



A complex 3D maze of yellow and white pipes on a grey background. The pipes are of various sizes and are arranged in a dense, interconnected network. Some pipes are highlighted in green and red, suggesting different paths or levels of complexity. The overall effect is one of a challenging and intricate environment.

Trigger warning

In this role-playing game, players meander through the valley trying to find a purpose, others to share in the journey, and a path to liberation.

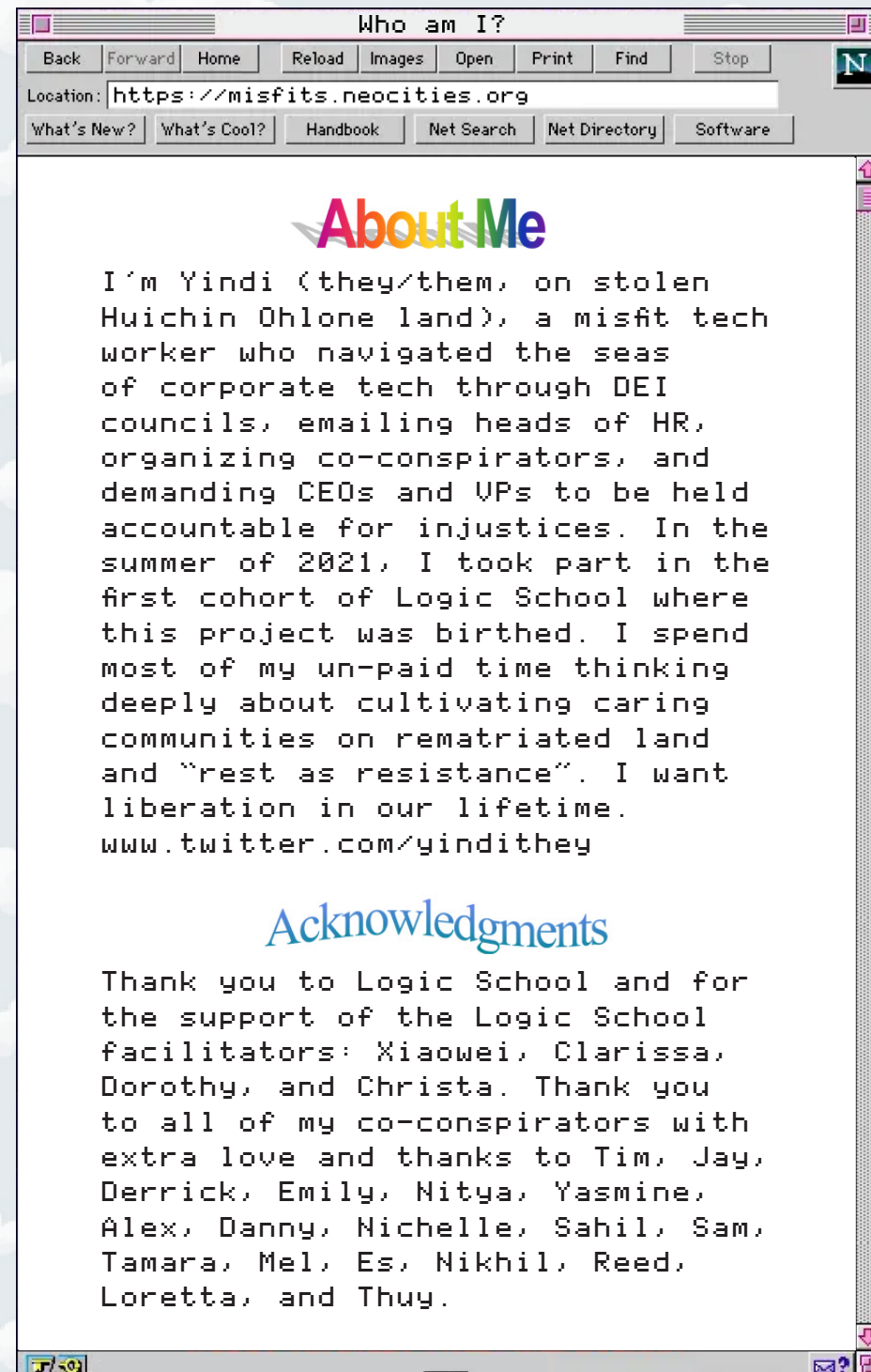
This game contains descriptions of workplace injustices ranging from microaggressions, to unethical labor practices, to outright harassment. Players are encouraged to journal their reflections based on these scenarios.

It is recommended for the players to take frequent breaks, and prepare an aftercare plan; for example: eating comfort foods, talking to loved ones, or sitting alone in a room to read poetry.

A Bit of Background

Having spent nearly two decades living in the Bay Area, I've seen a complete transformation of place and persons that can only be described as depressing. Sure, having to watch bros get promoted for being "good at capitalism" sucks, but I'm talking about the sadness that radiates within the misfits; workers who realized that our good intentions weren't going to get us very far, that our principles for a more just and ethical world sometimes hurt us more than they help, that the harder we tirelessly pushed, the less we got.

I created this game because I wanted to experience joy through shared cynicism; I wanted a tool for reflection, a way for us to process and make sense of our journeys; I wanted something that can be used to honor and share our experiences with fellow misfits. Even while playing on your own, you will see familiar stories written into the instructions. I hope that, through this game, folks who identify as a misfit in tech will find validation, comradery, and ultimately, hope for a collectively realized pluralversal future.



