
The Role of Esports Organisations in Accessibility for Disability Players

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Abstract

The Indonesian Esports industry cannot be separated from the role of organisations that oversee and manage all activities of Esports players, which are expected to provide better accessibility for people with disabilities to be equal in recording achievements in the field of Esports. This problem is closely related to the increase in internet access and smartphones commonly used by people with disabilities, including playing games. This study aims to determine whether Esports organisations as stakeholders provide accessibility for persons with disabilities. This study uses previous research analysing persons with disabilities in various roles in the new media ecosystem. Also, accessibility refers to the ability of a person with one or more disabilities to make meaningful use of media technology. Standpoint Theory and Co-Cultural Communication Theory is the main theory as the basis and tool for analysing the results of this study. This research uses a qualitative case study method with data collection techniques through interviews, literature studies, and a post-positivist research paradigm. This study indicates that Esports Organisations in Indonesia have not been able to play a role in providing accessibility for gamers with disabilities. Of the three formal organisations, only IESPA has special attention by creating a Para-Esports division for people with disabilities. Meanwhile, AVGI & PB ESI do not yet have a specific program. On the other hand, community-based informal organisations such as EAI have a great interest in being able to advocate for gamers with disabilities. Based on the Co-Cultural Theory, they aim to achieve accommodation in a non-assertive manner, particularly by increasing visibility. Nevertheless, this research finally confirms the Co-Cultural Communication Theory that this co-cultural group mobilises strategic communication to try to be heard by the dominant group, but in the end, it remains ignored. This gap makes communication between groups difficult.

Keywords: disability; accessibility; esports; new media; organisation.

INTRODUCTION

The population of gamers in Indonesia has rapidly increased in the last year. A study conducted by Statista (2020) shows an increase in the gamer population by 26% between 2019 and 2020, from 44.1 million people to 54.7 million people. Whereas in previous years, the population increase was only around 10%. This number makes the game industry (Esports) in Indonesia ranked ninth globally and continues to grow.

The Ministry of Youth and Sports (Kemenpora) and the Indonesian National Sports Committee (KONI) officially recognised Esports as an achievement sport in Indonesia at the 2020 Central KONI National Work Meeting (Rakernas) on August 25-27, 2020. This recognition indicates that Esports can participate in official competitions at the national level, such as the National Sports Week (PON). Esports is considered worthy of being a sport because it uses human power in speed, agility, and strategy as in sports in general. The feasibility of Esports as an achievement sport is also based on the fact that Esports has widely competed in national and international events, including the 2018 Asian Games and 2019 SEA Games (Primus, 2020).

One of the Esports communities in the gamer population is Esports Ability Indonesia (EAI), which is a place for players with limited senses or disabilities. EAI, founded in March 2019, was formed to provide a platform to help gamers with different abilities have an equal opportunity to compete with other gamers. People with disabilities have long been discriminated against even though Indonesia's population is quite significant. Based on the Indonesian Statistical Intercensal Survey (SUPAS) conducted in 2015, there were 21.84 million people with disabilities. In the 2018 Welfare Statistics, the proportion is even higher, with 14.06% (more than 37 million) people with mild to severe disabilities. In addition, almost 50% of them are in the productive age group, a missed economic opportunity.

Despite these benefits, many business actors are still reluctant to provide access to persons with disabilities. In July 2019, Nucleus Research released a study on digital barriers for people with visual impairments. According to research, more than 70% of Internet sites are not friendly to people with disabilities. In addition, it is also claimed that denying full access to visually impaired consumers resulted in business losses of \$6.9 billion.

The Convention on the Rights of Persons with Disabilities which Indonesia has ratified in Law no. 19 of 2011, regulates various rights the state must fulfil. These rights include the right to life, protection in situations of risk and emergency, equal recognition before the law, the right to be free and safe, to be free from pain and cruel treatment, to be free from exploitation, violence and abuse, respect for privacy, freedom to live independently, the right to access personal mobility, access to information, respect for owning a home and family, participation in public and political life, freedom of expression, as well as other economic, social and cultural rights such as the right to education, health, rehabilitation and habilitation and the right to work (Muhammad, 2014).

