

# Future Worlds | Digital Selves

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## New ADA Accommodations for Avatar Representation in the Workplace



Midjourney: High fidelity screenshot of a Playstation 5 supreme court game, view of a court case. Realistic.

In a landmark ruling of 7-2, the Supreme Court affirmed the constitutional legitimacy of ensuring fair representation for workers in digital environments. This ruling has been the subject of considerable public debate since the enactment of new labor laws, which extended the rights of digital avatars. These laws were co-sponsored by the American Association of differently-abled workers and were passed in several states late last year.

At the heart of the debate was whether digital citizens should possess the right to determine the extent of representation, abilities, and enhancements made to their digital identities.

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The case of Arrowz1 vs. The Sandbox (2028) marked the first instance in which the Supreme Court permitted an individual to solely represent themselves through a digital avatar. During the court proceedings, it came to light that the person known digitally as Arrowz1 had experienced severe burnout during the economic crunch of 2026, where they managed one of the most successful AI streaming channels of the past two years.

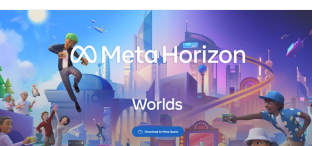
In search of a balanced life, Arrowz1 shuttered their streaming channel and began to anonymously apply for entry-level digital contributor positions at fully virtual workplaces but faced rejection from AI hiring scans due to their over-qualification. The revelation of their background work history was found through on-chain career tags which played a role in these rejections.



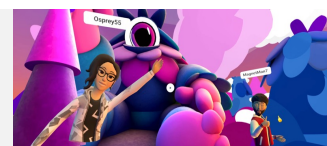
Midjourney: High fidelity screenshot of a Playstation 4 supreme court game where the main non-binary character in a yellow suit professionally presents their case. Realistic.

Arrowz1 was finally hired at a subsidiary of The Sandbox, where upon onboarding, their true background was revealed, and their avatar's identity arrow was changed from entry-yellow to executive-blue. In these environments, employees' roles are identified by a different color for each arrow, indicating their level of data access and varying responsibilities. By ruling in favor of Arrowz1, SCOTUS affirmed the right of workers to choose how they are represented in their digital workplace and what skills are represented on their on-chain career tags.

Given the fierce competition among states to attract digital workers, it is expected that this ruling will garner sufficient support in Congress to be incorporated into the Americans with Disabilities Act.



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## New planned city breaks ground in Wyoming; will be governed by principles prototyped in the open Metaverse world of IRL



Midjourney: A realistic photo of a new skyscraper being built on stilts located in a springtime prairie in Wyoming with buffalo wandering in the distance. mountains in the background. Lens blur.

In an undeveloped valley of northwestern Wyoming, something new is stirring. Instead of the usual bison wandering the horizon, herds of technology journalists, city planners, construction workers, and hopeful settlers have gathered to celebrate the first phase of development of “IRL,” the most ambitious new city project in North America made possible by the recent digital-first government policy from Wyoming legislature.

IRL is the first of its kind in many regards. The concept emerged in a virtual community of passionate philosophers, designers, and technologists who set out to develop a better way of living. Over the course of two years, this community simulated over 4,000 years of city planning and development to define the initial laws and government structure their city would launch with. They have already democratically elected their first city officials who will oversee the development of



Phase 1 construction. The population is expected to balloon from 450 to 50,000 citizens by 2032.

The city of IRL promises healthier and happier lives for its residents, but not all residents will be physically located in IRL. Virtual citizens can participate in the civic development of this Wyoming municipality by engaging with the digital version of IRL. It is within these virtual spaces that teams of citizens are generating new structures and landscapes, and passionately debating different versions for each future planned structure.



Midjourney: A high resolution photo of a new futuristic skyscraper on stilts located a prairie in Wyoming with buffalo wandering in the distance.

One of the most controversial systems emerging in this experiment is the emergence of social capital coins that are outcompeting both traditional cryptocurrencies and U.S. dollars as the primary method of trade. Civic responsibility and currency are merging to allow their citizens to have greater ownership of the development of their city. Many critics have compared this system to social credit systems being trialed in several countries around the world, but IRL proponents insist that their decentralized networks offer a new system that rewards participation and avoids exclusion. Regardless of how you feel, the new coins are essential for any of their virtual citizens who hope to become physical citizens through the randomized daily lottery.

Early criticism of the project pointed to the harm this new city would cause to the local environment. In response, the community has taken on an environmentally integrated approach to their architecture and city design. The early structures approved for development are built upon 20-foot-tall pillars to allow the bison and other animals to graze and migrate freely below. The city planning committee is certain that their simulations will allow every building and transportation path to be fully optimized to the local environment taking each rock, plant, and tree into consideration for the final build.

Towards the end of the day, a small herd of curious bison strayed towards the event's food stalls. Several settlers attempted to take pictures with a small bison calf, but a nearby adult bison protectively stepped forward towards the crowd. For a tense moment, the angry bison locked eyes with the retreating crowd. Eventually, the bison's aggression subsided, and it joined the rest of the herd as they wandered off.

While tremendous digital simulation had been used to plan the day's ribbon cutting ceremony, nature's inherent unpredictability reminds us that while we have full control over the laws of our digital worlds, we are still guests of the natural world, and it has laws of its own.



Midjourney: Photography a ribbon cutting ceremony with the mayor, crowd and press in a prairie in Wyoming, part of the crowd is walking away from a buffalo on the side. Realistic.



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