GAME RULES

- ▶ For two to five players (per zine)
- ▶ The goal is to build a story for your character through game play, the help of other players (as co-conspirators), and self-reflection journaling
- ▶ You will encounter scenarios along your journey: you will make decisions about each scenario as the character you have built would do so. Each card you collect, co-conspirator you encounter, and journal entry contributes to another aspect of your character's persona thus affecting the decisions they will make
- ▶ The game board is non-linear and you may travel in any direction
- ▶ This is meant to be a game that incorporates your personal experiences. You are encouraged to create your own cards and game rules for richer game play
- ▶ Photocopying pages for more game pieces is recommended

GAME PLAY

Build a character

- ▶ Take some time to fill out the character sheet. You can use pages 10–13 as a guide. It can be your own personal story or, for more of a challenge, someone else's story—maybe you want to build empathy for a comrade or see what the experience might be for someone with completely different values
- ▶ Write a few sentences in your journal about what this week at work has been like for your character

Assemble the game board

- ▶ To build the game board, remove the spreads (two pages) at the very center of the zine (pages 17–24) from the binding. Once they are removed, you can build the game board by taping the bottom edge of one spread to the top of the other spread
- ▶ On page 25, illustrate and/or cut out a piece to represent your character on the game board
- ▶ Cut out the game pieces, spinner, and cards on pages 27–37, and organize them beside your board. Read the instructions on each page for how to use the pieces

GAME PLAY

Begin game play

- ▶ Begin with a round of introductions as your characters
- ▶ Choose an entrance on the board to start from
- ▶ The person who has worked the longest (continuously) at their current company is the first to go. Then proceed counterclockwise from that person
- ▶ Spin the spinner and go that amount of spaces in any direction
- ▶ If you land on a “Some Stuff Happens” space, pick a card:
 - ▶ Incorporate that experience to your character’s persona and play to that persona
 - ▶ Journal your character’s reaction to the stuff that happened
- ▶ If you land on a “Find a Friend” space, pick another player to be your new friend
 - ▶ Choose a new friend and have a short conversation: learn about their work frustrations, personal struggles, and values that guide them. Ask them what support they might need and commit to helping when the time comes

GAME PLAY

- ▶ If you land on a “Find a Friend” space (continued):
 - ▶ Choose a marker that you don’t already have—give one to your new friend and keep one for yourself. You are now co-conspirators
 - ▶ If a player lands on a “Decision Time” space corresponding to the pattern of marker, anyone with this marker will be called upon to deliberate and stand in solidarity with that player
- ▶ If you land on a “Decision Time” space, pick a card:
 - ▶ If there are players with the same pattern marker, call upon them to help you deliberate
 - ▶ During your discussion, identify any emerging proposals and invite concerns to be expressed
 - ▶ Work through the concerns and if there are no blocking objections, settle on the decision/action. You will spin the spinner to see the results of your actions
 - ▶ Spin the spinner. If you get 1, 2, 3, or 4, you get a desired result. If you get 5, 6, 7, or 8 you get an undesired result

Game Play

GAME PLAY

- ▶ If you land on a “Decision Time” space (continued):
 - ▶ Bonus spins: you get one spin per co-conspirator and get to choose the best of all spins
 - ▶ If you get a desired result, choose one new friend to become a co-conspirator and give them a marker
 - ▶ All co-conspirators journal the result of the decision and your reactions to the result
- ▶ The game ends whenever you need it to:
 - ▶ To leave the board, thus ending your character’s game play, you must make a decision on how you are leaving by journaling the reason and method. Then make your way towards the exit

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Character Sheet - Paint

Tip: Use the next few pages to complete your character sheet

Name:

Path into tech:

Status:

Role:

Personal goal:

For Help, click Help Topics on the Help Menu.

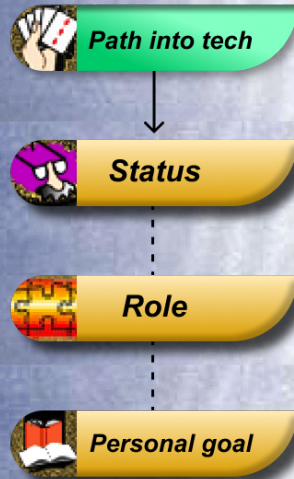
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BUILD YOUR CHARACTER

Path into tech

How did you get into tech? Pick as many as you want

- Always tinkered with computers and built websites
- Felt pressure to succeed in STEM
- Just kinda fell into it
- Necessary for livelihood
- Educational progression led to internship and career
- Was given a once in a lifetime opportunity
- Took a bootcamp, was self-taught
- Other...

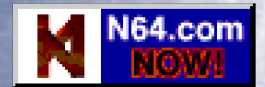
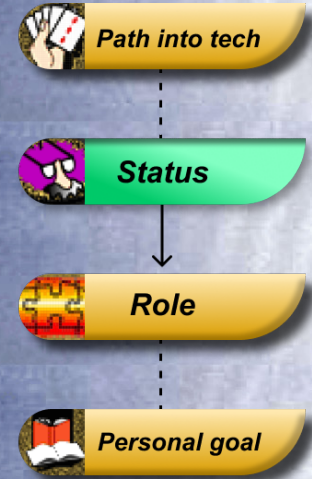


BUILD YOUR CHARACTER

Status

The conditions under which you are working. Pick as many as you want

- Full-time
- Contractor
- Part-time
- Freelance
- With benefits
- No benefits
- Have access to employee resource groups
- No access to employee resource groups
- Union
- Non-union
- Other...

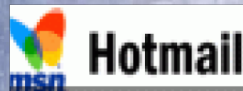
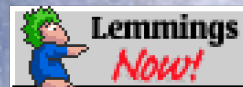
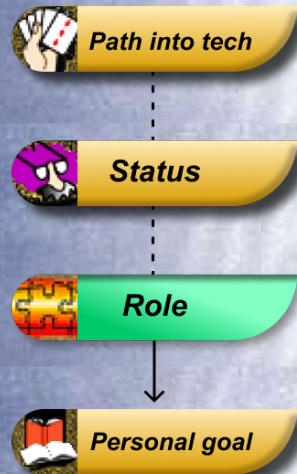


BUILD YOUR CHARACTER

Role

What roles do you have at work? Pick as many as you want

- Individual contributor
- Manager
- Support and maintenance
- Academic
- Leader
- Operations
- Product
- Administrative
- Critic
- Agitator
- Other...