Specifically, according to Indonesian regulations, the government guarantees that persons with disabilities or those with physical, mental, intellectual or sensory disabilities are entitled to the fulfilment of accessibility rights. This right is crucial to ensure the independence and participation of persons with disabilities in all aspects of life (Muhammad, 2014). The provision of access to persons with disabilities has also been regulated in Indonesia by Law No. 8/2016 concerning Persons with Disabilities. Following

up on this, the government has also included inclusive development in the 2015-2019 National Medium-Term Development Plan (RPJMN). This shows the government's willingness to provide equal access for its citizens without discrimination.

In their research, Vanri and Hasbiyalloh ((Vanri & Hasbiyalloh, 2012) stated that games could be a means to channel the hidden desires of players in forms such as: forgetting daily routines, relieving stress, doing things out of the ordinary, getting recognition for an achievement, or to interact with others. For people with disabilities, these can be tools that are difficult to find in the real world because of unequal access.

Meanwhile, Ellcessor believes that games can be a source of cultural capital and a site of fun and entertainment, which also helps people with disabilities to socialise and feel equal (Ellcessor & Ellcessor, 2016). On the negative side (Noer, 2016), escapism and addiction to playing games can cause regret after finishing playing games because they do not use time properly and cause fatigue and saturation effects. However, according to Nuzuli (Nuzuli, 2020), in his research on PUBG game players, although there is a tendency for the game to be addictive, it was found that there is a significant correlation between the intensity of playing the game and the formation of more effective interpersonal communication with fellow players. This finding is also similar to the results of research by Chen & Michael (Chen & Michael, 2005), who believe that mobile gaming is a medium that can also contribute to creating social space and character building for persons with disabilities. The study also aims to understand the barriers and challenges of persons with disabilities, particularly those with sensory impairments, in actively participating in the mobile game community. This is important because, according to research by Andrea & Yuliati (Andrea & Yuliati, 2019), gamers are more likely to be exposed to cyberbullying than non-gamers. Moreover, the position of gamers with disabilities who come from marginalised groups, the potential can be even greater.

Despite the slow pace of development, the gaming industry has started to pay attention to accessible games as Microsoft, Sony, and Tencent, China-based developers, have started to incorporate accessibility features into their hardware and software. However, Goggin and Newell also believe that the disabled community must also become active citizens, make themselves heard and contribute to developing better media accessibility features for themselves.

In Indonesia, the Esports industry cannot be separated from organisations that oversee and manage all activities of Esports players, such as players/athletes, teams, tournament organisers, and referees, to supporting roles such as casters and sponsors. The organisations that have this role are the Indonesia Esports Association (IESPA), the Indonesian Video Game Sports Association (AVGI), and the Indonesian Esports Executive Board (PBESI), plus a non-formal community-based organisation with disabilities Esports Ability Indonesia (EAI). These organisations are expected to provide better accessibility for people with disabilities to be equal in recording achievements in the Indonesian Esports field.

This research is based on the fact that Esports organisations should be able to provide better access to persons with disabilities. This research is critical because it can provide valuable input for all Esports stakeholders, especially formal organisations and informal communities, to expand the accessibility of Esports gamers so that they can excel and even become professional athletes on par with non-disabled gamers. The urgency of this research to be done by stakeholders because Esports has become a sport of achievement since 2020 so that later athletes will be able to compete in multi-event sports competitions, both national and international, including special sports multi-event competitions for disabilities such as the Paralympic and Asian Para Games.

At least to feel they can socialise and feel equal, communication is needed to bridge them. However, this needs to be investigated further because this problem is closely related to increasing internet access and smartphones, which later became one of the most commonly used facilities for people with disabilities, including playing games. To fill this gap, this study aims to identify whether Esports organisations, as stakeholders that oversee the Indonesian Esports industry, have policies that provide accessibility for persons with disabilities.

