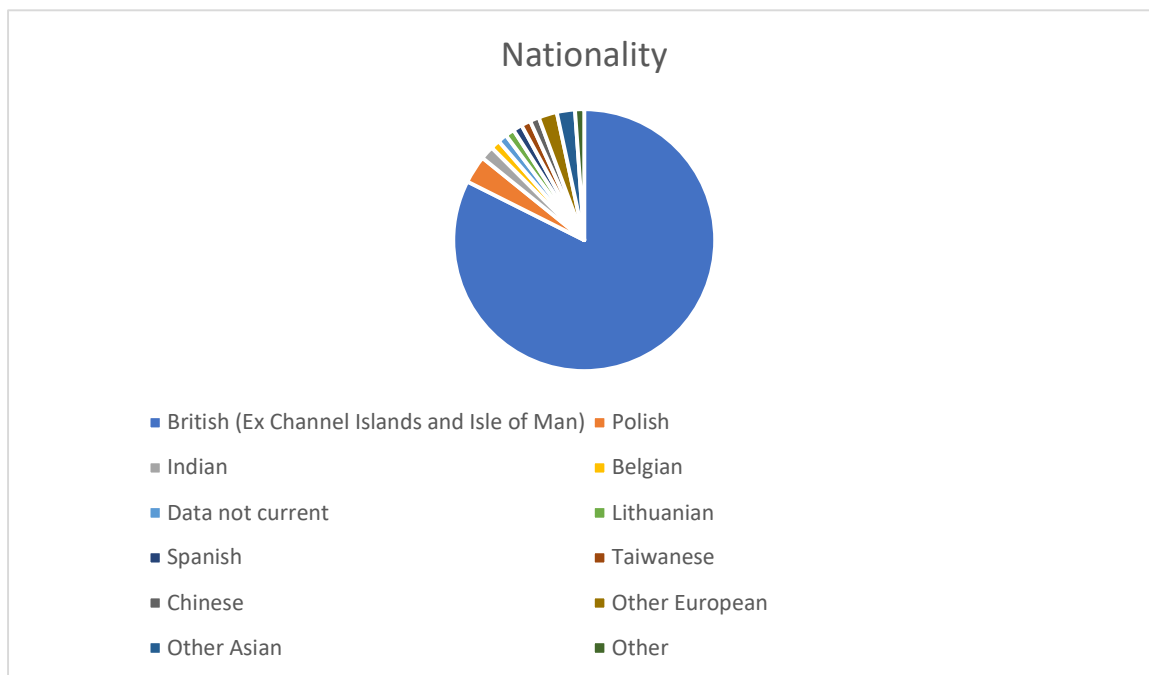


Here again, we see that the vast majority of the society's membership is found in the undergraduate age demographics, serving as a further reminder that there is work to be done to encourage event attendees to buy their memberships.

However, it has been noted on numerous occasions that the Associate Membership procedure that the SU offers is complicated and often far from ideal. Therefore, non-student event attendees are far less likely to purchase their memberships than students.

Recommendations

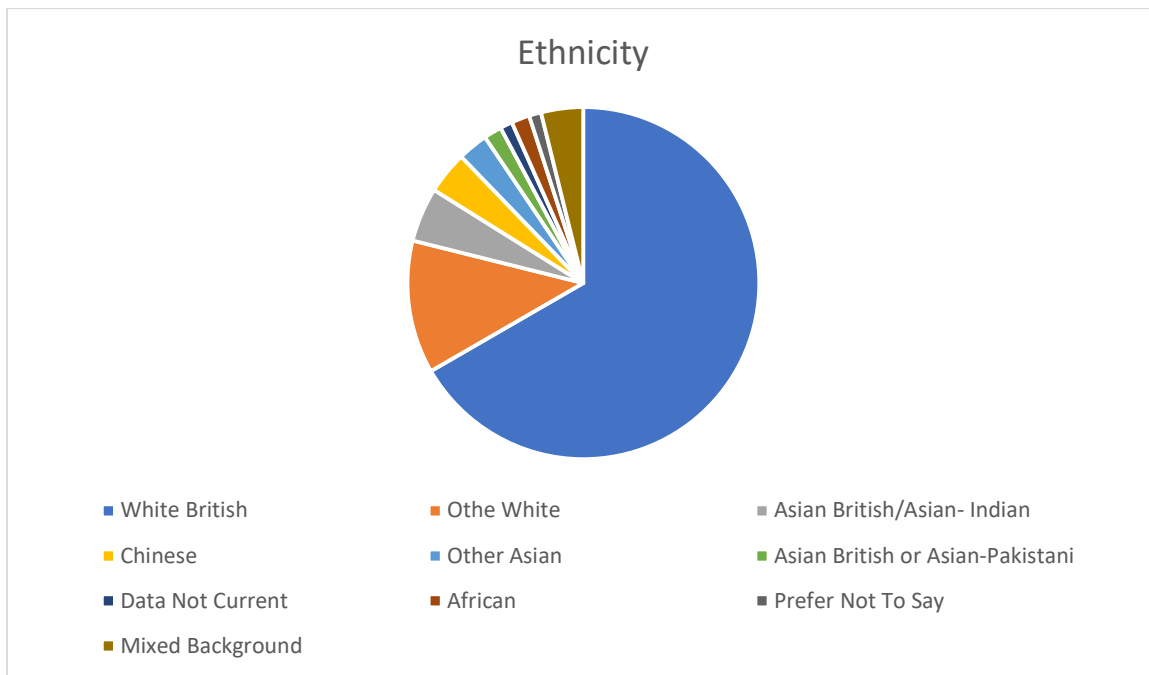
- I appreciate I am starting to sound like a broken record by this point, but getting people to buy their membership!
- Accepting that older (and likely thus more advanced/busier) students have less free time to come to societies.



With this pie chart, it is worth reiterating that **for the protection of individual identities, I have combined categories**. I appreciate that “Other” is not the most tactful and nuanced name convention, and apologise unreservedly for any discomfort this causes- this is in line with SU naming conventions that I’d like to see changed . We can once again observe a clear majority, but we represent a broad swathe of the international community at Warwick.

Recommendations

- Getting people to buy their membership!
- Continue to rent boardgames to societies that represent different international societies.



I don't particularly want to repeat the phrase "a clear majority," but here, we do see that our paying members represent a broad spectrum of ethnic backgrounds, although some are represented in larger numbers than others.

Recommendation

- Membership purchases
- Work to actively promote anti-racism within the society (through our Code of Conduct, supporting POC creators and challenging discriminatory behaviours in our society, the wider university)