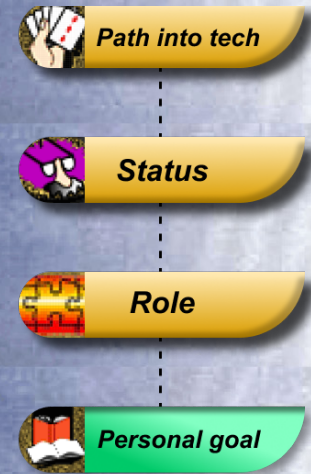


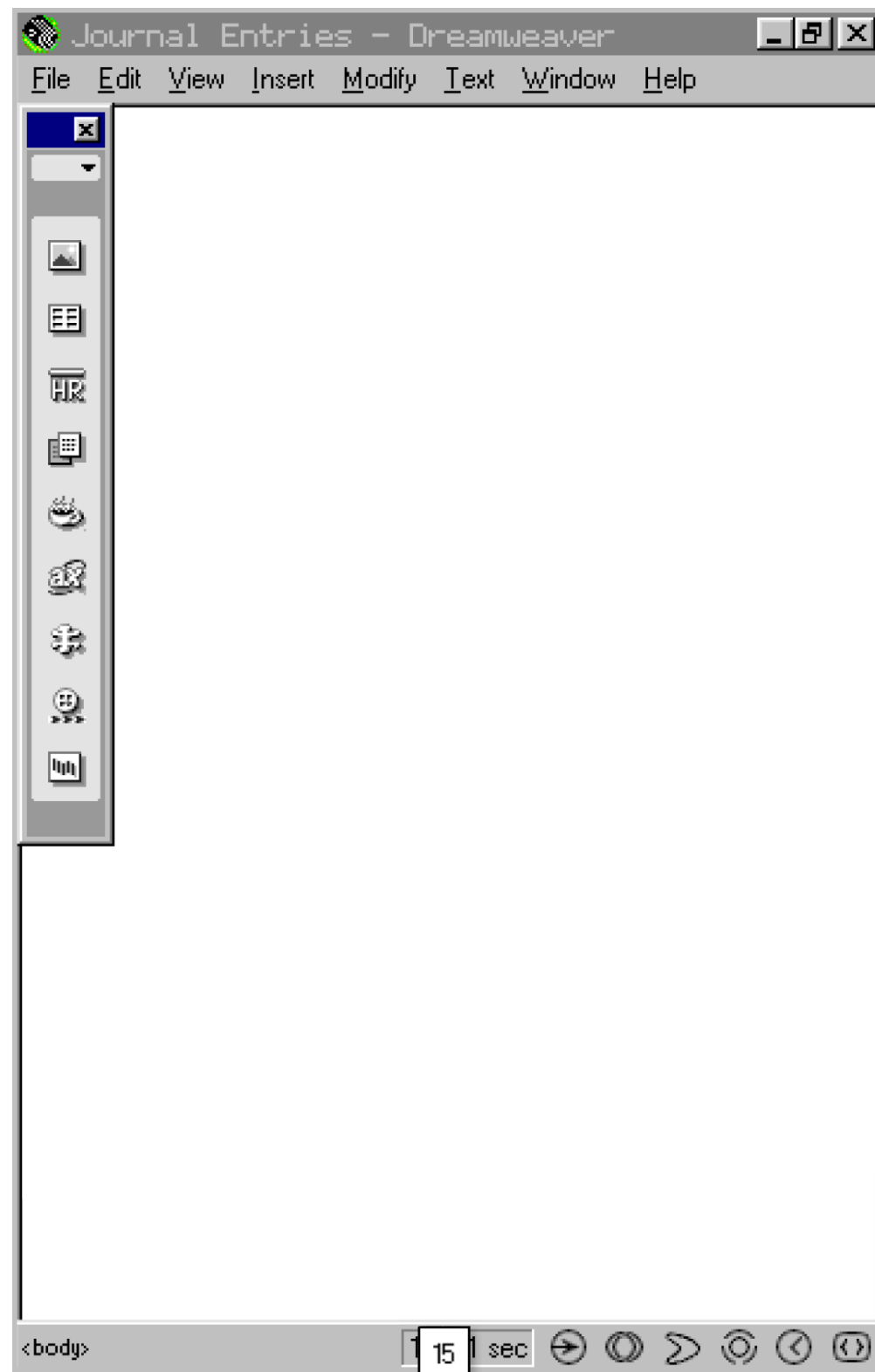
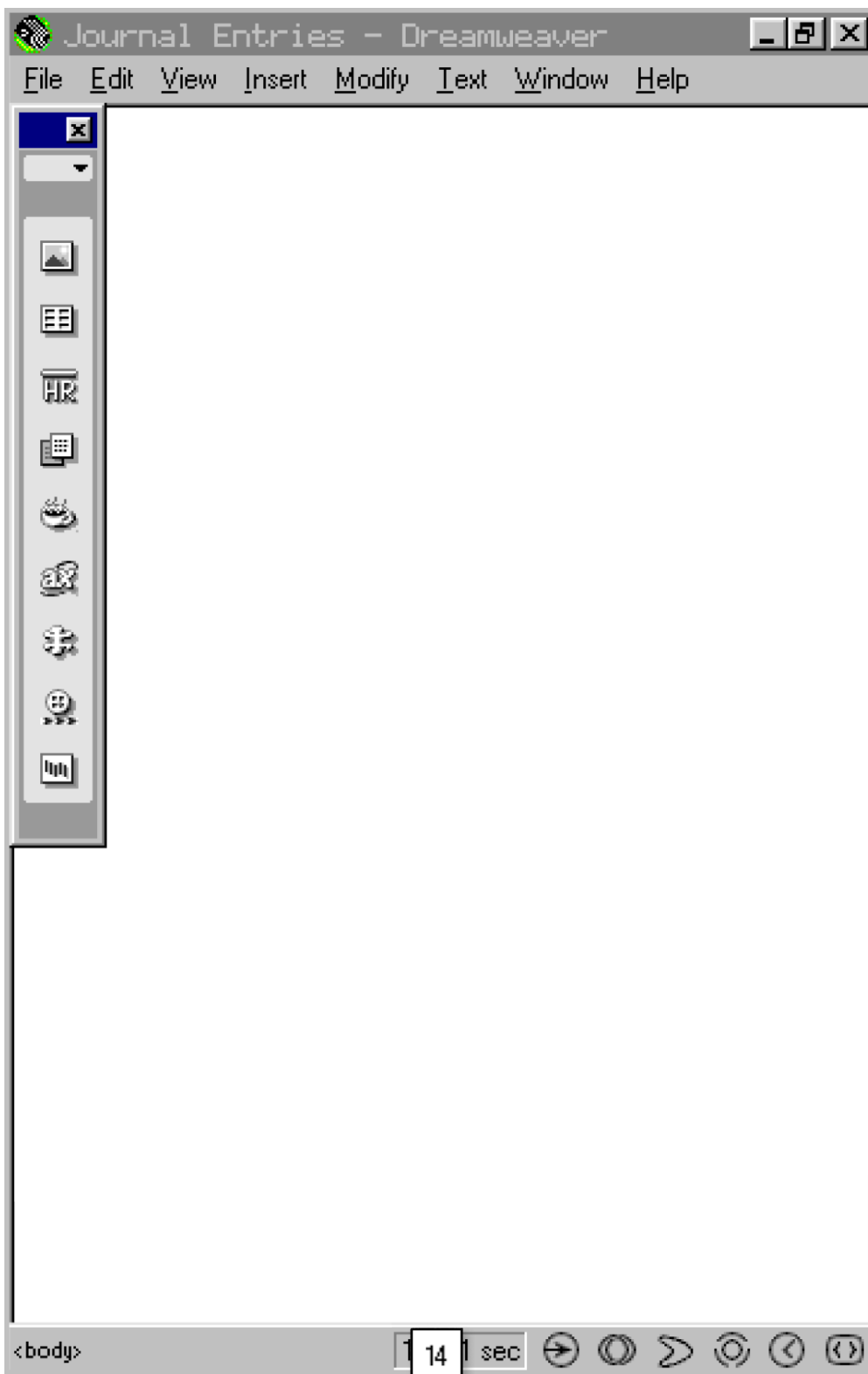
BUILD YOUR CHARACTER