Several pieces of literature were reviewed to understand the topic further to support this article. The first one was according to an article titled *Access to Mobile Gaming for People with Sensory Impairment (Case Study: the role of EAI for Gamers with Disability)* by Tjokrodinata, Bangun & Dinansyah (Tjokrodinata et al., 2022) which is the predecessor of this article, communities for people with disabilities can provide better access, including advocacy, which is seldom found in other actors.

This article intends to further add to that literature by providing a perspective from the Esports association's point of view. The authors found that not many studies are discussing the relations between the improvement of new media access by people with disabilities and the role of Esports associations in providing better accessibility. This article will discuss whether those Esports associations already have policies that favour people with disabilities and how those policies can help people with disabilities. The article will also provide recommendations to the associations on irrelevant policy points that should be removed to provide better access to them.

This article used standpoint theory as the main framework to understand the power relations between actors. The standpoint theory stipulates that individuals are active consumers of their reality, and those individual perspectives are the most important information source of their experience in everyday life (Riger, 1992; Wood, 2007) (West & Turner, 2019). Standpoint Theory prioritises acquiring the voice of individuals that actively participate in reality. Hartsock (1998) further defined this as the perspective of active participation of individuals with their own biases due to their situation. This concept of active participation is also supported by Hirschmann (1997) and Hallstein (2000) (West & Turner, 2019), who further differentiates between the point of view and perspective.

Standpoints are achieved through experiences of oppression added to active engagement, reflection, and recognition of the political implications of these experiences. Many non-disabled people may have a favourable perspective toward people with disability. However, their standpoint most likely will not change due to the lack of engagement with people with disability. Previously, gamers with disabilities already had informal groups that gathered together to play games; however, the lack of organisation made it difficult for potential gamers with different abilities to shift from a simple gaming setup to a competitive environment. The main challenges identified from the interviews were a lack of access to information on competition and difficulty communicating (Tjokrodinata et al., 2022).

The United Nations defined accessibility as the presence of flexible arrangements that can accommodate the needs and preferences of people with disabilities. This can be in physical goods or virtual services that people with disabilities can utilise. This definition does not strictly refer to the rights of people with disabilities but also refers to the issues of the development of products and services that can ensure active and equal participation by people with disabilities in a social context. The forms can encompass the physical environment, transportation, information and communication technology, and information communication system (Nations, 2018).

Gerrard Goggin and Christopher Newell (Goggin & Newell, 2002) analysed the various roles of people with disabilities within the new media ecosystem. The study also offered multiple stakeholder perspectives, such as policymakers, technology companies, and engineers' points of view. Goggin and Newell argued that the new media might have the potential to give better access to people with disabilities and provide the freedom they always dreamed of. However, policymakers and technology companies eventually choose the easy route in designing and developing the new media. This cycle has perpetually happened in different ecosystems or situations, where the marginalised groups are set aside and ignored when the more powerful entities only consider practicality over wider access.

A study by Chen & Michael (Chen & Michael, 2005) found that accessibility is not a popular research topic for academics in various media literature, including television, digital media, film, media industry or even media policy studies. Chen & Michael stipulated that their research is based on two ideas: disability and accessibility. Disability is understood as unaccommodated physical or mental barriers to accessing social structures, community, or other physical interactions. In contrast, accessibility refers to an individual with a disability(ies) to use media technology in a meaningful way, either through assistive technology or through mainstream technological modifications. Accessibility in a platform is dependent on several factors, such as software developers, hardware manufacturers, digital content providers, and policy makers that regulate digital media accessibility.

