Participa City

A simulation game to learn about discrimination

Game material for the Anti-Discrimination Advisory Board (ADB)

ANTI-DISCRIMINATION ADVISORY BOARD

https://participa-city.eu

Co-funded by the European Union

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Material for the trainer

PARTICIPA CITY – Description of the board



Initial situation

In Participa City, there are several **political groups and initiatives**. One of them gained significant attention by writing an open letter to the city council. In the letter, they called for a critical examination of the situation in Participa City regarding racism. At the following city council meeting, the issue was addressed as a top priority. The council members decided to establish an Anti-Discrimination Advisory Board (ADB). Its members are selected randomly from among all residents. The board's findings are intended to help combat racism in the city.

In each game round, one to three persons can act as members of the ADB and observe the individual situations to document any racist incidents that occur. The ADB is also primarily responsible for the posts in the virtual news forum, writing short comments and observations in the forum to make them public.

The ADB members are reassigned before the start of a new game round. You choose the members from among the characters in the game. They act within their biography that you give them or that they have previously received as players in the game.

Depending on your plan and the number of participants, the size of the ADB can vary. The game can even be played without the ADB.

The members of the ADB should have received and read the paper “Welcome to Participa City” that is handed out to all participants of the game before the first scenario is played. Starting from the second play round, this paper doesn’t have to be distributed.

Players of a chosen scenario cannot be members of the ADB at the same time. You find in this file all biography cards to select your ADB members easily for the different scenarios.

Game procedure

- You hand out the biography cards of the chosen character, the name tags, the game instructions, the letter from the mayor and an observation sheet to the ADB members of each play round and explain their task to the ADB members.
- First, there is a reading phase (approx. 10 minutes).
- Then, you give an acoustic signal, and the ADB members go individually or together to the game stations to document any racist incidents that occur or to put posts in the virtual news forum. It might be necessary to encourage the ADB members to use the virtual news forum.
- With the next acoustic signal, you end the conversation.
- You ask all players to join the debriefing. The ADB members start there and report on their observations.

Material for the trainer

PARTICIPA CITY – Description of the board



Material for the participants

- “Welcome to Participa City” for all ADB members for the very first scenario in the game
- Game instructions for all ADB members
- Letter from the mayor
- Additional material: observation sheet
- Copy each material according to the number of members in the ADB

Material for the trainer

- Biography cards of all players (except sick persons and youngsters) in the whole game; it is indicated in which scenario(s) the character plays. ADB members cannot be players in a scenario at the same time, so choose ADB members from different scenarios.
- For all players, you find name tags to be used for the chosen ADB members.

Welcome to PARTICIPA CITY

Material for participants

Introduction for all players

Participa City is a medium-sized town in Europe with approximately 100,000 residents. It is hardly different from other cities of this size. All types of schools are represented, as well as a University of Applied Sciences specializing in economics. The largest employer in the area is a metal processing company. Additionally, the town has ten sports clubs, a police headquarters, and two fire stations. There is also a neighbourhood considered a so-called “social hotspot”. This town district hosts institutions providing counselling services. Moreover, there are active **neo-Nazi structures**, whose members are primarily active in the surrounding areas but also occasionally make appearances in the city. For this reason, a round **table against right-wing tendencies** has been initiated and campaigns for more diversity are held regularly. According to studies conducted by the local University of Applied Sciences, approximately every second resident tends to hold prejudiced views against asylum seekers. And in 2019, an EU-wide Eurobarometer survey found that over half of Europeans believe racial or ethnic discrimination to be widespread in their country (Eurobarometer Discrimination in the EU 2019).

But something is different in this city:

After repeated attacks on local mosques, the situation escalated last year. Islamophobic slogans were repeatedly spray-painted on the walls of the city's largest Muslim place of worship. In response, the mosque's board decided to station a guard. Just a few days later, the guard was attacked and seriously injured. The perpetrators managed to escape and have been unsuccessfully sought ever since.

This incident sparked a broad debate on the issue of racism. The city council decided that the city should become **free of racism**. As a first symbolic step, the city was renamed Participa City. During the renaming ceremony, Mayor Calan stated: "Every person in this city should know that Participa City aspires to become a place free of discrimination!”. In Participa City, there are several political groups and initiatives. One of them gained significant attention by writing an open letter to the city council. In the letter, they called for a critical examination of the situation in Participa City regarding racism. At the following city council meeting, the issue was addressed as a top priority. The council members decided to establish an **Anti-Discrimination Advisory Board (ADB)**. Its members are selected randomly from among all residents. The board's findings are intended to help combat racism in the city.