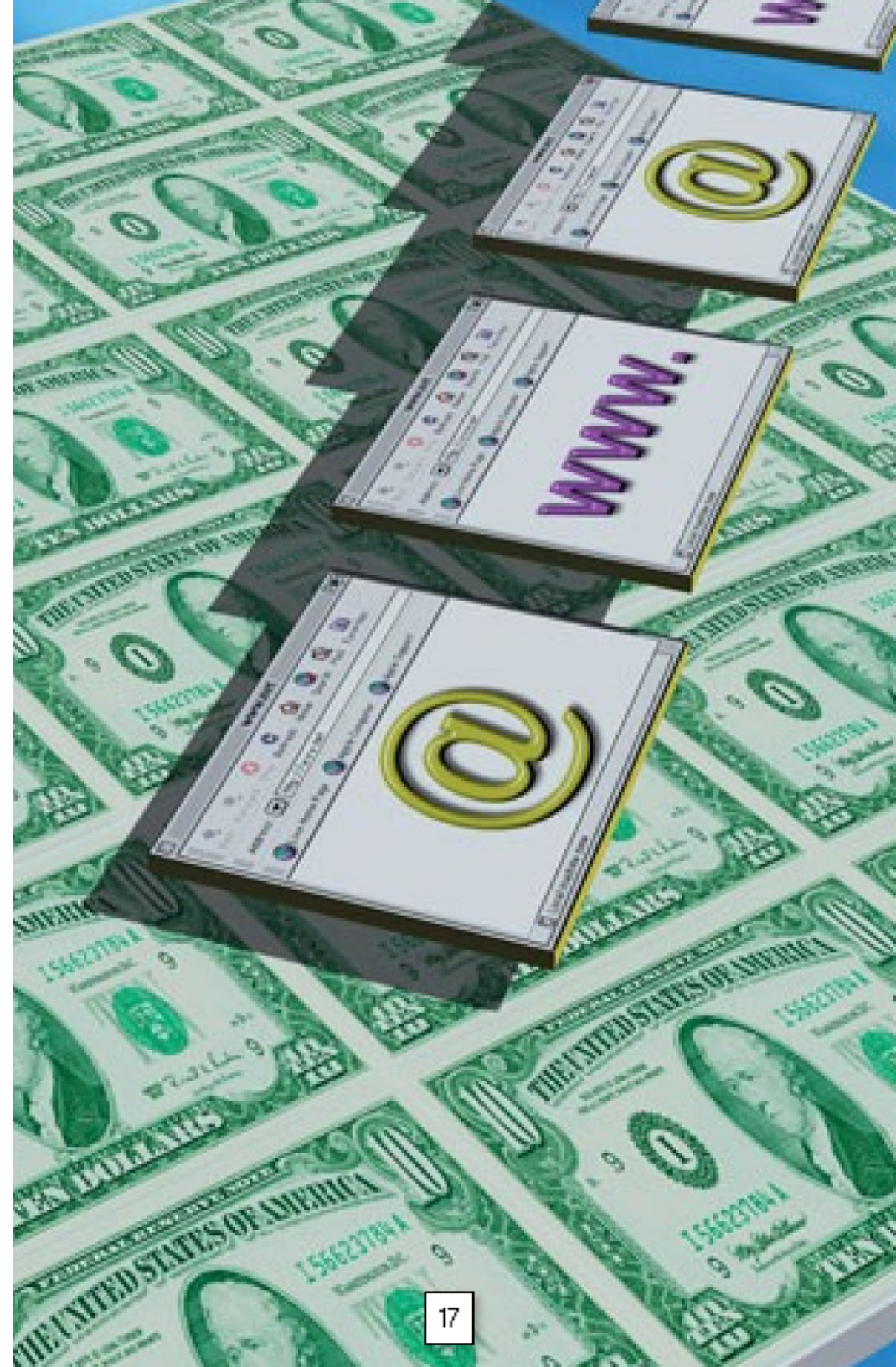
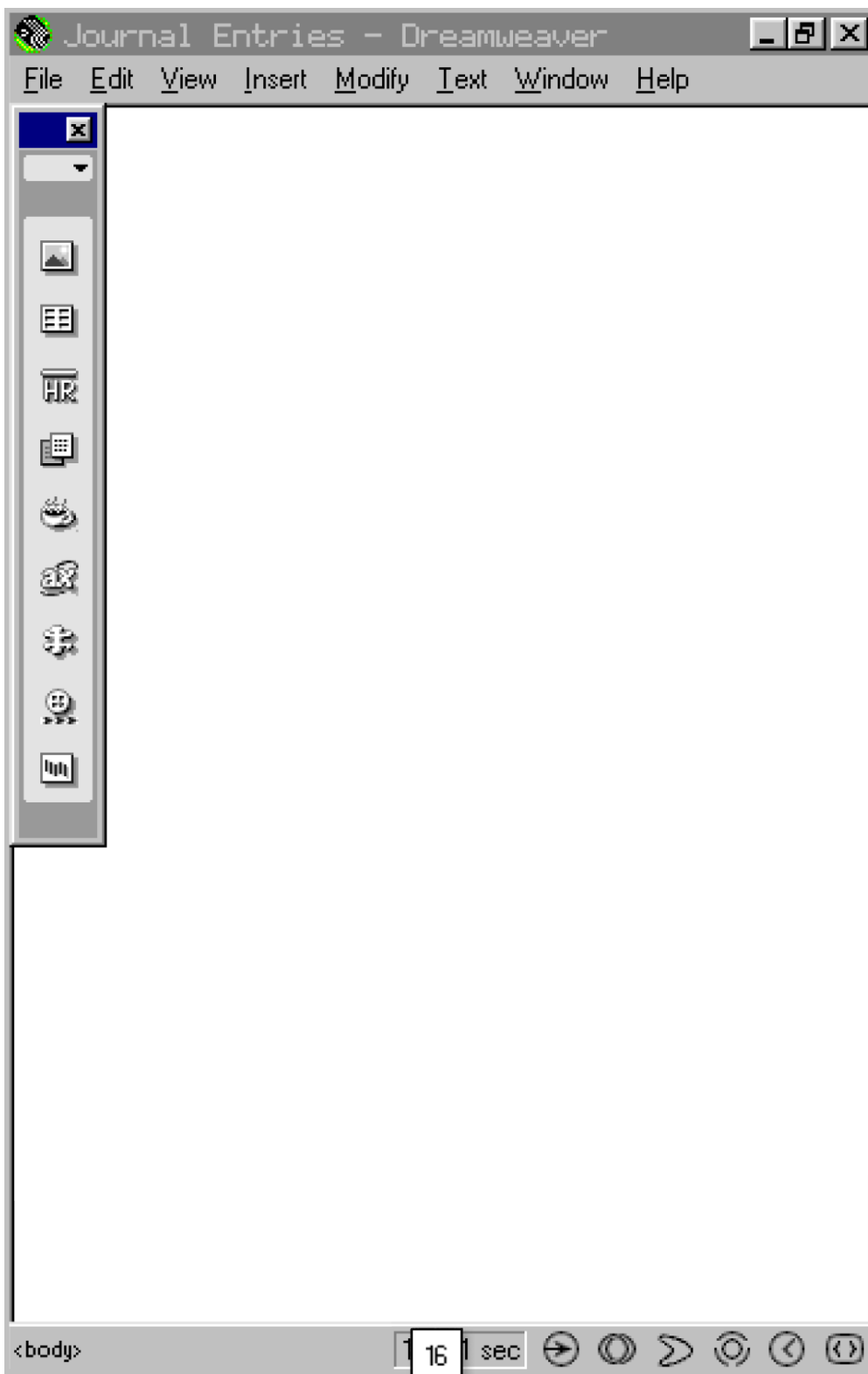
Personal goal