To support the standpoint theory, this study takes the perspective of the Co-cultural communication theory proposed by Marke Orbe. This theory is an extension of the

standpoint theory and the muted group theory, both of which focus on seeing from the point of view of the marginalised. Similar to the two theories, the Co-cultural Communication theory also takes the point of view of marginal people referred to by the term “co-cultural group”, namely all minority groups, including LGBT, Q, groups with differences in race, economy, disability, religion, and even the age gap that is included as a group with less power or power than the majority group in that place (Griffin, 2019).

This co-cultural group mobilised strategic communication to try to be heard by the dominant group, but in the end, it was ignored. This gap makes communication between groups complex. While in reality, the interaction between the two groups is unavoidable considering the existing social structure. Therefore, co-cultural groups adopt specific communication practices to survive in the existing situation. With this, the theory of co-cultural communication looks at how communication occurs between minority groups and majority groups, especially from the point of view of co-cultural groups. In short, Mark Orbe defines co-cultural communication as communication between “dominant” and “non-dominant” group members (Griffin, 2019).

One of the concepts of co-cultural Communications is Co-Cultural Orientation. This concept focuses on two of the six factors influencing the marginal group’s negotiation or communication with the dominant group: the preferred outcome and the communication approach. The preferred outcome is the expected final result of the ongoing negotiation process. The three primary preferred outcomes are assimilation (adaptation to the norms of the dominant group), accommodation (the adoption of shared norms from both groups), and separation or separation of norms (the formation of a new group containing some members of the initial co-cultural group, who adhere to the norms of marginalised groups). The communication approach factor or the communication approach is a non-assertive and aggressive approach (Orbe & Roberts, 2012).

In more detail, achieving this goal can be done with various approaches based on the level of “subtlety”, namely non-assertive, assertive, and aggressive. With this found nine communication orientations with 26 communication strategies that can be done, namely: emphasise commonalities; developing a positive face; censoring self; averting controversy; extensive preparation; overcompensating; manipulating stereotypes; bargaining; dissociating; mirroring; strategic distancing; ridiculing self; increasing visibility; dispelling stereotypes; communicating self; intragroup networking; using liaisons; educating others; confronting; gaining an advantage; avoiding; maintaining barriers; exemplifying strengths; embracing stereotypes; attacking; and sabotaging others (Orbe, 1998).

This study will also investigate the co-cultural orientations adopted by EAI in its communication with various Esports associations.

Geurs, De Montis, and Reggiani (Caschili et al., 2015) add to the definition and further classify it into four important components for people with disabilities: spatial usage component, transportation component, temporal component, and individual component.

The spatial usage component governs the quantity, quality, and distribution of spaces for people with disabilities. The transportation component defines the time, cost and effort in travelling for people with disabilities. While the temporal component describes challenges and variability of time, the individual component concerns the needs and abilities of people with disabilities.

METHOD

The authors used a post-positivist approach in this study, which tries to explain phenomena by describing the actions taken by the research objects concerning the phenomena. In other words, the paradigm recognised human behaviour through the researchers' eyes as the main observation instrument (Babbie, 2020). This study utilised qualitative data collection methods, particularly in-depth interviews. According to Baxter, a qualitative interview is an interaction between the researcher and the object of research that uses a list of questions as a guide to conduct a question and answer session (Babbie, 2020). In essence, the researchers determine the direction of the interview, which follows the general structure of the list of questions without being strictly tied to it and alter the direction of the interview according to the informant's responses. According to Seale(Seale, 2012), the questions list is important in understanding the informant's perspective about the phenomena, and it is crucial to obtain the experience as detailed as possible.

