# Pokétoolkit

FANDOM FORWARD >

Fandom Forward is an international non-profit that turns fans into heroes by making activism accessible through the power of story. This toolkit provides resources for fans of Pokémon to think more deeply about the social issues represented in the story and take action in our own world.

Contact us:
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#FFToolkit
@FandomForward
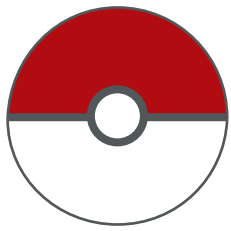
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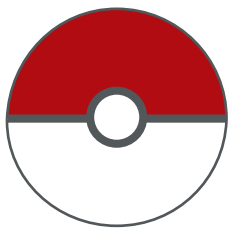
Introduction

Hello! Sorry to keep you waiting! Welcome to the world of Fan Activism! My name is Oak. People call me Pokémon Prof. I'm here to help guide you through this *PokéToolkit*!

As you know, the world is a much better place when everyone respects and supports each other. Some people play more active roles in activism, some engage in less direct ways. I'm here to show you how to use fan activism and Pokémon to help make this world a better place!

Through Pokémon we're going to explore the following issues: Impostor Syndrome, Environmentalism and Respectful Tourism, and Mental Health! My dedicated team has created a toolkit intended for all levels of experience (from Poké Fan to Pokémon Master and beyond)!

While we've done our best to include as much information and as many resources as possible, we don't know everything. There are still many problems to solve, which is why we need your help! This toolkit is designed to help you think like a Pokémon master in order to create a positive impact on the world around you.

Now, are you ready? Your own very fan activist story is about to unfold. You'll face fun times and tough challenges. A world of dreams and adventures awaits! Let's go! I'll be seeing you later!
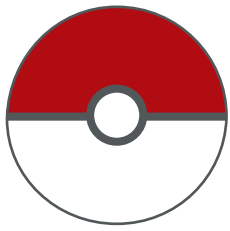
Note on citations: Throughout the toolkit, we'll use the following format to cite specific episodes:
S=Season
E=Episode
N=Number Overall
Thus the first episode would be cited as S1:E1:N1. You can find a full list of recommended episodes in the Resources section.

Facilitator Tips

Social issues can be tough to talk about, and the issues in this toolkit are no exception. As a Pokémon Trainer and therefore a respected leader in this community, it's important that you follow some basic guidelines when leading any group through this kit:

1. Protect Your Team

Before you start, make sure everyone on your team feels safe and included. You never know what a particular issue may mean personally to someone or how a discussion may impact them. A great way to start is to set some guidelines as a group for what is and is not acceptable on your team. If things start to get too uncomfortable, don't be afraid to end a line of discussion or steer it to another topic. Remember that not all of us are ready to go on this kind of journey – make sure you let your team know you'll be participating in a discussion or action beforehand so that everyone can choose whether or not to participate.

2. Listen to Each Other

Every member of your team has a unique viewpoint and things to share. These issues are complicated, and different viewpoints are okay – take time to listen, let everyone speak, and challenge each other without devaluing each other's opinions or resorting to personal attacks.

3. Talk First

It's important to discuss issues before immediately taking action. Use the Talk It Out sections to think about these issues before deciding how you want to tackle them.

4. Don't Jump to Conclusions

Don't assume you know everything about an issue, especially if there are people on your team who have personally experienced an issue or whose identity you are discussing. Allies are awesome, but it's more important for the voices of those who have lived these experiences to be heard. The best way to be an ally is to make sure those people have space to speak.

5. Take Action

When you and your team feel ready to jump in, use the Action suggestions to get started. If your team comes up with a different idea, that's awesome – don't be afraid to get creative!

6. Keep Learning

We've only begun to scratch the surface – social issues are highly complex and constantly evolving. Take what you learn from this kit and continue to educate yourself on the issues.

Need Backup?

That's okay, there's a whole team of volunteers ready to help. Just send us an email at fandomforward@thehpalliance.org – we're happy to answer questions or help you with facilitation or action items.

