



Diversity and Inclusion in Wargaming: Dstl Training Game

Jennifer Hart and Rachael Worthington

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Ministry
of Defence

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- It has been noted in fundamental literature and social research that having a diverse set of players in wargaming adds rigour, balance, reflection, and additional validity to the results of the wargame:
 - *‘It is critical that wargames engage diverse populations because there should be an accurate reflection of reality in our games and because diversity is associated with better solutions to problems’ – Brynen, 2020 (PAXsims – [‘The need for diversity in Wargaming’](#))*
 - *‘Greater diversity among participants is likely to generate richer collective insight. In some cases, having military officers as the only participants [...] may limit the quality of the game’ – MoD, 2017 (Wargaming Handbook)*

- The Wargaming community lacks diversity
- Challenges to ways of working, hindering diverse and inclusive wargaming:
 - Stressful environment
 - Long days with few breaks
 - Accessibility requirements
- When designing wargames, D&I is usually an afterthought (if considered at all)
- This means wargaming is missing out on the huge benefits associated with including people from diverse backgrounds with different experiences
- D&I best practice is required in wargaming to ensure that the benefits of diversity of thought are encouraged and implemented

What is Dstl doing about D&I in Wargaming?

- The Defence Wargaming Centre (DWC) is committed to becoming a diverse and inclusive organisation, and ensuring D&I best practice in everything we do
- This is reflected in the DWC Programme Plan:
 - Commitment to Derby House Principles for D&I
 - Incentivise, recognise and reward positive action on D&I
 - D&I Champions at all DWC games
 - Wargaming and Historical Analysis Community of Practice (WHACOP)
 - Wargaming Learning Journey
 - Training game
 - Providing opportunities to try Wargaming without customer delivery pressure



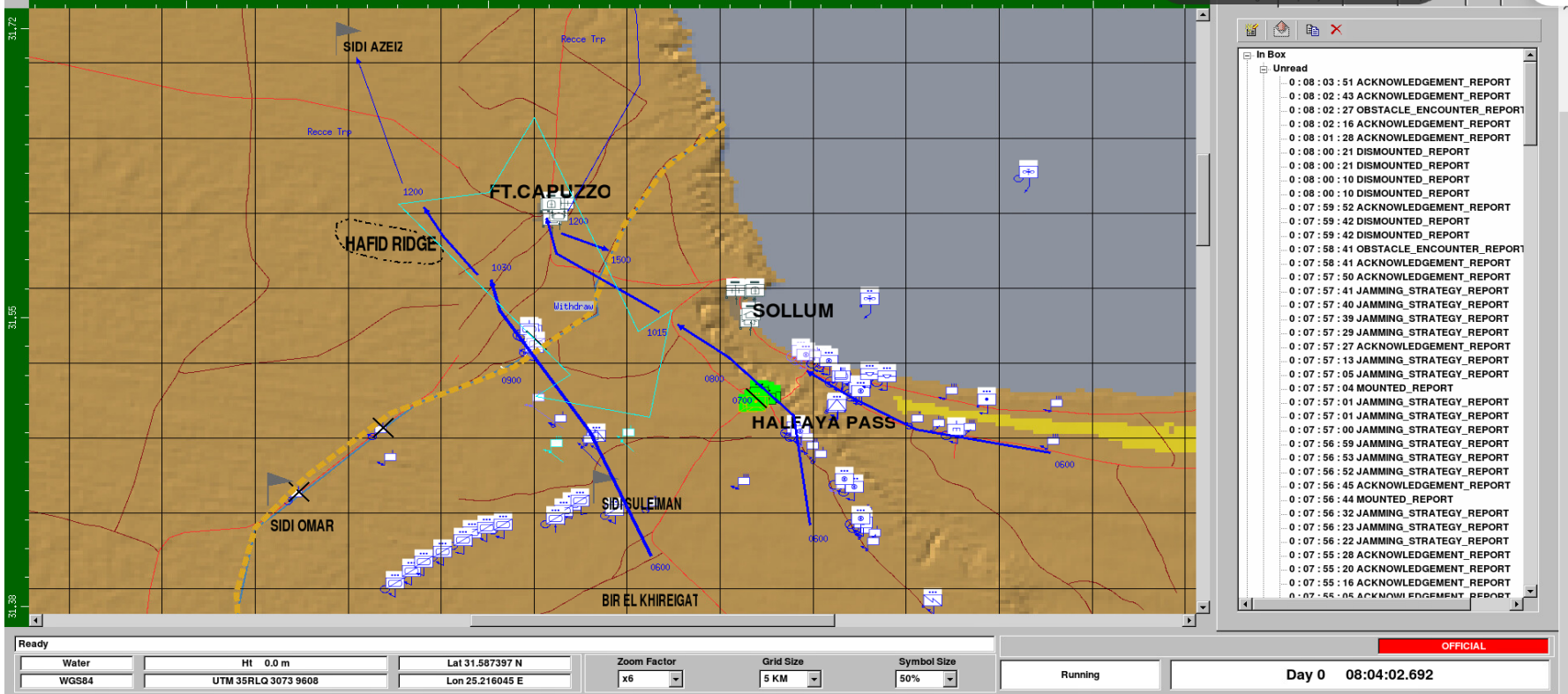
- Aims of the Training Game:
 - Create an attractive environment to draw people's interest in wargaming by facilitating a less stressful and more inclusive environment
 - Bring a wider representation of different groups to wargaming
 - Make D&I the focus, consider D&I at every stage of the game's development
 - Consider, acknowledge, and attempt to address and mitigate barriers and difficulties people might face in wargaming
 - Strengthen the process of integrating D&I in wargaming
 - Grow the network of wargamers within Dstl which better represents society