Table 1. Informants

Subject	Role	Interview Method
Shena Septiani	Founder of Esports Ability Indonesia (EAI)	Depth Interview
Prananda	Indonesia Esports Association (IESPA)	Depth Interview
Rob Clinton Cardinal	Asosiasi Video Games Indonesia (AVGI)	Depth Interview
Ricky Setiawan	Pengurus Besar Esports Indonesia (PBESI)	Depth Interview

Source: Primary Data, 2021

RESULTS AND DISCUSSION

Esports organisation in Indonesia was initiated by the Indonesia Esports Association (IESPA), which first acted as an organisation that houses Esports athletes to compete in the Esports Demonstration Event at the 2018 Asian Games Jakarta-Palembang. This event is the first time Esports has entered into a sport at a multi-event event in the Asian region. The organisation, founded on April 1, 2013, was originally a single forum for fostering and realising the aspirations, appreciation, participation, recreation, and achievements of the Esports community in Indonesia (IESPA, 2020).

Then in 2018, the Indonesian Video Games Association (AVGI) was formed under the guidance of the Ministry of Communication and Information and the Ministry of Trade of the Republic of Indonesia because it is related to Esports as an industry (AVGI, 2021). Not long after AVGI, the Government of the Republic of Indonesia, through the Ministry of Youth and Sports, formed the Indonesian Esports Executive Board (ESI) as an organisation that manages athlete achievements in 2019 which later became a member of the Indonesian National Sports Committee (KONI) (PBESI, 2021). Indirectly, ESI replaces the previous role of IESPA to foster and channel the achievements of Esports Athletes in Indonesia.

The three Esports organisations need talented and trained athletes to continue producing achievements, not to mention athletes with physical limitations, including those who are deaf. However, several things hinder the opportunity for the deaf who are good at playing Esports to make achievements. One of the main factors is communication barriers, especially for hearing and speech impaired gamers. Based on the author's observation, the Esports organisation has not fulfilled this role. This accessibility is needed to increase engagement with non-disabled gamers, which is expected to help change their perspective and, ultimately, the view of gamers with different abilities.

The accessibility referred to in this study is the need for gamers with disabilities to be given equal opportunities to participate in training, tournaments, and multi-event sports competitions. This equality can be realised through communication that becomes a bridge between the needs of gamers with disabilities to excel and stakeholders who can accommodate these needs, both in formal and informal communities. Esports stakeholders also need to realise that Esports has become a sport of achievement since 2020 so that later athletes will be able to compete in multi-event sports competitions, both national and international, including multi-event competitions for special sports for disabilities such as the Paralympic and Asian Para Games.

Accessibility is also necessary for building and maintaining relationships with various stakeholders in the gaming industry. This is reflected in the researcher's interview with the Indonesian Esports Association (IESPA) and the Indonesian Video Games Association (AVGI), two leading associations in the Indonesian game industry.

IESPA already has a division to empower disabled gamers, namely the Para-Esports division headed by Shena Septiani as the founder of the Indonesian Ability Esports Community (EAI) because of her contribution to the disability community. She strives to advocate for the disabled community to get a proper place in every formal and informal tournament. For example, how can they get access to make it easier for people with disabilities to carry out their activities, including providing better infrastructure for them.

Esports Ability Indonesia (EAI), established in March 2019, was formed to provide a platform to help gamers with different abilities (disabled) have equal opportunities to compete with other gamers. As one of the founders, Shena Septiani's perspective is quite similar to most non-disabled people who rarely interact with people with disabilities.

Previously, gamers with disabilities had informal groups gathered to play games. Still, the lack of organisation made it difficult for would-be gamers with different abilities to transition from a casual gaming setting to a competitive environment. The main challenges identified from the interviews were lack of access to information about competition and communication difficulties. These challenges can be overcome with the presence of EAI, as they can send one or two teams to monthly tournaments and receive funding from sponsors.

Some of EAI's success factors are due to Shena's involvement as one of the founders and leaders of EAI and the increased knowledge accumulated from the organised community itself. As a non-disabled, Shena can understand the point of view of gamers with different abilities and can communicate with deaf gamers, one of the major groups in EAI, using sign language. This provides EAI with a vital resource capable of bridging the different communication methods between disabled and non-disabled gamers. Apart from that, Shena has also assisted in disseminating organisational knowledge and other soft skills essential for an organisation, which has given rise to more independent sub-groups to organise themselves to prepare for or participate in tournaments.