We now want to visit places in the city where people from diverse backgrounds interact daily: for example, at schools, the employment agency, the train station, or sports and playgrounds. These encounters will allow us to identify the stumbling blocks on the path to a racism-free society. None of the participants should fear criticism of their behavior during the game: we are all here to learn how to recognize racism and discriminatory behavior in everyday life and develop strategies to counteract them. Unfortunately, in some instances, it will be necessary to reproduce racism to facilitate this learning process.

Have fun with the game!

PARTICIPA CITY – Game instructions for Anti-Discrimination Advisory Board (ADB)

Material for participants

You have been randomly selected to support the Anti-Discrimination Advisory Board in its work. Your task is to document with absolute neutrality whether you can observe racist tendencies or open racism in Participa City. You act within the biography assigned to you.

You observe what is happening at the stations. You record your observations on the enclosed observation sheet. This will be analysed later and forwarded to the city council.

In order to act faster and more transparently for the residents of Participa City, you can publish short messages in the virtual news forum of the Anti-Discrimination Advisory Board. This allows citizens to be informed and educated about racist incidents in the city in a timely manner.

Game procedure

- Identify yourself with the person from the biography card and these game instructions here and the additional material to get familiar with your task.
- You decide which station you want to observe in case there is more than one station.
- If there are other members as well in the Anti-Discrimination Advisory Board, you can distribute different task among the members.
- You receive an observation sheet to note your observations.
- First, there is a reading phase to prepare yourself (approx. 10 minutes).
- After the acoustic signal, you go to the game station that you want to observe. The playing starts, and you take notes from your observations (approx. 20 minutes).
- The Anti-Discrimination Advisory Board is also responsible for the virtual news forum and to write news. You decide when to post news to the forum.
- Please remember that you are acting as a silent observer. Your voice is the news forum. Do not intervene in the game!
- After another acoustic signal, the conversations ends and the trainer asks you to join the debriefing.



LETTER OF THE MAYOR
ANTI-DISCRIMINATION ADVISORY BOARD (ADB)

Anti-Discrimination Advisory Board
Municipality of Participa City
Street of Equality 1
12345 Participa City

Subject: Your appointment as an honorary member of the Anti-Discrimination Advisory Board (ADB)

Dear citizen,

we live in special times in a special city. In Participa City, we are global citizens. We see ourselves and others for what they are: human beings. That is what defines us, what makes Participa City what it is. We live a vision and want this vision to become reality.

I need your help so that we can keep our promise. You have been selected by lot to support the important work of our Anti-Discrimination Advisory Board. I warmly congratulate you on this task.

As you know, this council has been tasked with scrutinising certain areas of our city to see whether Participa City is already free of racism. You have been appointed as independent observers for the next period. Please document all forms of racism that you are confronted with during this period. You are also welcome to use our virtual news forum account for this purpose.

Please proceed to the first meeting of the Anti-Discrimination Advisory Board.

Yours sincerely

Your mayor,

Amira Calan (independent)

OBSERVATION SHEET FOR THE ANTI-DISCRIMINATION ADVISORY BOARD (ADB)

What is happening in the scene you are observing?

What problems do you recognise?

How do the decision-makers react?

Is racism / discrimination identifiable?

If so, how does it manifest itself?

PARTICIPA CITY – Biography card



MR. FARES ABUBAKR

You are **28 years old**, single and have no children. Your **parents** were born in **Palestine** and came to Germany to study at the end of the 1970s. You were born and grew up here.

You are a trained **geriatric nurse** and work for a care service. Sometimes, you also help in a nursing home. You enjoy working closely and trustingly with your patients. You have the feeling that you are doing a very important and meaningful job.

Your circle of friends is very diverse. You do a lot of things together and have a lot of fun. Occasionally, however, you also talk about painful topics. As some of the people in your friends group are **affected by racism** like you and experience it frequently, you deal with it a lot. As a result, you have also become politically active and are involved in various movements such as “Black Lives Matter”.

You are considered to be rather calm and level-headed. Few things really upset you.