Considered Barriers and Respective Mitigations

Barriers Considered	Mitigations
Stressful Environment	Remote, jabber chat rooms, multiple points-of-contact for any issues and support given throughout. No military customer, shorter days, introductory sessions.
Long Days (childcare commitments/Flexible working etc.)	Starting times are later and finish times are earlier than usual wargaming. Multiple breaks.
On-Site	Creating a scenario at an appropriate classification (OFFICIAL) so that the games can be played remotely over D-Cloud (a cloud environment with virtual machines). Option to play on-site if participants would prefer.
Sole Responsibility Anxiety	Job sharing with another player. Instant Messaging chat rooms for assistance.
Military Customer Presence Anxiety	No military requirements, simple language, accessible resources (player handbook).
Daunted by the amount of experience in the room	Taking-out military acronyms and jargon where possible. Presentations and people on-hand to explain processes if people get stuck.
Lack of domain knowledge anxiety	Creating a player handbook and presentation brief, with information presented as clearly as possible (detailed, no military jargon/acronyms, battle explained as simply as possible). Ensuring resources are accessible, available and printable ahead of the event. You do not have to have any prior wargaming experience.
Experiences of inappropriate behaviour	Derby Principles explained and highlighted in the player handbook and first brief of the event. All players will be offered a Derby House pin. D&I presentation at the start Looking into options for anonymous feedback during the event/a way for anyone to raise an issue discreetly (e.g. comment box - need a virtual alternative). POC/go-to person for any issues during the event.

- Contacted and consulted various Employee Support Networks across Dstl
 - Conducted workshops with representatives from the Employee Support Networks
 - Drawing on findings from other D&I studies completed across Dstl
 - Making the Derby House Principles integral to wargame development
 - Wider reading on social research
 - Exploring methods through which to communicate with others with special requirements
 - Drawing on our own experiences
- We appreciate that there are limitations to the above steps. However, we hope that this acts as a broad basis from which we can grow our understanding of potential barriers in wargaming to help us acknowledge and further mitigate against these in wargaming

- Wargaming Infrastructure Simulation Environment (WISE): a real-time computerised wargame which represents Company to Brigade level elements
- Conducted virtually over D-Cloud: a Cloud network where participants can log-in either from the office, or remotely
- Scenario: Operation Brevity – A WWII operation as part of the Western Desert Campaign in the spring of 1941. The game will focus on the actions centring the capture and re-capture of Fort Capuzzo
- Roles for attendees span from commander players to scribes and observers, so we hope there is something which appeals to everyone
- Post-game analysis



The interface displays a 3D terrain map with various locations and military units. Key locations include SIDI AZEIZ, FT. CAPUZZO, HAFID RIDGE, SOLLUM, HALFAYA PASS, SIDI SULEIMAN, and BIR EL KHIREIGAT. A blue path with arrows indicates a route from SIDI AZEIZ through FT. CAPUZZO and SOLLUM towards HALFAYA PASS. A yellow path is also visible. Numerous military unit icons are scattered across the terrain. A log window on the right shows a list of reports with timestamps and titles such as ACKNOWLEDGEMENT_REPORT, DISMOUNTED_REPORT, OBSTACLE_ENCOUNTER_REPORT, and JAMMING_STRATEGY_REPORT. The bottom status bar shows 'Ready', 'Water' (WGS84), 'HI 0.0 m', 'Lat 31.587397 N', 'Lon 25.216045 E', 'Zoom Factor x6', 'Grid Size 5 KM', 'Symbol Size 50%', 'Running', 'Day 0 08:04:02.692', and an 'OFFICIAL' indicator.

- We hope that this event will set as an example for how we think about D&I in wargaming by incorporating it throughout the design and facilitation of the game

- Please do get in contact if you have any further questions or comments

wargaming@dstl.gov.uk

- A transcript is available on request

Thank you

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