Besides IESPA, another organisation that cares for gamers with disabilities is AVGI. However, AVGI does not yet have a particular concern for disability as progressive as IESPA, only giving appreciation to one participant in the Esports competition with a disability. These two associations want to accommodate disability in the gaming industry but have been unable to optimise it due to limited access to information and strong demand from this community. At least, the disabled community already has a place to voice the voiceless or players with different abilities.

Meanwhile, PB ESI, when contacted for an in-depth interview regarding this research topic, could not answer the researcher's questions. They only responded that related to athletes with disabilities would be the concern of PB ESI and was one of the emphasised things. Currently, PB ESI is still in the stage of studying and planning, so there is no specific program that can be informed, so it is rather difficult to answer this research question. However, PB ESI provides full support for the assault and community of athletes with disabilities. Nevertheless, when confirmed, PB ESI could not provide concrete things to support the community of athletes with disabilities.

As a federation or a formal organisation under the Ministry of Youth and Sports of the Republic of Indonesia, PB ESI is a forum for national Esports Athletes eligible to compete in international-level championships. It includes multi-event competitions such as the Olympics, Asian Games, and SEA Games. It also includes multi-event competitions for athletes with disabilities who will compete in the Paralympics, Asian Para Games, and some of its kinds in the future.

Theoretical Discussion

The potential understanding of the oppressed (The Standpoint) exposes the inhumanity of the existing relationships between groups and moves us towards a better and more just world (West & Turner, 2019). The expected advocacy in this situation is when Esports associations in Indonesia can organise Esports competitions for players with different abilities. If possible, the teams are mixed, between disabled and non-disabled players, so the match between the two is balanced.

Although AVGI and IESPA stated that it was pretty tricky for disabled players to compete with non-disabled players, they wanted a fair opportunity from the players' point of view. However, as Ellcessor (Fell, 2016) mentioned, access and participation depend on each

other. Just as access empowers participation, increasing participation by various people in various contexts and practices ultimately enables access to grow.

According to Tjokrodinata et al. (Tjokrodinata et al., 2022), standpoint is achieved through experiences of repression that are added to active engagement, reflection, and recognition of the political implications of these experiences. Many non-disabled people may have a good perspective on People with Disabilities (PwDs), but their standpoint will likely not change due to a lack of engagement with PwDs. The opportunity to offer this engagement, which will then amplify the voices of gamers with disabilities, is made even more possible with the foundation of EAI.

Although EAI managed to provide positive improvements for its members, they also shared some challenges that needed to be resolved: lack of resources in leadership positions and difficulties in transmitting gamers with different ability standpoints and shaping other stakeholders in the gaming industry.

EAI is an organisation capable of at least being expected to bridge between disabilities as marginalised people and other Esports organisations prioritising non-disabled gamers. Based on the Co-Cultural Theory, they aim to achieve accommodation in a non-assertive manner, particularly by increasing visibility. EAI often plays together or Mabar (*main bareng*) with fellow gamers with disabilities in cafes also frequented by non-disabled people. Then the community also participated in several tournaments that were not specially made for the disabled so that they were apparent to the public. Plus, this community's founders become administrators or part of an organisation that houses professional Esports athletes IESPA, especially in the special division for Esports, which further increases the visibility of disabled gamers.

Community gamers with disabilities such as EAI also show what Orbe (Orbe, 1998) stated in co-cultural communication, where they formed a co-cultural group which then began to establish communication between members of the "dominant" and "non-dominant" groups. It is just that the role of the dominant group represented by the three formal organisations has not been able to fully see and accommodate the needs of the non-dominant group, even though the roles of ESI, IESPA, and AVGI are highly expected so that the co-cultural communication strategy implemented by EAI can be more effective. Finally, this confirms the theory presented by Orbe that this co-cultural group mobilises strategic communication to try to be heard by the dominant group, but in the end, it remains ignored. This gap makes communication between groups difficult.