Player in these scenarios:



Nursing Home



Sport



Police



SIMULATION GAME

PARTICIPA CITY – Biography card



MR. OLAF JUNG

You are 58 years old and live alone in a small apartment in the northern part of Participa City. You are currently on sick leave and spend the day in your apartment. However, you hope to be able to return to your workplace, the **"Train Information Desk"** at the Central Station, soon.

You have lived in the northern part of the city for almost 40 years. During the last ten years, the composition of the residents has changed: since there is relatively affordable housing here, more people with low incomes have moved in. This has also led to an increased influx of **families with immigrant backgrounds**. You observe the changes with suspicion. The new neighbours seem strange to you, and you have the feeling that they are causing problems such as increasing crime. There is a rumour that a drug hub has developed in your part of town.

Player in these scenarios:



Police



Train Station



SIMULATION GAME

PARTICIPA CITY – Biography card



MRS. KATHARINA ONG

You are now a proud **75 years old** and have been living in Participa City since your parents fled Vietnam in the 1960s. Unfortunately, your three children live quite far away from you in different cities. Your husband passed away some time ago. Because of your state of health, a **carer** comes to visit you every day to look after you.

You have felt very comfortable in your neighbourhood for a long time. However, **racist stickers** have been appearing here for some time and you feel increasingly suspicious on the street. Your long-time neighbour in particular is behaving strangely towards you.

For some time now, you have also had to think more often about the terrible **pogrom-like attacks** against Vietnamese people in Rostock-Lichtenhagen at the beginning of the 1990s.

Player in these scenarios:



Police



Train Station



SIMULATION GAME

PARTICIPA CITY – Biography card



MRS. HELENA KIRCH

You are 42 years old, have no children and live with your partner near Participa City Central Station. This means you have a short commute to work: you work there at the **“Train Information Desk”**. The location is also convenient for your partner: she commutes daily from the main station to her job outside Participa City.

In your free time, you enjoy going to the movies - especially films set in **“exotic”** locations. You also love traveling and have been to Goa in India, several Caribbean islands and Madagascar. **Foreign cultures** fascinate you. That's why you don't understand why you've been accused of **racism** from time to time recently: you just like to compliment people, for example on their great “African” hair or fashionable headscarves.

Player in this scenario:



Train Station



SIMULATION GAME

PARTICIPA CITY – Biography card



MRS. LISA SCHUMANN

You are **48 years old**, divorced and have three children. It was clear to you from an early age that you wanted to become a **police officer**. **Justice** is very important to you, and you are committed to it every day, both at work and in your free time. You believe that you can make an important contribution to social cohesion in this way**.**

However, your job as a police officer also occasionally puts you in situations where you must make difficult decisions. This is especially true since you were assigned to the **"drug-related crime"** team at the Participa City police station four years ago.

You are very interested in social developments and read the newspaper every day. As a member of the "Association of German Criminal Investigators", you support their call for a **study on racist attitudes in the police force**. Although you are not affected by racism yourself, you see a need for action in both society and among you and your colleagues.

Player in these scenarios:



Police



Kindergarten



SIMULATION GAME



MR. HAJO WOLF

You are **42 years old**, married and have one child. You have been working in the **"drug-related crime"** team of the Participa City **police** for ten years. You are very worried: more and more young people get in contact with drugs in the city. As you are also the father of a child, this is of particular concern to you.

You have the impression that more and more people with a history of immigration are involved in the drugs business. In particular, you repeatedly pick up refugees who work as drug sellers. You therefore keep a close eye on "people like them". When you are called to an operation, you often think you already know that it was "those people" again.

As a member of the German Police Union, you reject the fact that you and your colleagues are increasingly **accused of racism.**

Player in this scenario:



Police



PARTICIPA CITY – Biography card



MR. KLAUS WAGNER

You are 35 years old, have been partnered for many years and have no children. At a young age, you became **managing director** of your father's architectural firm “August und Partner”.

Studying business administration at a private university was easy for you. This is also where you met most of your friends, almost all of whom come from wealthy families and, like you, are **not affected by racism**.

One of your fellow students was a **Muslim woman** from the United Arab Emirates **who wore a headscarf.** You often had arguments with her during group and project work. You assume that cultural differences were the main reason for this.

