

First Progress Report from Action

Submitted on: 30-10-2024

This report was submitted by the Action Chair, on behalf of the Management Committee of the Action, in fulfilment of the requirements of the rules for COST Action Management, Monitoring and Final Assessment. The first Progress Review (PR1) enables the monitoring of the Action's implementation of the SC Recommendations from the proposal stage and the COST Excellence and Inclusiveness Policy.

In the tables below the acronyms "YRI" and "ITC" refer to Young Researchers and Innovators and Inclusiveness Target Countries, as defined in the "Annotated Rules for COST Actions".

At the proposal stage the Network of Proposers addressed the COST Excellence and Inclusiveness Policy as follows:

Proposal							
	Countries of Affiliation	Main Proposer			% in Network of Proposers		
	% ITC	ITC	YRI	Gender	ITC	YRI	Gender Distribution (% F/%M)
Proposal OC-2022-1-26029	50%	NO	YES	M	34%	46%	24% / 76%
The COST Scientific Committee selected this COST Action for funding and recommended that:							
To comply with the COST Excellence and Inclusiveness Policy, in the implementation of the Action: - the level of involvement of Inclusiveness Target Countries (ITCs) should be maintained and a plan should be developed and implemented to ensure the full involvement of ITC representatives in all aspects of the Action's implementation (including in Action leadership positions); - the level of involvement of Young Researcher and Innovators (YRIs) should be increased and the plans described in the proposal for ensuring YRI involvement should be implemented; - the gender balance should be improved and the plans described in the proposal for ensuring gender balance should be implemented.							

After month 12 from the Action start date, the implementation of the COST Excellence and Inclusiveness is as follows (for the explanation of the calculation of statistics please see Annex):

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Geographical Diversity: COST Inclusiveness Target Countries (ITCs)

	% ITC represented in the MC(2)	% ITC MC Members(3)	% ITC WG Members(4)	% ITC in mandatory leadership roles(5)	% ITC in other leadership roles(6)	% ITC in all leadership roles(7)
Action CA22145	58%	56%	52%	25%	25%	25%
All Actions(1)	58%	58%	53%	38%	40%	39%

Comment:

Among our 230+ GameTable members, we prioritize ITC countries and members for hosting in-person events and leading various meetings. For example, our last meeting took place in Greece, organized by our WG5 leader from the Greek Ministry of Culture. We've held similar events in Portugal and Turkey. In upcoming grant periods, we plan to organize events in Poland, Serbia, Cyprus, and Albania, further expanding ITC participation. We're always eager to welcome motivated members into leadership positions to help drive this initiative forward.

Career Stage: Young Researcher and Innovators (YRIs)

	% YRI MC Members(8)	% YRI WG Members(9)	% YRI in mandatory leadership roles(10)	% YRI in other leadership roles(11)	% YRI in all leadership roles(12)
Action CA22145	40%	46%	50%	75%	63%
All Actions(1)	20%	46%	23%	37%	29%

Comment:

Young researchers and innovators are among the most active members of GameTable, and we prioritize them in our grant calls. Many of our initial achievements and upcoming initiatives are led by these early-career researchers, who are eager to strengthen the network and contribute to new findings. GameTable is committed to supporting their career development by leveraging the Action as a platform for growth. From the second grant period onward, GameTable will also organize training schools, enabling younger members to learn from the experience of established members.

Gender Balance(13)

	Gender distribution MC Members (%F/%M)(14)	Gender distribution WG Members (%F/%M)(15)	Gender distribution in mandatory leadership roles (%F/%M)(16)	Gender distribution in other leadership roles (%F/%M)(17)	Gender distribution in all leadership roles (%F/%M)(18)
Action CA22145	30% / 70%	33% / 65%	38% / 63%	38% / 50%	38% / 56%
All Actions(1)	49% / 51%	50% / 50%	54% / 46%	55% / 45%	54% / 46%

Comment:

From the outset, GameTable recognized the low representation of women researchers in key fields driving the Action, such as Computer Science and Mathematics. To address this, we encouraged each of our Working Group leaders to promote our objectives and activities within networks with a more balanced gender distribution. Additionally, we appointed a General Inclusivity Coordinator, tasked with fostering gender balance and supporting inclusivity for all underrepresented groups within the Action. We remain committed to advancing these efforts to achieve a gender balance closer to the average across all Actions.

Action comment on its implementation (achievement and/or effort) of SC Recommendation(s) to date:

GameTable has advanced COST's Excellence and Inclusiveness policy through its multidisciplinary approach to tabletop game research, positioning Europe as a leader in this field. Following COST's principles of openness and inclusiveness, GameTable's public events and open dissemination channels ensure wide access to insights across research disciplines, supporting the Action's success. Our commitment to inclusiveness prioritizes ITC countries for event hosting and grant opportunities. To date, GameTable has organized events in ITC nations, including Greece, Portugal, and Turkey, with plans to expand to Poland, Serbia, Cyprus, and Albania. These efforts have increased ITC participation and gender balance, particularly in underrepresented fields like Game AI. Our General Inclusivity Coordinator plays a key role in fostering diversity and gender balance across committees, ensuring representation for women and young researchers. To support young researchers and innovators, GameTable has launched career development initiatives, including STSMs, and is planning Training Schools to build expertise and collaboration. Prioritizing YRIs from ITCs has cultivated a network of early-career scholars, fueling interdisciplinary research and strengthening Europe's capacity in this field. Our open-access policy ensures that findings are freely available through the GameTable website, maximizing scientific and societal impact. GameTable remains dedicated to gender equality, YRI engagement, and inclusiveness, with over 230 members and a balanced representation of gender and ITC participants.