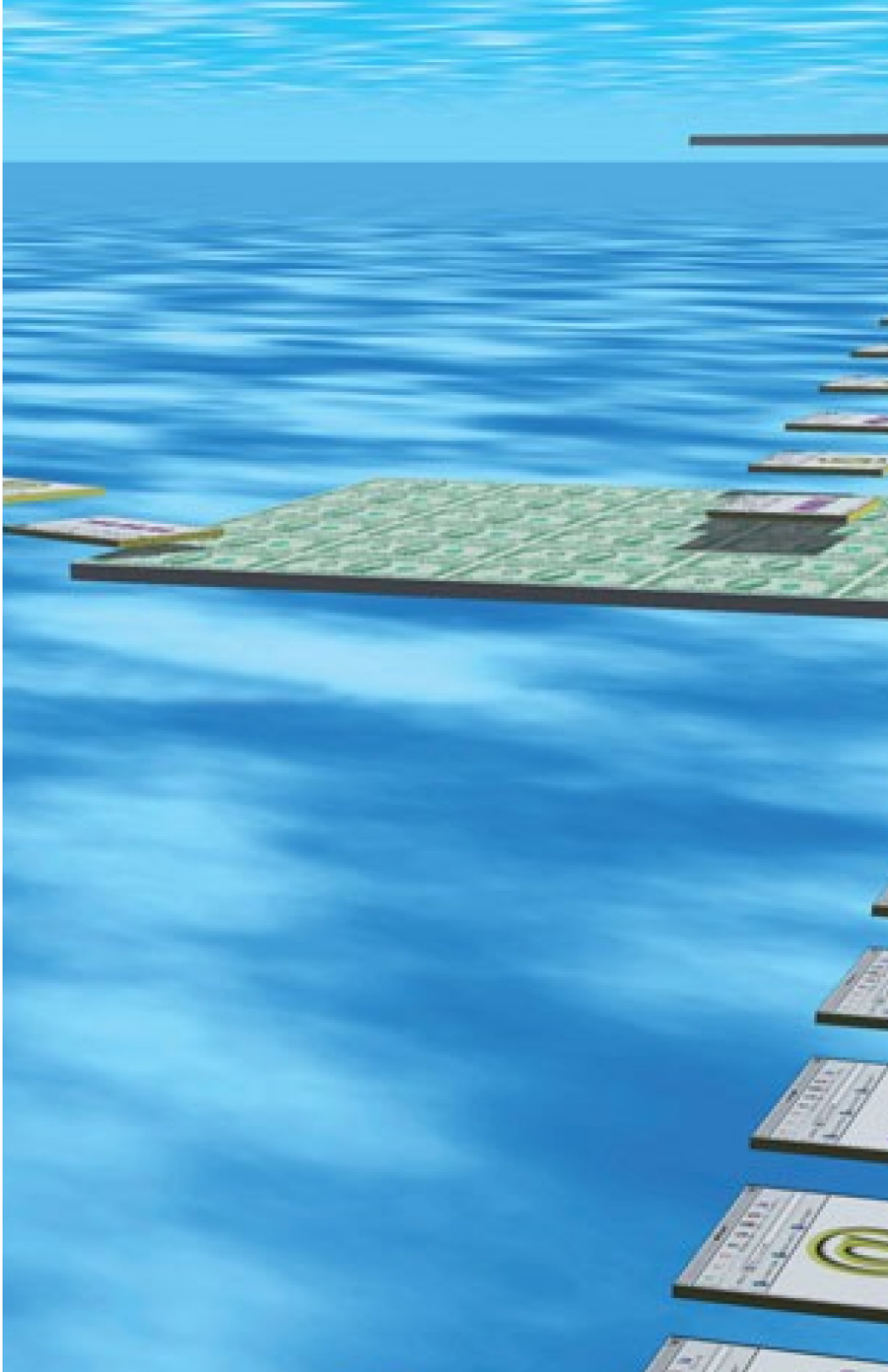
What are your motivations for being where you are? Pick as many as you want