In your free time, you are a passionate football player and proud captain of FC Participa City. You want to be as successful as possible with the club and are therefore very ambitious in your endeavours. You feel very comfortable here among your teammates, who have very diverse backgrounds.

Player in these scenarios:



Sport



Company



SIMULATION GAME

PARTICIPA CITY – Biography card



MR. SAID KHALIL

You are **67 years old**. You have been living in Participa City **for over 30 years now**. Back then, you came to Germany from Lebanon with your family.

For many years, you operated and maintained machines at various production sites in the industrial area. You are now retired. In your free time, you often meet up with former colleagues, neighbours and family members. Many of your acquaintances have a **similar immigration history** to your's – but there are also some without.

Your great passion is sports, especially football. You played yourself for many years. Now you still volunteer as a **coach** and on the **club board of "FC Participa City"**. It has always been important to you that everyone involved feels comfortable both on and off the pitch. You are considered to be particularly sociable and communicative. You are also very ambitious and like competition: you don't like to loose and want to be successful with your teams, but also in life in general.

Player in this scenario:



Sport



SIMULATION GAME



MR. MARCO VASTIĆ

You are **24 years old**. Like your parents, you were born in Participa City and call the city your home. You are currently **studying** at the University of Applied Sciences for Business and Environmental Technology and really enjoy student life: During the day, you sit in lectures and seminars. In the evenings, you go out, meet up with friends or do sports. Like many of your peers, you spend a lot of time on social networks online.

You have also been active as a **football referee** for years and earn some extra money on the side. You are proud that your association now also uses you in relatively important matches and has so much confidence in your skills as a referee.

Player in this scenario:



Sport



PARTICIPA CITY – Biography card



MRS. TATJANA IWANOWA

You are 54 years old and have been working at the **architecture firm** “August and Partner” for many years. Thanks to your hard work and dedication, you were recently promoted to **Head of Human Resources.**

You came to Germany from Russia as a young woman at the age of 19, got married here and raised three children. You are very proud of your achievements and successes. Especially because you are aware of the fact that, as an immigrant, you usually have to work harder than most of your friends and colleagues.

You are regarded as the perfect example that with the necessary will and the right discipline, anything is possible, even for people with a **history of immigration**.

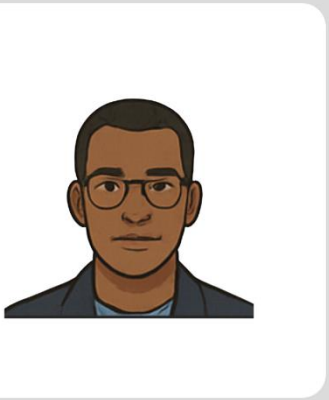
Player in this scenario:

Company



SIMULATION GAME

PARTICIPA CITY – Biography card



MR. MICHAEL SHITEMBI

Last week you celebrated your **50th birthday** with your family and numerous friends and colleagues. Among other things, you were delighted to see your two daughters, whom you have rarely seen since they came of age.

Your **parents**, a Black mother and a **white father**, came to Participa City from the former colony of German South West Africa (now Namibia) shortly after the Second World War. You were born here, grew up here and successfully studied **architecture.** After working for various architecture firms, you have now been an employee of “August and Partner” for about five years. You have been a member of the **works council** for two years.

You are considered to be very sociable and cosmopolitan: you have a large and diverse circle of acquaintances and are valued by many as a good friend.

Player in these scenarios:



Company



Train Station



SIMULATION GAME

PARTICIPA CITY – Biography card



MRS. ELKE DEHNING

You are 46 years old and have been working as a trained case manager at the Participa City **Employment Agency for ten years.** You are proud of the fact that you have often been praised by your superiors for your exemplary work over the years.

You are **uncomfortable dealing with women who wear headscarves**: you have had a few nice encounters at the office and in your private life. However, you often hear **reservations about Muslims** from your circle of acquaintances. You always wonder whether there is any truth in your friends' warnings. For example, they tell you that there are potentially radical Islamists sitting opposite you. You also wonder what they think of the clearly visible Christian cross that you always wear around your neck.

As a mother of two, you are very concerned about the safety of your children. From your point of view, the neighbourhood is becoming more and more **threatening,** partly due to the **increased influx of "foreigners".** You are not affected by racism – just like almost everyone around you.