All Characters Are Flawed

We've done our best to represent the issues in this toolkit as accurately as possible, but because these issues are so complex there are bound to be things we missed or things you have different views on. If you find factual errors in this toolkit, please let us know!
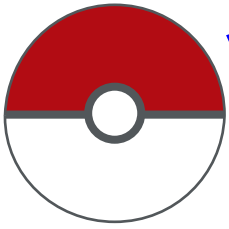
Representation

When we begin to look at issues in a story, we always start with talking about representation - how well is this story representing the true diversity of our world? The world of Pokémon is vast - it spans different fictional regions, real-world continents, gaming platforms, and a wide variety of media (TV, movies, and even Youtube shorts). The Pokémon fandom is also vast - fans of different genders, races, ages, and cultures throughout the world enjoy Pokémon. We'll be focusing on the English language versions of the Pokémon games and associated media. However, it's important to understand that Pokémon is a Japanese franchise and therefore must be looked at in a cross-cultural context.
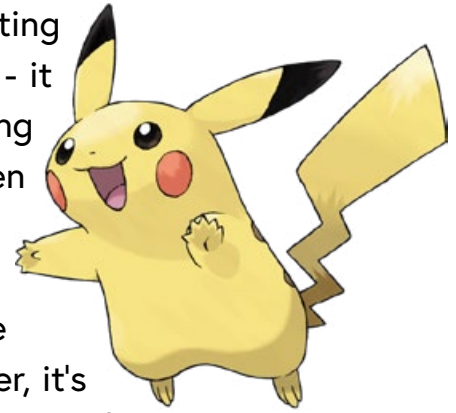
Unlike some of the fandoms in our other toolkits, Pokémon has a less overt focus on social justice and diverse representation. However, this doesn't mean that it can't be used to analyze and understand important issues. Here are some ways that we've used a social justice lens to analyze Pokémon.

Exploring Gender Roles in Pokémon

While the protagonist of the Pokémon anime is male, there are always important female characters and roles throughout the TV series. Women are often gym leaders (like Jasmine, the leader of the Olivine Gym), police officers (Officer Jenny), nurses (Nurse Joy), and other positions of power; these characters' positions are rarely, if ever, questioned. The Pokémon audience sees a more gender-balanced TV show when one looks at protagonists, villains, and supporting characters.

In the Pokémon games the option to play as a female Pokémon character was introduced in 2001 (2000 in Japan) in Pokémon Crystal. However, female players have always enjoyed playing the game, and even without a targeted marketing push to non-male players studies have shown that the majority of Pokemon Go players are women (63%).

It's important to understand that gender roles are understood and expressed differently in different cultures. Japan's history of gender expectations, and how they

have been explored and reinforced by media, is important to explore especially for Western audiences.

Exploring Gender Expression in Pokémon

In the Pokémon anime, Team Rocket members Jessie and James frequently wear gender non-conforming clothing and switch gender roles. The characters aren't made fun of by other characters and Jessie and James are shown enjoying subverting traditional gender roles (whether it be for a scheme or for style).

Likewise, Pokémon GO has been "praised by gamers for allowing them to use gender fluid avatars." Instead of choosing "boy" or "girl" characters, players are promoted to design their character's appearance independently from a specific binary gender.
"James is like the genderfluid role model I never knew I needed as a kid."
*-TK, Fandom Forward Pokéfan*

Exploring Race in Pokémon

Although race is never explicitly addressed in Pokémon, it is interesting to note that Japanese manga and anime typically feature characters who possess physical traits from different ethnicities. However, like many cultures, fair skin is often equated with power, especially in terms of discerning socioeconomic status.

In Pokémon Sun and Pokémon Moon, players were given the option to customize their character's skin color. Early on in the promotions for the game, many fans and reviewers noted that "Nintendo also made a point of highlighting in the trailer that, for the first time in the game's 20-year history, people will be able to play as black Pokémon trainers with markedly darker complexions." While Pokémon X and Y allowed for players to choose a slightly tanner skin color, Pokémon Sun and Moon marked the first time the franchise offered players multiple options.

While customizable players are a great step forward, many Pokémon GO players have noted that playing the mobile app can be drastically different for people of color. One black player stated, "There is a statistically disproportionate chance that someone could call the police to investigate me [a black man] for walking around in circles in the complex." The Urban Institute has also released a report outlining the differences between the type and amount of Pokémon found in neighborhoods of different racial and economic backgrounds. This stark reality shines a light on how games like Pokémon GO can be used to highlight larger societal problems such as racism and its intersecting issues.
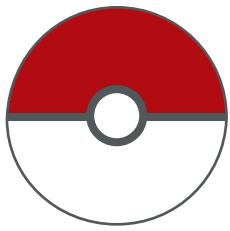
Imposter Syndrome

I wanna be the very best like no one ever was

So what is Imposter Syndrome?