- Get money and live
- Contribute to the improvement and innovation of products
- Sweet work benefits
- Financial independence
- Support or pay back family members
- Become a manager or leader
- To agitate coworkers
- Work with others to change things for ourselves
- To change the system through rising in power and rank
- Other...



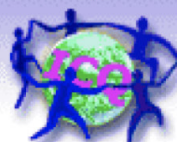








Start



Find A Friend



Some Stuff
Happens

Start



Decision Time



Find A Friend



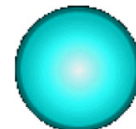
Find A Friend



Some Stuff
Happens



Some Stuff
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Decision Time



Decision Time



Some Stuff
Happens



Find A Friend



Some Stuff
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Some Stuff
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Some Stuff
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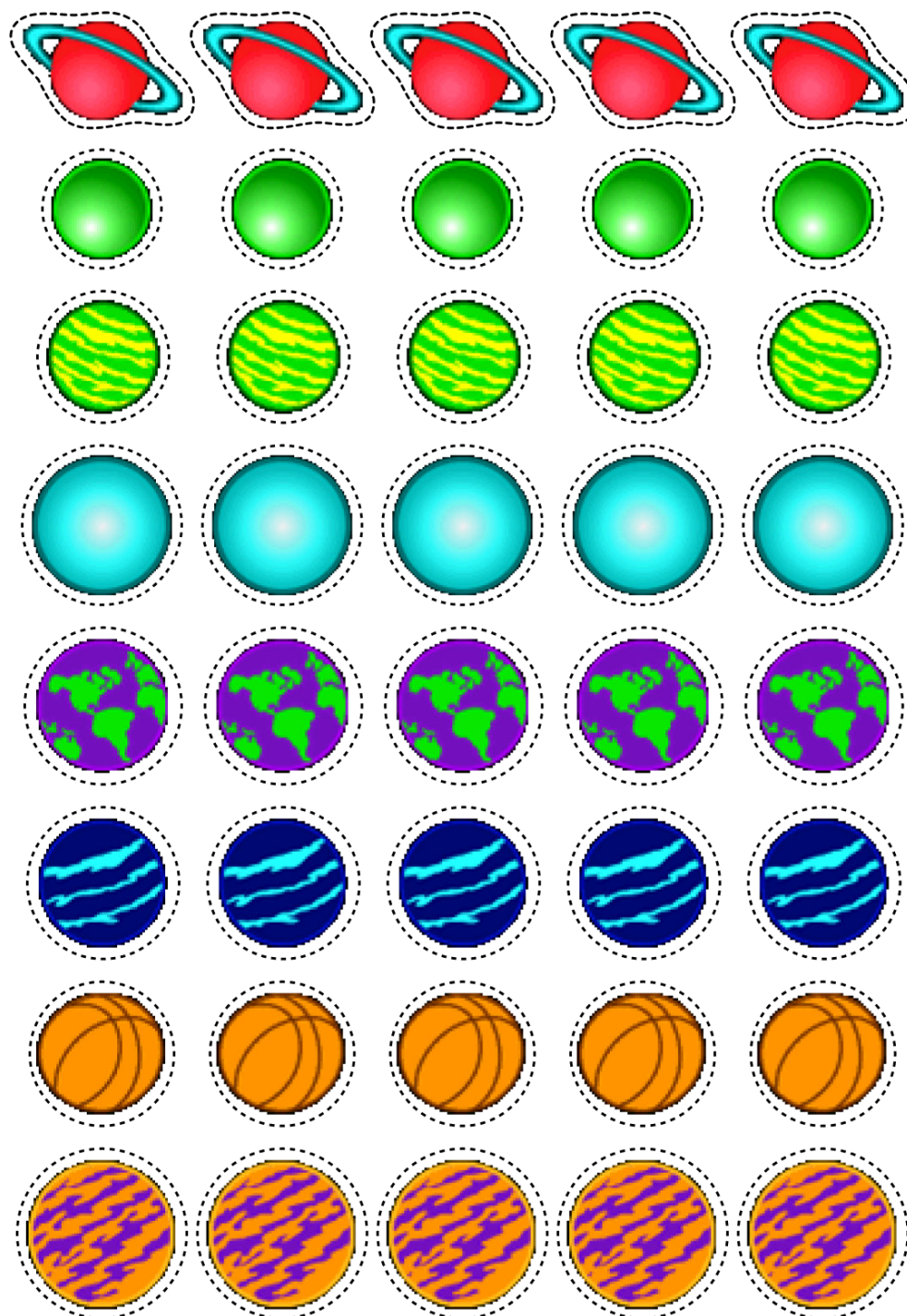