Player in these scenarios:



Employment Agency

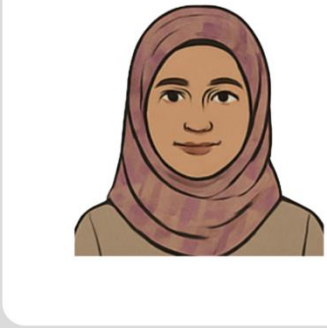


Playground



SIMULATION GAME

PARTICIPA CITY – Biography card



MRS. ZAHRA HABIBI

You are 37 years old, **born in Cologne** and a **single mother** of a seven-year-old son. You are a qualified **office administrator** but are currently **looking for work**. At the moment, you are only entitled to the low unemployment benefit II (“Hartz IV”) – and not the higher unemployment benefit I as you had hoped.

You are a **Muslim**, wear a headscarf and try to keep to the five daily prayers. You often feel “**between worlds**”: although you were born and raised in Germany, you are constantly perceived as a stranger. Your circle of friends and acquaintances consists of people from diverse backgrounds. You therefore have a lot of experience in mediating between people with and without experiences of racism.

Player in these scenarios:



Employment Agency

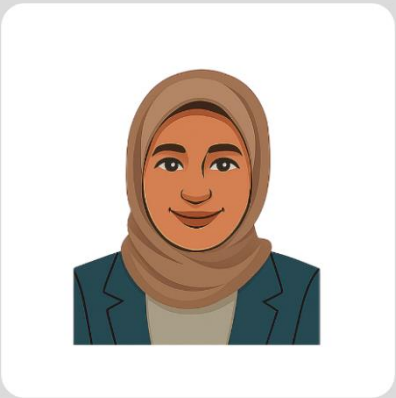


Playground



SIMULATION GAME

PARTICIPA CITY – Biography card



MRS. ZHAIDAH HAMIDOU

You are 40 years old and after your husband was murdered five years ago, you **fled** to Germany from **Afghanistan** together with your now thirteen-year-old son and nine-year-old **daughter**. You had another son from a new relationship. He is now just under a year old. You now live **separated** from his father: he couldn't cope with your wish to work in your profession again.

You have a **degree in education and are a specialized translator** for Dari, English and French. You have worked as an **interpreter** in Afghanistan. You also taught as a lecturer at the University of Islamabad (Pakistan) for five years. You are proud of your career path, which you are determined to continue in Germany.

In your limited free time, you like to communicate with friends and relatives via social networks such as Facebook, X and Instagram. Other than that, you make every effort to ensure that your children grow up without any worries.

Player in this scenario:

Employment Agency

ANTI-DISCRIMINATION ADVISORY BOARD

SIMULATION GAME

PARTICIPA CITY – Biography card



MR. WILFRIED MEIER

You are **63 years old** and are already looking forward to your well-earned retirement. Twice a week you spend a lot of time with your grandchild Benjamin, who is three years old.

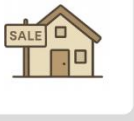
Since completing your apprenticeship as an **administrative assistant**, you have worked in different federal states and offices with various areas of responsibility. You are currently employed in **case management at the Employment Agency** in Participa City.

You realise that the aspect of "**interculturality**" has recently been made a **big issue**. From your point of view, this mainly concerns Islam. You notice this in society and especially in your Employment Agency. You are rather **insecure** in this area and refuse to take too many steps towards "them". You have nothing against a diverse society in principle. However, you are concerned that important **"Western" values could be jeopardised.**

Player in these scenarios:



Employment Agency



Housing Market



SIMULATION GAME

PARTICIPA CITY – Biography card



MR. JAMAL AL-ASSIRI

You are 44 years old, **born in Germany** and have a permanent job as an **accountant** at the university hospital. You are also the father of an eight-year-old son and a five-year-old daughter. You currently live in a small apartment outside the city. You have a **long commute** to work from your village.

Although you are doing well under the circumstances, you are longing for more space for the whole family. In order to be able to afford a larger apartment, your wife started working as a cashier in a supermarket a few days ago.

You are good friends with your current neighbours. They keep jokingly telling you that you are **more "German"** than most Germans without a history of immigration. Unfortunately, you still **experience racism** from time to time: the first question new acquaintances often ask you and your family is: "Where are you originally from?"