Impostor Syndrome is when someone believes they've fooled the people around them, that they're a fraud, or their achievements aren't worth the recognition or praise it receives. When the term Imposter Syndrome emerged, it was applied mostly to professional work environments. However, research has shown Imposter Syndrome stretched far beyond the office. Dr. Pauline R Clance said, *"Even though they are often very successful by external standards, they feel their success has been due to some mysterious fluke or luck or great effort; they are afraid their achievements are due to 'breaks' and not the result of their own ability and competence."*

How does Pokémon fit in?

Ash Ketchum knows he's going to be the very best, like no one ever was. Nothing will deter him from this, even though he's just ten years old. Most of us, however, aren't that lucky. Everyone goes through periods of doubt and that's okay! It's important to remember your worth and continue your journey.

Too often, Impostor Syndrome finds its way into fandom culture. When there's gatekeeping in geek culture, like the Fake Geek Girl, the idea that there is a right way to like something is perpetuated. *"You're not a real fan"* is something many fans, Pokémon and otherwise, have heard. Maybe you've heard that you aren't a *real fan* because you didn't play a particular game, own a certain gaming system, or know a specific fact. Maybe you've heard that you're too young, too old, the wrong gender, or not the "type" of person who should be interested in Pokémon (or any fandom).

Fake Geek Girl? No such thing. Labeling someone a "fake geek girl" is sexist and a form a gatekeeping - controlling or limiting access to something. Fandom should be for everyone.

It's important to take an *intersectional* approach to understanding Impostor Syndrome. *[Intersectionality](link) is a concept used to describe the ways in which oppressive institutions (racism, sexism, homophobia, transphobia, ableism, xenophobia, classism, etc.) are interconnected and cannot be examined separately from one another.*

Our identities - our race, gender, socioeconomic status, and ability - are all connected to how we experience Impostor Syndrome. Different identities interact with one another and Imposter Syndrome differently.

Impostor Syndrome and Gender

For example, gender is often a significant factor in feelings of Impostor Syndrome, particularly regarding success in academic and professional settings. [One study](link) from the University of Vienna, Austria found that female doctoral students "both suffer more from impostor feelings and show lower research self-efficacy than male doctoral students do." Further, the study notes that while 68% of graduates and 52% of doctoral students in Austria are women, only 19% of associate professors and 16% of full professors are female. The reasons behind this are far-ranging - women statistically [make less money than their male colleagues](link), do more [unpaid labor](link) (such as childcare, cooking, and household maintenance), and face social stereotypes that discourage career advancement.

> High achieving men act in line with social stereotyped role expectations of being assertive and successful when they meet the claims of their occupation, while women face the dilemma of stereotype incongruence: If they act according to the social stereotype, they are viewed as incapable; if they do not, they lose their femininity (Eagly & Karau, 2002). Therefore, women unconsciously diminish this ambivalence by devaluing their success (Clance & O'Toole, 1987). (x)

Socioeconomic class can also play into Impostor Syndrome. [One study](link) from the University of Massachusetts Amherst School of Education researched the barriers that first-generation college students face. First generation students are often from lower socioeconomic classes than their peers. The study states that "students with a lack of capital and advantage may also face classist prejudice from more privileged peers, a way in which to 'keep people out' of one's economic culture." This divide often leads to increased feelings of otherness and feeling like a "fraud" regardless of merit or academic achievement.

Impostor Syndrome and Activism

Here at Fandom Forward, we work to make activism accessible through the power of story. Engaging and inspiring activists is our journey - but it's not always easy. Being an activist is hard. Oftentimes it can feel like you might not know enough about the subject to speak out or you might be too young (or old) to make a difference or no one will take you seriously anyway. Learning to cope with feelings of impostor syndrome in activism can be scary, but it's also extremely important. These feelings are normal and many activists have tips for combating impostor syndrome in activism.

"It wasn't until a friend (and someone I look up to as an activist) told me that activism means different things to different people. It was then that I began to understand that there is no one way to be an activist. You can contribute to the cause in many different ways. Organizations might need people to do data entry, or to write, or to design graphics. It's important for me to remember that even doing a little thing is better than not doing anything at all." - Annie Pho, via [APALA](#)

Activism isn't always protesting - it can be volunteering your time, writing articles, talking to your friends and family, donating to organizations, or creating fliers for events. All of these things can be difficult if you are feeling like an impostor.

One of the best ways to quell impostor syndrome in activism is to research! It's important to listen to the individuals and communities you are advocating for and to understand what work is already being done. Don't let the fear of being inexperienced stop you from getting involved! And, just as importantly, don't let the fear of being called out, or challenged, stop you from engaging in activism. If someone tells you your activism, social media post, or language is offensive or problematic, don't argue or get defensive. Being an ally is a continuous process, one involves takes constant care and hard work. Learn from your mistakes and remember that actions can speak louder than words.