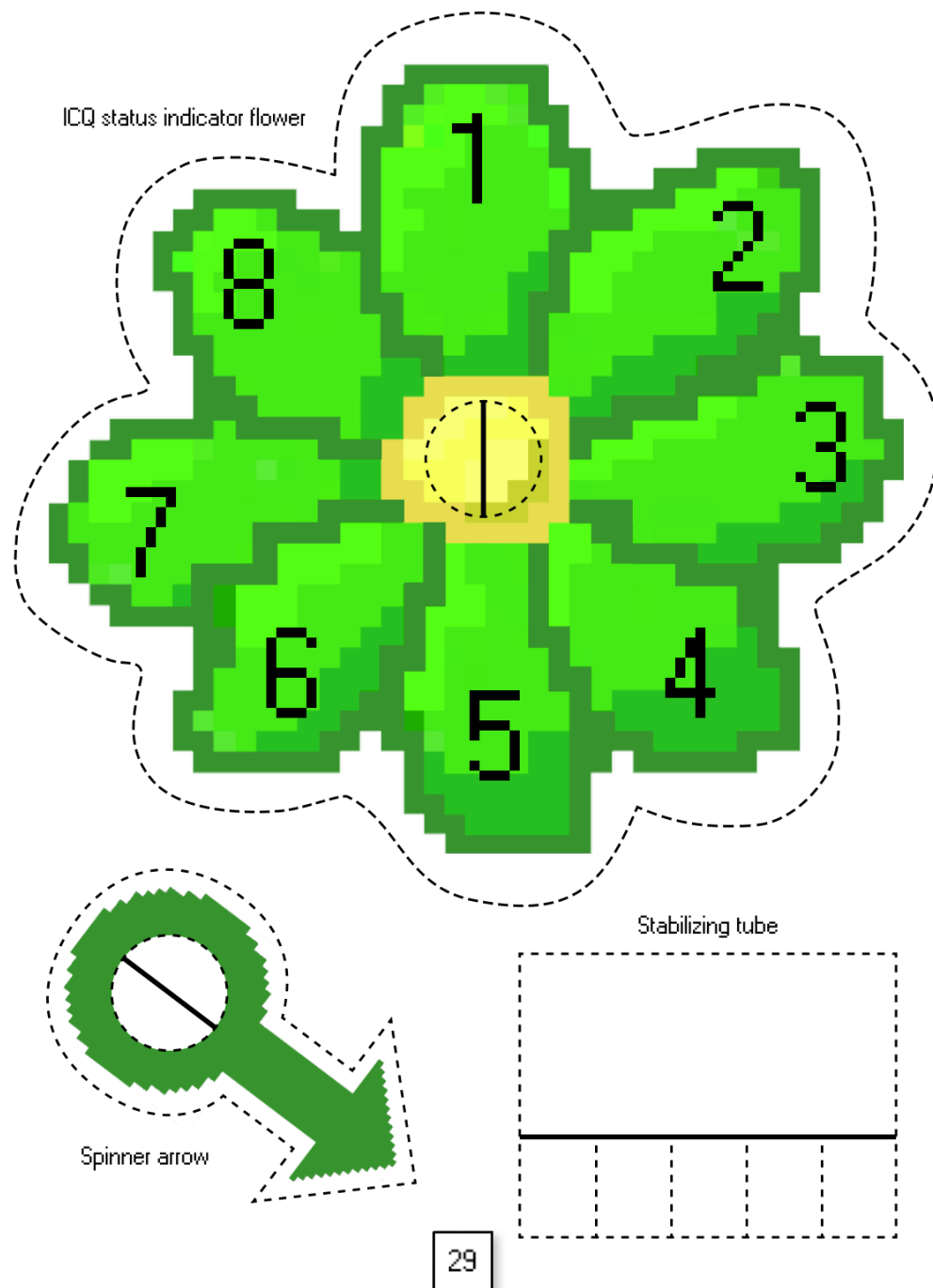



Cut these markers out. Each type of marker has a meaning or purpose that you will assign to it. Use these when you and a friend agree on a purpose (making them your co-conspirator).





Cut all the pieces out along the dotted lines. Fold the solid black line in the center of the flower to cut a hole out. Do the same with the hole of the spinner arrow. Roll the stabilizing tube and put it through the two holes with the spinner sitting on top of the flower. Flare out and tape the bottom tabs of the stabilizing tube to the bottom of the flower.





These are the “Some Stuff Happens” cards. Cut these cards out. Place them face down and draw one from the pile if you land on a “Some Stuff Happens” space. Journal your response to this card and keep this experience in mind as you continue to play your persona.

You are having a conversation with a peer and they say something that is a microaggression against women.

You are recognized by your peers for something you are very proud of achieving

You were promised a promotion/additional compensation but the people in charge never followed through

You meet someone who seems to be the perfect mentor for where you are at in your career

After being recognized for your hard work by a manager, you are offered the chance to manage a team of your peers

Many of your peers are quitting which compounds the already low morale of your team

Because of a global pandemic, your employer offers you three months of paid parental leave

After a personally difficult year, your manager adds insult to injury and gives you a poor performance review



Some Stuff
Happens



Some Stuff
Happens



Some Stuff
Happens



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Some stuff
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Some Stuff
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Stuff
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Some Stuff
Happens



Some Stuff
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Some Stuff
Happens

After speaking out on a work-related issue, you gain the respect of many of your peers who are now looking to you for leadership on that issue

After agonizing over injustices in the tech industry, you finally find a group of people you can commiserate with

You get a new manager who seems to align with you on values and priorities

After building trust with someone you discover they are pitching your ideas as their own

One of your peers confide in you about a workplace harrassment they’ve experienced

You realize that your work status is not stable and your contract may not be renewed

You are having a hard time with your employer and want to quit but they are the ones who sponsored your work visa

The wages you’ve been relying on to support your family get unexpectedly cut



Some Stuff
Happens



Some Stuff
Happens



Some Stuff
Happens



Some S
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These are the “Decision Time” cards. Cut these cards out. Place them face down and draw one from the pile if you land on a “Decision Time” space. Each Decision Time space has a pattern that matches markers. People with those markers are your co-conspirators.



Some stuff
happens



Some Stuff
Happens



Some Stuff
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Some Stuff
Happens

**You find out that what
you’re working on is being
used as weaponry for the
military**

**The CEO of your company
institutes a “do not discuss
politics at work” policy**

**The newly designated
Diversity, Equity, and
Inclusion department
seems to be taking
educational material from
people without citing or
paying them**