Player in this scenario:

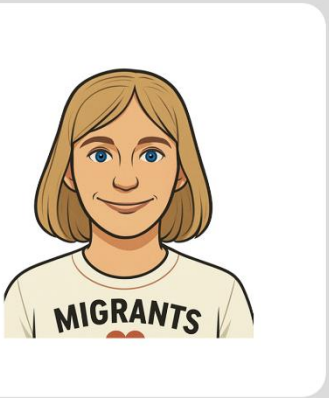


Housing Market



SIMULATION GAME

PARTICIPA CITY – Biography card



MRS. KATRIN FRIEDRICH

You are 32 years old and have an eight-year-old daughter who you are bringing up on your own. You teach math and sports at **Sophie Scholl Primary School** in Participa City. You are known as a **committed and child-friendly teacher**.

During the increasing influx of refugees into the city, you **co-founded the "Migrants Welcome in Participa City" initiative**. At the time, you housed refugee women with children in your home (on a farm) until permanent accommodation was found for them.

In the school teaching team, you and a few others are of the opinion that many **immigrant families** have problems because they are **disadvantaged**. Some of your colleagues consider you to be an incorrigible "do-gooder".

You may not be affected by racism yourself, but you have many people in your circle of acquaintances who are. Many of them tell you that they are repeatedly rejected despite their best efforts.

Player in these scenarios:



Housing Market

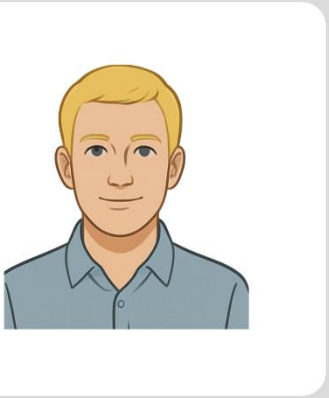


School



SIMULATION GAME

PARTICIPA CITY – Biography card



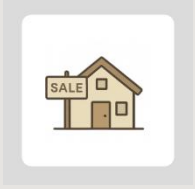
MR. ROLF HEINRICH

You are **23 years old**. After training at the housing association “Community Housing in Participa City” (CHP), you were employed there as an **office administrator**.

You like to go out partying in the evenings and have friends, especially from the soccer team you have been active in since your youth. You also have acquaintances from there who are from Turkey or Syria. You have not experienced any racism yourself and have not had any problems with people from immigrant families.

However, your Turkish and Syrian teammates occasionally report unpleasant incidents. You would therefore like to campaign for **more justice,** but you don't know yet how**.**

Player in this scenario:



Housing Market



SIMULATION GAME

PARTICIPA CITY – Biography card



MRS. GERDA LORENZ

You are 51 years old. After completing your apprenticeship, you and your husband had a long and successful career in your family's agricultural business. After separating many years ago, you needed a fresh start in your career: when the **housing association** "Community Housing in Participa City" (CHP) opened, you seized the opportunity and got an attractive job in the administration.

In your **free time**, you still enjoy being out and about in the countryside. On the back of your horse, you can leave all personal and professional stress aside. You tend to be a **loner** and have relatively little contact with family members and friends.

Racism is **not really an issue** for you: you are not affected by it and see no reason to be concerned about it. Your little free time is too precious for that.

Player in this scenario:

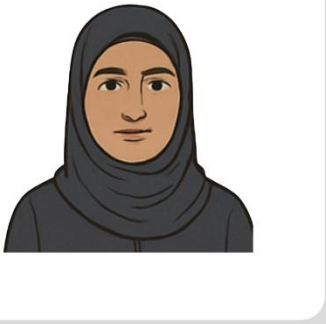


Housing Market



SIMULATION GAME

PARTICIPA CITY – Biography card



MRS. RAZAN AHMED

You are 44 years old and the **mother of four children**. **Five years ago**, you and your family **fled to Germany from Syria**. The youngest children are three and six years old, the eldest son Salim is ten and the eldest daughter is twelve.

Settling in Germany is proving more difficult than expected: you initially lived in an initial reception centre for a long time, where there were no language courses, and the children had very little schooling. Now, you live in a (too small) apartment in the middle of Participa City.

You are a **midwife** by profession and worked part-time in a city hospital in Syria for six years. Unfortunately, despite your best efforts, you are **unemployed** now because your Syrian qualification as a midwife is not recognized in Germany.