Where do we go from here?

Our words are powerful, much like the techniques of various Pokémon you encounter and train. One of the dangers of Impostor Syndrome lies in the ways we talk to ourselves about our abilities and accomplishments. It's important to take time to look at the words we use when talking both to ourselves and to others. How do you talk about your abilities and accomplishments? How do you talk about the abilities and accomplishments of your
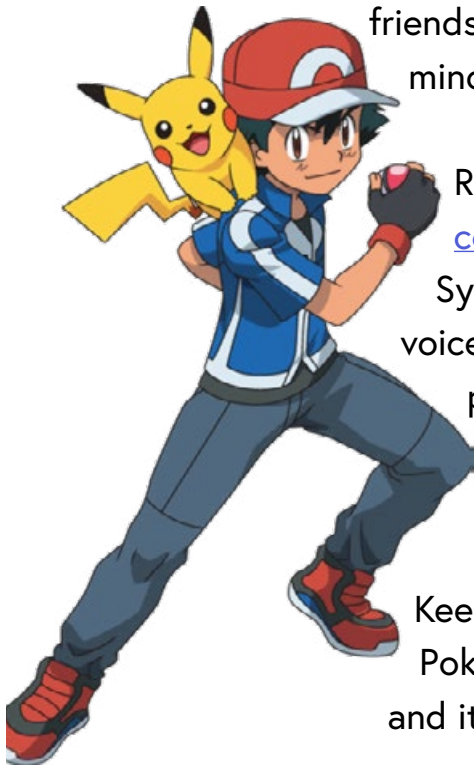
friends? How can words be used to help? It's vital to keep in mind that everyone's experiences are valid and unique.

Remember to be [intersectional in your approach to combating Impostor Syndrome](). Remember that Impostor Syndrome affects everyone differently, to include marginalized voices in your activism, to offer validation to marginalized people, recognize that people's worth isn't tied to their productivity, and work on a daily basis to challenge systemic oppression and your own privilege.

Keep in mind that whether you're choosing your starter Pokémon or beating the *Elite Four*, everything is a process and it's okay not to have all the answers!
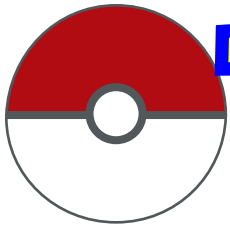
Talk it Out

1. What did you know about Impostor Syndrome before this toolkit?
2. Have you ever experienced Impostor Syndrome? If so, when?
3. Have you experienced Impostor Syndrome in fandom communities?
4. How can you help others dealing with Impostor Syndrome?
5. How do Impostor Syndrome and activism intersect? Have you ever felt like a "fake activist?"
6. What are some ways (not listed in this toolkit) that can be used to combat Impostor Syndrome?
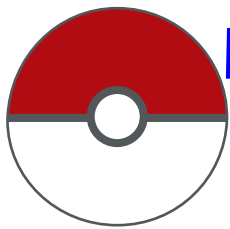
Take Action

1. Seek out tutoring/mentorship opportunities through your school, workplace, community organizations, or online communities! Organizations like Big Brothers Big Sisters offer opportunities to mentor and be mentored.
2. Keep learning and researching! Check out Maryam Pasha's TEDx talk Imposter Syndrome: Talking About Our Shared Secret.
3. Practice self care! Here are some simple steps you can take to quell Impostor Syndrome:
4. Give yourself an appraisal (and positive feedback) especially if no one else is.
5. Be aware of your Impostor Syndrome - awareness is essential in combating it.
6. Make a "feel good" file to keep positive feedback from your bosses, coworkers, teachers, peers.
7. Spend time with those who support you (friends, family, mentors).
8. Keep a journal with your daily or weekly achievements.
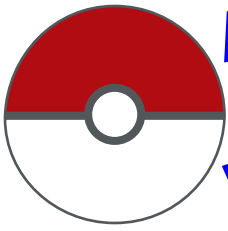
Environmentalism & Respectful Tourism

We all live on this beautiful, pale blue dot. No matter what region you're from, or what lands you travel to, we are all impacted by our planet's environment. Likewise, no matter where you are, your actions play a role in its continued survival. In this section, we're going to look at how Pokémon can be used to understand environmentalism and respectful tourism.