Geurs, De Montis, and Reggiani (Caschili et al., 2015) state that accessibility has four components: a land-use component, a transportation component, a temporal component, and an individual component. Gamers with disabilities should be able to get accessibility based on individual components that reflect their needs and abilities. This is because they have good abilities in the fields they are involved in, so their needs must still be accommodated through the provision of accessibility by organisations that oversee

Esports. Even one of the organisations directly under the auspices of the government, ESI, has not done anything to accommodate accessibility.

Accessibility is achieved through ongoing conversations about individual and group needs, and accommodation is available to all (not tied to disability status) and includes unusual features such as “quiet rooms” as well as interpretive services, wheelchair seating, and other conventional amenities—forms of physical and communicative accommodation. Accessibility is used to discuss equality of access based on disability but is extended to be relevant to class, race and other differences.

Barriers to using new media platforms by persons with disabilities fall into several categories: lack of skills and proximity to media and tools, economic limitations, and reluctance to learn new technologies. Barriers to technology use include a lack of design processes, inadequate evaluation and feedback mechanisms from target groups, and misplaced deployment priorities (Baker et al., 2013). Even though technological advances have been achieved, those who already own the technology can still be trained on how to use technology by reducing technical problems. However, persons with disabilities must be skilled enough to access technology and learn how to use it from the beginning. So while digital platforms and new media match the question of inequality and social justice, and in this case, how accessible mobile games are for people with disabilities, Esports organisations in Indonesia have to accommodate gamers with disabilities to compete on equal opportunities with non-disabled gamers.

Reasonably fundamental equality between disabled and non-disabled gamers can be achieved if formal organisations accommodate disabled gamers to become national athletes. For this reason, special policies are needed that also provide opportunities, even in different sports event categories, for Indonesian disabled Esports athletes to participate in competing for the name of the nation. Formal organisations, including PB ESI, can also conduct hearings or advocacy through discussions with informal communities such as EAI to gain insight into appropriate policies to accommodate the needs of gamers with disabilities, not only to facilitate them to casual “mabar” but also to foster them to become a professional athlete.

CONCLUSION

Gamers with disabilities need to be allowed to become professional Esports players or athletes because they cannot be separated from the potential of Esports as an achievement sport to compete in national and international multi-event sports competitions, which are necessary for the future. It can only be achieved if the entire Esports ecosystem in Indonesia supports the presence and provides guidance to gamers with disabilities.

Esports organisations in Indonesia have not been able to play a role in providing accessibility for gamers with disabilities. Of the three formal organisations, only IESPA has special attention by creating a para-Esports division for people with disabilities. Meanwhile, AVGI has just given an unsustainable ceremonial appreciation for participants

with disabilities who participate in their tournaments/competitions. PB ESI is even more lagging because it states that it is still in the study and planning stage, so there is no specific program that can be informed. On the other hand, community-based informal organisations such as EAI have a great interest in being able to advocate for gamers with disabilities.

These findings confirm the concepts & theories used in this study. One of the most suitable is the standpoint theory which highlights the opportunity to offer engagement for gamers with disabilities, which will amplify the voices of gamers with disabilities, becoming possible with the foundation of EAI. With the prominent role of EAI, they can be a mouthpiece for gamers with disabilities to be heard and facilitated by Esports organisations with formal legality.

This study suggests that formal Esports organisations can accommodate and coordinate more with informal organisations that facilitate gamers with disabilities. They can provide more meaningful input in advocating for gamers with disabilities so that the role of the Esports organisation is more significant in building accessibility to the inclusiveness of the Indonesian Esports industry.

The results of this research are expected to provide valuable input and be one of the first in the context of Esports. Esports in Indonesia was only recognised as a sport of achievement in 2020. Previously, Esports was only seen as games and entertainment, which were not so important to accommodate, including accommodating gamers with disabilities.

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