Action description of plans to implement SC Recommendations and COST policy in the future:

Looking ahead, GameTable is committed to advancing COST's SC Recommendations through expanded inclusiveness, interdisciplinarity, and support for Young Researchers and Innovators (YRIs). Building on our achievements, we plan to deepen our commitment to ITC countries by hosting additional in-country workshops, seminars, and training sessions to foster diverse collaborations, particularly among early-career researchers. To further interdisciplinarity, we aim to extend our network beyond academia to include industry, cultural institutions, and educational entities across Europe. Our Industrial Relationship Coordinator will engage with external stakeholders, facilitating projects that leverage fields like AI, anthropology, and archaeology to address research challenges in tabletop games, encouraging cross-sector collaboration for societal impact. Gender balance and inclusivity are core priorities. Our General Inclusivity Coordinator will actively engage female and minority researchers, establishing mentorship networks to support their ongoing involvement. We'll also ensure future calls are evaluated with objective criteria emphasizing academic excellence and balanced representation. GameTable will continue expanding Training Schools with advanced topics and workshops led by experienced researchers. The STSM program will prioritize YRI exchanges from ITCs with senior researchers, strengthening technical skills, while Dissemination Grants will support YRIs in presenting at high-profile events. All Action outcomes—publications, reports, and resources—will remain openly accessible through our website, social media, Discord, and Google Groups, ensuring broad outreach and lasting impact beyond the Action's duration.

Annex: Explanation of Calculations

1. All Actions: statistics for all running Actions started more than 182 days ago.
2. **% (number of ITC countries in the MC / Total number of COST F&C Members in the MC)**
3. **% (number of MC Members from ITC / Total number of MC Members)** ; In this calculation, the position of Chair is considered as part of the MC.
4. **% (number of WG Members from ITC / Total number of WG Members)**
5. **% (number of individuals from ITC holding one of the mandatory leadership positions / Total number of individuals holding one of the mandatory leadership positions)** ; Mandatory Leadership positions are as follows: Action Chair, Vice-Chair, GH SR, WG Leaders, Grant Awarding Coordinator and Science Communication Coordinator. In case the same individual holds more than 1 position (e.g. Chair is also GHSR), it is counted only once.
6. **% (number of individuals from ITC holding one of the positions created by the Action e.g. WG vice leader / Total number of individuals holding one of the positions created by the Action e.g. WG vice leader)**
7. **% (number of individuals from ITC holding any leadership positions / Total number of individuals holding any leadership positions)**
8. **% (number of MC Members that are YRI / Total number of MC Members)** ; In this calculation, the position of Chair is considered as part of the MC.
9. **% (number of WG Members that are YRI / Total number of WG Members)**
10. **% (number of individuals that are YRI holding one of the mandatory leadership positions / Total number of individuals holding one of the mandatory leadership positions)** ; Mandatory Leadership positions are as follows: Action Chair, Vice-Chair, GH SR, WG Leaders, Grant Awarding Coordinator and Science Communication Coordinator. In case the same individual holds more than 1 position (e.g. Chair is also GHSR), it is counted only once.
11. **% (number of individuals that are YRI holding one of the positions created by the Action e.g. WG vice leader / Total number of individuals holding one of the positions created by the Action e.g. WG vice leader)**
12. **% (number of individuals that are YRI holding any leadership positions / Total number of individuals holding any leadership positions)**
13. All MC/ WG members/holders of leadership positions are included in the calculation. The sum of female/male percentage may be below 100 as some participants may choose not to disclose their gender.
14. **%Females = % (number of MC Members Female / Total number of MC Members)** ; **%Males = % (number of MC Members male / Total number of MC Members)**
15. **%Females = % (number of WG Members female / Total number of WG Members)** ; **%Males = % (number of WG Members male / Total number of WG Members)**
16. **%Females = % (number of females holding one of the mandatory leadership positions / Total number of individuals holding one of the mandatory leadership positions)** ; **%Males = % (number of males holding one of the mandatory leadership positions / Total number of individuals holding one of the mandatory leadership positions)** ; Mandatory Leadership positions are as follows: Action Chair, Vice-Chair, GH SR, WG Leaders, Grant Awarding Coordinator and Science Communication Coordinator. In case the same individual holds more than 1 position (e.g. Chair is also GHSR), it is counted only once.
17. **%Females = % (number of females holding one of the positions created by the Action e.g. WG vice leader / Total number of individuals holding one of the positions created by the Action e.g. WG vice leader)** ; **%Males = % (number of males holding one of the positions created by the Action e.g. WG vice leader / Total number of individuals holding one of the positions created by the Action e.g. WG vice leader)**
18. **%Females = % (number of females holding any positions / Total number of individuals holding any positions)** ; **%Males = % (number of males holding any positions / Total number of individuals holding any positions)**