> ENVIRONMENTALISM
> - a theory that views environment rather than heredity as the important factor in the development and especially the cultural and intellectual development of an individual or group
>
> - advocacy of the preservation, restoration, or improvement of the natural environment; especially : the movement to control pollution

How does Pokémon fit in?

Environmental themes are abundant throughout the Pokémon franchise. In the first season of the anime (S1:E18:N18), Ash and friends promote environmental consciousness, when they fight to stop the destruction of Tentacool and Tentacruel's coral reef home.

Throughout the series, Ash and his friends address issues like deforestation (S3:E3:N119), poaching (S2:E8:N:88), pollution (S1:E30:N30), and more. The team often does so while teaming up with Pokémon researchers, watchers, or rangers, who promote respect toward Pokémon and the Pokémon world. No one can solve the world's problems on their own - we all need to work together to create positive change!

In Pokémon these problems often seem like quick fixes (fixable by a group of kids in 22 minutes), but in our world environmental protection is no light matter. The first step in addressing these problems is to research facts about environmental issues.

ENVIRONMENTAL DEGRADATION FACTS
- The world has already lost 80% of its forests. At the current rate of deforestation, 5-10% of tropical forest species will become extinct every decade
- 27% of our coral reefs have been destroyed - if this rate continues, the remaining 60% will be gone in 30 years
- In 2014, 92% of the world population was living in places where the WHO air quality guidelines levels were not met, and people living in low or middle income countries are disproportionately burdened by the effects of pollution
- Experts estimate that the extinction rate we experience today is between 1,000 and 10,000 times higher than the natural extinction rate

Pokémon Go and Respectful Tourism?

The release of Pokémon GO has brought a whole new batch of environmental issues to the forefront of the Pokémon fandom. Because of the unique nature of Pokémon GO, fans are interacting with the real world around them now more than ever. And, although traveling across the land searching far and wide IRL can be great, it's important to always be *aware of* and *respectful of* the environment around you.

What is Pokémon GO? A free-to-play location-based augmented reality game developed by Niantic. In the game, players use a mobile device's GPS capability to locate, capture, battle, and train Pokémon.

For instance, Pokestops and Gyms are placed at locations of significance in the area. Following the release of the game, a number of people reported players crowding around or even trespassing on places like Hiroshima Peace Memorial Park, Arlington National Cemetery, and Anzac Memorial, with their eyes glued to their phones. In other cases, players have been known to venture off park
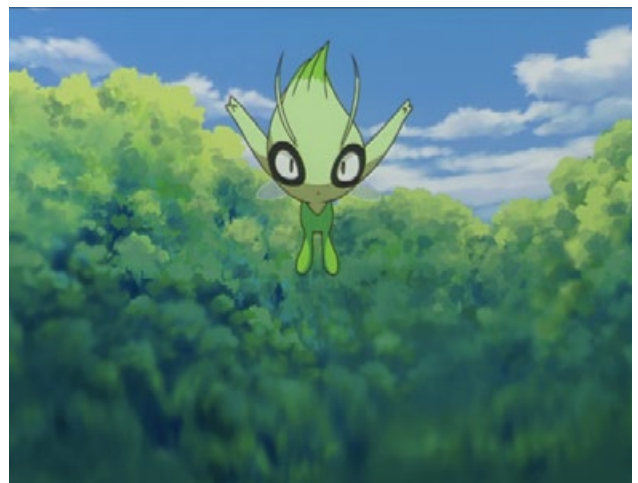
trails into protected areas, and some leave litter behind. By bringing Pokémon into the real world, the potential for harm has increased exponentially. However, so has the potential for good.

On a local scale, Pokémon GO has helped many people rediscover art installations, parks, and historical sites within their cities. The more that people explore their community and local environment, the more likely they are to treat it with respect. Some local businesses have used Pokémon GO as a platform to reach more people ("10% off for team Mystic!" "Catch a Rhydon, get a free soda!"). In this way, Pokémon can promote community development and environmental responsibility.

Pokémon GO encourages children and adults alike to explore the world around them. As environmental educator [Andrew David Thaler put it](#), *"Exploratory play leads to more exploratory play, and reinforcing that kind of play, whether it be through a smartphone or turning over rocks, helps lay the foundations that make a good naturalist."* It offers a new way to frame real world environmental issues, while also peaking the interest of a wide array of people.

Where do we go from here?