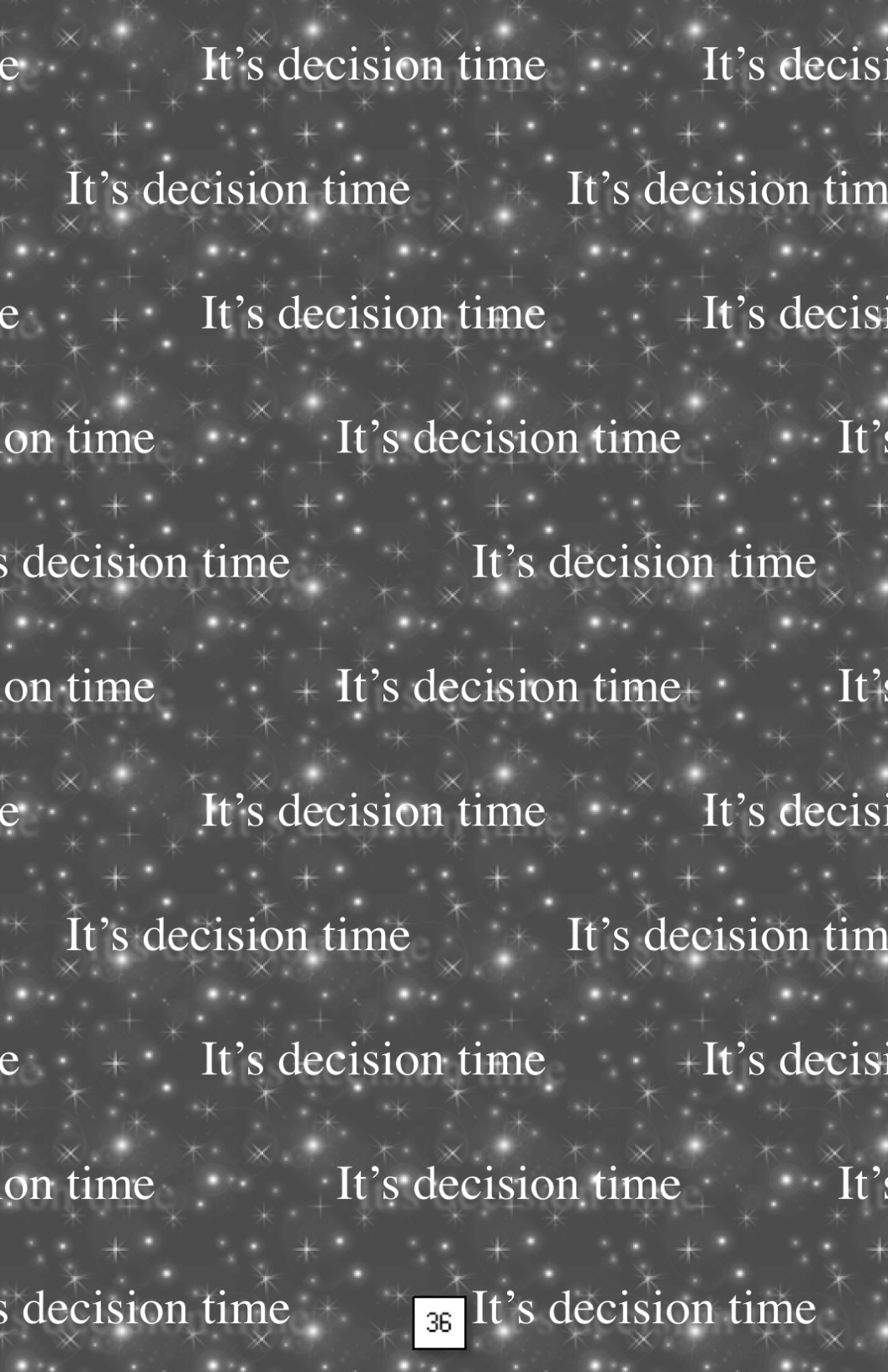
**A group of people at your
company spoke up for
what they believed in and
were subsequently fired**

**You witness an internal
company email thread of
thousands of people
sharing stories of
workplace harassment that
have been brushed aside
by HR**

**You find out what you’re
working on is aggressively
discriminating against
marginalized people**

**There seems to be a trend
of problematic managers
being promoted to higher
positions of power within
your company**

**Your company is guilty of
and getting away with
numerous unethical labor
practices**



These are blank cards you can use for anything. Feel free to cut these out and write additional "Some Stuff Happens" and "Decision Time" cards based on real experiences. You are also encouraged to make photocopies of this and any other game piece page.



Resources used

Back Forward Home Reload Images Open Print Find Stop

Location: <https://misfits.neocities.org>

What's New? What's Cool? Handbook Net Search Net Directory Software

RESOURCES USED

[Pablomustafa, A trip through the early internet. Buzzfeed](#)

[Philippjohner, Windows 95 nostalgia. Buzzfeed](#)

[Windows 98 SE. Tumblr](#)

[Pixil Art](#)

[Apple 2 fonts. Kreative Korp](#)


[Internet! Imgur](#)

[Web Design Museum](#)

[Make WordArt](#)

[A.N. Luca's 88x31 button collection. Neocities](#)

[Paolo Pederchini, Making games in a fucked up world. Games for Change, 2014](#)



Scan this QR Code with your mobile phone camera app to access the links on these two pages or navigate directly to: <https://misfits.neocities.org>

Further study

Back Forward Home Reload Images Open Print Find Stop

Location: <https://misfits.neocities.org>

What's New? What's Cool? Handbook Net Search Net Directory Software

BOOKS

[Pedagogy of the Oppressed, Paulo Freire](#)

[Trauma Stewardship, Laura van Dernoot Lipsky](#)

[Mutual Aid, Dean Spade](#)

[Emergent Strategy, adrienne maree brown](#)

[Decolonizing Non-Violent Communication, Meenadchi](#)

ARTICLES

[White Supremacy Culture](#)

[Defund Big Tech, Refund Community](#)

[Vivianne Castillo's resignation letter](#)

["Your DNA is our History"](#)

[Surviving IDEO](#)

[How Facebook got addicted to spreading misinformation](#)

[The Diversity and Inclusion Industry Has Lost Its Way](#)

[These Machines Won't Kill Fascism: Toward a Militant Progressive Vision for Tech](#)

[Alex Snowden, Marxism in 800 words](#)

WEBSITES

[Logic School public folder](#)

[Modernity + Coloniality](#)

[Tech Won't Save Us \(podcast\)](#)

[Tech Workers Coalition](#)

[Project Include](#)

[Electronic Frontier Foundation](#)

[Tech Inquiry and Who Profits?](#)

[Data Detox Kit](#)

[Exit to Community](#)

[Consentful Tech](#)

[Defund Surveillance](#)

[Social Change Ecosystem](#)

**It's now safe to turn off
your computer.**