You have successfully completed an **entry-level language course**. You would like to attend further courses. However, with four children it is difficult for you to attend another course.

You are very involved in your circle of friends and relatives, which consists mainly of Syrian women. There, you talk a lot about experiences of discrimination and support each other. You have the feeling that there are many **prejudices** about you because you wear a headscarf.

Player in these scenarios:



Playground

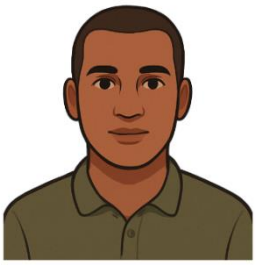


School



SIMULATION GAME

PARTICIPA CITY – Biography card



MR. MOHAMMED AHMED

You are 42 years old and the **father of four children**. Five years ago, you and your family **fled from Syria to Europe** The youngest children are three and six years old, the eldest son Salim is ten and the eldest daughter is twelve.

Settling in Europe is proving more difficult than expected: you initially lived for a long time in an initial reception centre where there were no language courses, and the children had little schooling. Now you live in a (too small) apartment in the middle of Participa City.

You have a **degree in civil engineering** and have worked as a manager for an international construction company in Syria but are currently **unemployed**.

You are now completing your second language course and hope to finally be able to enter the job market after completing it.

You have made some connections in a Muslim community in Participa City: here you can meet people with similar backgrounds to yourself and get advice and support.

Player in this scenario:

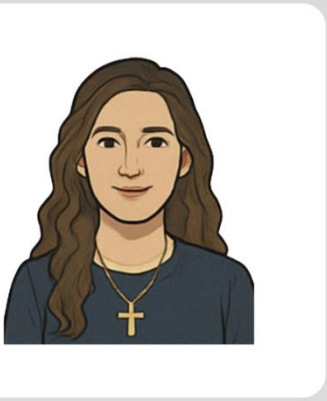


School



SIMULATION GAME

PARTICIPA CITY – Biography card



MRS. UTA MÜLLER

You are 47 years old, married and have three children aged between five and seventeen. You are well connected in your **fairly affluent neighbourhood**. Almost all the people in your immediate environment are, like you, not affected by racism.

You are the **class teacher** S5 at the Schola Europaea in another part of Participa City. You teach **English and PE** there. You **enjoy being a teacher** and want to support all your students in the best possible way in their lives. You often get the feedback that you are a teacher **"with heart and soul".**

Many children from immigrant families are part of your class. You see this perceived diversity as a major challenge. You find it problematic that, in your view, many of the students **do not have sufficient knowledge of European languages** There are many teachers who, like you, believe that many of the immigrant families make too little effort to integrate.

Player in this scenario:



School



SIMULATION GAME

PARTICIPA CITY – Biography card



MRS. FADUMO NUR

You were born in **Somalia** and came to Germany at the age of 15. You wanted to study medicine, but it was already difficult enough to complete your school education. Today, you speak fluent German. You are 31 years old and have completed a **degree in nursing**. You worked for several years in a hospital before moving into elderly care. A few weeks ago, you started working at “Home Sunshine”.

You enjoy working with people. You value **respectful interaction** with the residents and handle their wishes sensitively. This gives you a lot of personal satisfaction.

However, nursing work and shift schedules make social contacts and hobbies difficult. Sometimes you go to the gym or to the cinema. You are in a long-distance relationship and look forward to every free weekend.

Player in this scenario:



Nursing Home



SIMULATION GAME

PARTICIPA CITY – Biography card



MRS. MIRIAM GÜL

You are **38 years old** and married. Your husband was born in Germany; his parents came to Germany in the 1970s as guest workers from Turkey.

Your two children know that with the last name Gül they have to perform more than others. You have experienced this yourself, but you also know that with ambition and perseverance it is possible to succeed. You started your career as a nurse and later completed several **management courses**.

Today, you are the deputy head of nursing and want to move even further up the **career ladder**. Efficient work is very important to you. From your perspective, discrimination is often taken too seriously and distracts from the actual work. What matters most is that the **institution is successful** and has a good reputation.

You spend much of your free time with your husband's large family. During the holidays, you **regularly travel to Turkey** and enjoy the time by the sea. However, sometimes even there your family receives disapproving looks. From your husband you know that he sometimes feels torn **between two worlds**.