We know there are a lot of problems. And no one, young or old, can solve any of them alone. Just like Ash and his friends, we have to continuing learning from our friends, mentors, and experts studying new problems and solutions. In the meantime, there are plenty of ways to help protect the environment.
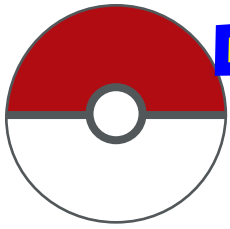
Talk it Out

1. What does the word 'environmentalism' mean to you?
2. What are some ways you can be aware and respectful of your surroundings whilst Poké-searching?
3. Do you or have you seen others treating animals differently depending on where they come from (zoos, forest, cities)?
4. Have you noticed any more (or less) litter around Pokestops in your area?
5. Does your household, school, or workplace recycle? If not, do you know why?
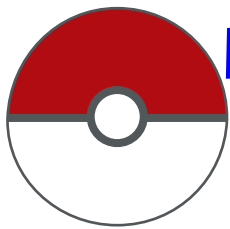
Take Action

1. Plan a day to beautify your local Pokestops with your friends! You could even set up a schedule for checking up on local Pokestops to make sure they're maintained.

2. Partner with a local environmental group for a [BioBlitz](#)! (Find rare and special animals, both digital and real, while out on a Pokéwalk!) #PokeBlitz is being used while Go-ing and finding real animals!

3. Volunteer your time or money to organizations like [Green For All](#), which works to build an inclusive green economy strong enough to lift people out of poverty.

4.. Reduce waste! Resources like [Be Zero](#), [Zero Waste Home](#), and [Going Zero Waste](#) are a great place to start learning about reducing the waste you and your household produce.
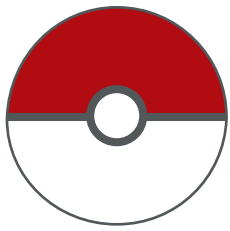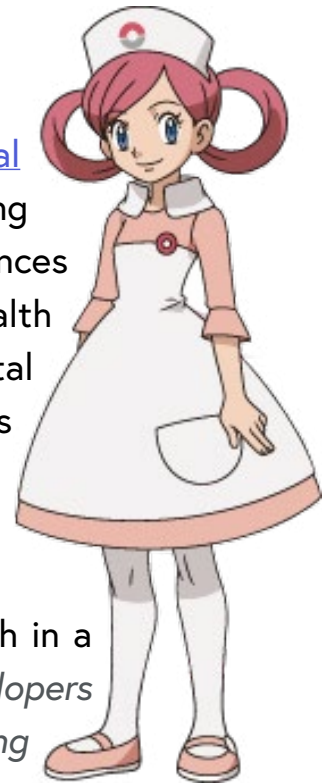
Mental Health

Mental health is important for trainers, rangers, and professors alike. Since its release in July 2016, Pokémon GO has helped so many people with mental health issues, such as social anxiety and depression. In this section, we're going to look at how Pokémon GO intersects with mental health and how we can use this information to promote a positive discussion around mental health.

So, what is mental health?

Mental health includes one's emotional, psychological, and social well-being. Many factors contribute to mental health including biological factors (such as genes or brain chemistry), life experiences (such as trauma or abuse), and family history of mental health problems. Everyone experiences fluctuations in their mental health and it's important to remember that everyone processes experiences and emotions differently.

How does Pokémon GO fit in?

Pokémon GO has helped people focus on positive mental health in a variety of ways. Psychiatrist John M. Grohol writes, *"The developers behind Pokémon Go didn't mean to create a mental health gaming app. But they've done so, and the effects seem to be largely positive.*
For a person suffering from depression or another mood disorder, the idea of exercise can be nearly impossible to contemplate, much less do. For someone suffering from social anxiety, the idea of going outside and possibly bumping into others who may want to talk to you is daunting."

For many people, Pokémon GO has offered a unique way of addressing longstanding mental health problems. One player, who lives with social anxiety, wrote, "Pokémon GO hasn't changed my life or anything like that, but it's made me a bit more comfortable with how I interact in the world." Another player told Mother Nature Network, "[Pokémon GO] has been very therapeutic. It feels good to have something worth getting out of bed for." These small actions, like taking walks and having brief conversations with strangers, can be monumental for people with mental illnesses.

Where do we go from here?

No matter how awesome Pokémon GO is, there is still a long way to go in terms of mental health education and treatment. Much like playing Pokémon GO, the most important part of educating yourself and others on issues of mental health is consistency. Talk to your friends, family, peers, coworkers, and fellow Pokémon trainers about the importance of creating a safe, inclusive dialogue around mental illness. If you just play Pokémon GO in your own home, you won't make a lot of progress. But if you play it everywhere, well, you're sure to make a difference.

FACTS ABOUT ANXIETY DISORDERS

- Anxiety disorders are the most common mental illness in the U.S., affecting 40 million adults in the United States age 18 and older, about 18% of the population.
- Anxiety disorders are highly treatable, yet only about one-third of those suffering receive treatment.
- People with an anxiety disorder are three to five times more likely to go to the doctor and six times more likely to be hospitalized for psychiatric disorders than those who do not suffer from anxiety disorders.

TYPES OF ANXIETY DISORDERS

- Generalized Anxiety Disorder (GAD)
  - ▶▶ GAD affects 6.8 million adults, or 3.1% of the U.S. population.
  - ▶▶ Women are twice as likely to be affected as men.

- Panic Disorder
  - ▶▶ Affects 6 million adults, or 2.7% of the U.S. population.
  - ▶▶ Women are twice as likely to be affected as men.
  - ▶▶ Very high comorbidity rate with major depression.

- Social Anxiety Disorder
  - ▶▶ Affects 15 million adults, or 6.8% of the U.S. population.
  - ▶▶ Equally common among men and women, typically beginning around age 13.
  - ▶▶ According to a 2007 ADAA survey, 36% of people with social anxiety disorder report experiencing symptoms for 10 or more years before seeking help.

FACTS ABOUT MAJOR DEPRESSIVE DISORDER

- Depression is the leading cause of disability in the U.S. for ages 15 to 44
- Depression affects more than 15 million American adults, or about 6.7 percent of the U.S. population age 18 and older in a given year.
- While a major depressive disorder can develop at any age, the median age at onset is 32.5
- Major depressive disorder is more prevalent in women than in men.

TYPES OF DEPRESSION

- Major depression
  - ▸▸ Involves at least five of these symptoms for a two-week period:
    - ▸ Persistent sad, anxious, or "empty" mood
    - ▸ Feelings of hopelessness, pessimism
    - ▸ Feelings of guilt, worthlessness, helplessness
    - ▸ Loss of interest or pleasure in hobbies and activities, including sex
    - ▸ Decreased energy, fatigue, feeling "slowed down"
    - ▸ Difficulty concentrating, remembering, making decisions
    - ▸ Insomnia, early-morning awakening, or oversleeping
    - ▸ Low appetite and weight loss or overeating and weight gain
    - ▸ Thoughts of death or suicide, suicide attempts
    - ▸ Restlessness, irritability
    - ▸ Persistent physical symptoms that do not respond to treatment, such as headaches, digestive disorders and pain for which no other cause can be diagnosed
- Persistent depressive disorder, or PDD, (formerly called dysthymia)
  - ▸▸ A form of depression that usually continues for at least two years
  - ▸▸ Although it is less severe than major depression, It involves the same symptoms as major depression, mainly low energy, poor appetite or overeating, and insomnia or oversleeping
- Bipolar disorder (formerly called manic-depression)
  - ▸▸ Characterized by a mood cycle that shifts from severe highs (mania) or mild highs (hypomania) to severe lows (depression)
  - ▸▸ Types of bipolar disorder include:
    - ▸ *Bipolar I Disorder* is an illness in which people have experienced one or more

episodes of mania.

‣ *Bipolar II Disorder* is a subset of bipolar disorder in which people experience depressive episodes shifting back and forth with hypomanic episodes, but never a full manic episode.

‣ *Cyclothymic Disorder or Cyclothymia*, is a chronically unstable mood state in which people experience hypomania and mild depression for at least two years.

‣ *Bipolar Disorder "other specified" and "unspecified"* is diagnosed when a person does not meet the criteria for bipolar I, II or cyclothymia but has had periods of clinically significant abnormal mood elevation. The symptoms may either not last long enough or not meet the full criteria for episodes required to diagnose bipolar I or II.
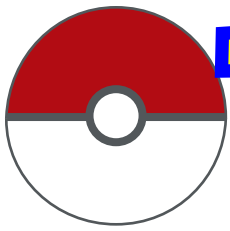
Talk it Out

1. What is your experience with mental health?
2. How do you practice self care?
3. Has Pokémon GO helped you or someone you know with mental health issues? If so, how?
4. Why is it important to talk about mental health?
5. How can we create a larger discussion around mental health?
6. What kind of information were you taught about mental health in school? How do you think this affected your perception of mental health?
7. Are there any other types of technology that could also be useful in similar ways to Pokémon GO?
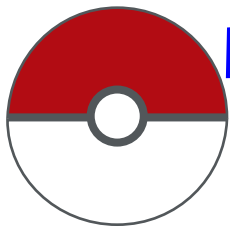
Take Action

1. Learn more about mental health, and mental health providers and programs in your state, by visiting websites like the National Institute of Mental Health (NIMI) and the National Alliance of Mental Illness (NAMI).

2. Support local organizations that provide free or income-based mental health services for people who do not have access to affordable, comprehensive health care.

3.
   Talk to your friends and family about mental health awareness.
   .

Resources

Recommended Episodes
In the Pink - Episode 88
A Sappy Ending - Episode 119
Tentacool & Tentacruel - Episode 19
Sparks Fly for Magnemite - Episode 30
Dig Those Diglett! - Episode 31

Representation
You can finally play as a black Pokémon trainer in Pokémon Sun and Moon via Fusion
Pokémon Go praised by gamers for introducing gender fluid avatars via the Independent
Pokémon GO demographics: The evolving player mix of a smash-hit game via Survey Monkey
Warning: Pokemon GO is a Death Sentence if you are a Black Man via Medium
Pokémon GO is changing how cities use public space, but could it be more inclusive? via The Urban Institute

Impostor Syndrome
Five Tips to Overcome Impostor Syndrome via Psych Central
What is Imposter Syndrome, and What Can You Do About It? via Mental Floss
Impostor Syndrome via Geek Feminism Wiki
Intersectionality via Geek Feminism Wiki
Learning to Deal with the Imposter Syndrome via NY Times
Imposter Syndrome: Talking about our shared secret via TedTalk
Impostor Syndrome-Proof Yourself and Your Community via Usenix
Comparing Your Insides to Other's Outsides - Understanding the Impostor Syndrome via The Empress Has No Clothes
Feel Like a Fraud? via APA
Impostor Phenomenon via paulineroseclance.com
The Simple Truth about the Gender Pay Gap (Fall 2016) via The American Association of University Women (AAUW)
How Society Pays When Women's Work Is Unpaid via APA
When Will They Blow My Cover? The Impostor Phenomenon Among Austrian Doctoral Students via University of Vienna, Austria
"Those invisible barriers are real": The Progression of First-Generation Students Through

[Doctoral Education](#) via University of Massachusetts Amherst School of Education

[5 Ways to Be Intersectional in the Fight Against Imposter Syndrome](#) via Everyday Feminism

[4 Strategies for Dealing with Imposter Syndrome](#) via Everyday Feminism

[BUT AM I REALLY AN ACTIVIST? DEALING WITH IMPOSTOR SYNDROME](#) via APALA

[How to Apologize When You Get Called Out](#) via Everyday Feminism

Environmentalism

[Stop Pokémon Go From Damaging Environment](#) via Force Change

[How Pokémon Go Can Inspire Sustainability and Community Development](#) via Triple Pundit

[An environmental educator's field guide to Pokémon Go](#) via Southern Fried Science

[Fear Not, Pokémon Will Save the Planet](#) via Kill Screen

[Pokémon Go to Remove PokeStops from Holocaust Museum and Hiroshima Memorial…](#) via Mirror

[There are fewer Pokémon Go locations in black neighborhoods, but why?](#) via Belleville News-Democrat

[Is Pokémon GO a blessing or a curse for wildlife conservation?](#) via Wordpress

[Here's the link to request to remove a stop or gym](#) via Pokémon Go Support

[What wildlife scientists and nature lovers can learn from Pokémon Go](#) via Washington Post (quotes below)

[Reporting PokéStop or Gym Issues](#) via Niantic

[Is Pokémon GO a blessing or a curse for wildlife conservation?](#) Via Carlawildlife

> *[Make sure to check out our Fantastic Tools and Where to Find Them toolkit to learn more about climate change!](#)*

Mental Health

[Pokémon Go Reportedly Helping People's Mental Health, Depression](#) via Psychcentral.com

[Pokémon Go Helped Me Cope With My Social Anxiety](#) via Kotaku

[Pokémon Go is reportedly helping people with their depression](#) via Sciencealter.com

[Pokémon Go's Mental Health Benefits Are Real](#) via Huffington Post

[Pokémon GO HELPS PEOPLE WITH ANXIETY, STRESS, AND MORE!](#) Via Geek and Sundry

[What Is Mental Health?](#) Via U.S. Department of Health & Human Services

[The Stress Relieving Powers of Pokemon Go](#) via Femsplain

Thanks!

These talented trainers made this toolkit possible:

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