Player in this scenario:



Nursing Home



SIMULATION GAME

PARTICIPA CITY – Biography card



MRS. MILENA PETROVA

You are **26 years old,** married, and live with your two children, aged 4 and 5, in Participa City, where you also grew up. Your mother already placed great importance on you attending school and completing vocational training. From her, you adopted the attitude of standing up for your own rights and creating space for yourself.

You work part-time as a **sales assistant** in a clothing store. When your children are older, you definitely want to continue your education and perhaps open your own shop. A bookstore or a café would be your dream. In your free time, you enjoy reading and listening to music.

Because the **education of your children is also very important** to you, you enrolled them in kindergarten at an early stage, even though you and your husband faced resistance from some Roma relatives regarding this decision.

As a **Romani woman**, you repeatedly feel excluded by society. You are very sensitive to the **rejection** you encounter. You yourself are becoming increasingly active in advocating for equal treatment and are calling for more respect and inclusion.

Player in this scenario:



Kindergarten



SIMULATION GAME

PARTICIPA CITY – Biography card



MRS. NADINA BERGER

You are **47 years old and the mother of two children.** You come from a middle-class background, which has also traditionally shaped your worldview.

You have been working as an **educator** at Rainbow Kindergarten in Participa City for many years. You enjoy this work very much. Your many years of professional experience give you a strong sense of confidence. Structure, order, and routines are important to you in your work with children. **Clear rules and procedures** create the framework in which children can develop freely and safe.

You are an **open person** and interested in many things. You regularly follow the news. There are frequent reports - particularly about families from abroad, often Roma - who are said to cause problems, do not want to integrate, and do not speak the language. You are somewhat skeptical of families from different cultural or social backgrounds. You believe that they often demand too much attention and special treatment instead of integrating.

Your **circle of friends is small**. You prefer manageable activities, enjoy spending time in your garden, and go bowling regularly.

Player in this scenario:



Kindergarten



SIMULATION GAME

PARTICIPA CITY – Biography card



MR. FRANZ SCHUSTER

You are **51 years old** and divorced. Your two children are already grown up and have moved out. You studied educational science and gained **several years of experience** in various professional fields. Then you wanted to lead an institution yourself and completed further training accordingly. Many years ago, you took over the management of Rainbow Kindergarten in Participa City. You bring both administrative and pedagogical competencies to this role and are also familiar with the role of a parent. In your daily work, you often look for practical and **pragmatic solutions**.

You try to maintain a **professional distance** from your work, which certainly comes up with many challenges. The world is getting more diverse, and you notice this in your kindergarten as well. Although it is not located in a hotspot, conflicts are nevertheless increasing.

To relax, you enjoy playing golf or going hiking with your new partner. Recently, you even joined a local hiking group to meet like-minded people. You are not particularly fond of a lot of hustle and celebrations.

Player in this scenario:

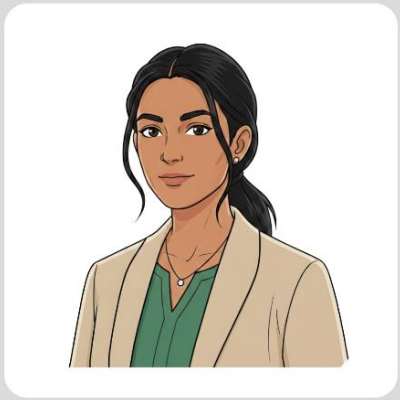


Kindergarten



SIMULATION GAME

PARTICIPA CITY – Biography card

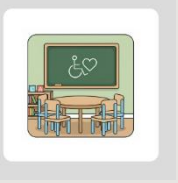


MRS. TARA PATEL

You are **originally from India** and have lived in Participa City for 2 years. You are married and have two children. Although you are highly educated in your home country, you have been faced with **discriminatory attitudes** since you arrived in Sweden, and you are struggling to find a job in your field in human resources. Most of your friend are internationals like yourself and your family and you find it **difficult to meet local people**, to practice the language and network.

This has **affected your confidence** a lot and you are starting to feel hopeless to establish yourself properly in this new country. You feel like your hope of integrating in Sweden depends on your daughter's ability to do well in school and learn the language properly. You are very **concerned about your daughter** and want her to do well in school, which is very important in your culture.

Player in this scenario:



Primary School



SIMULATION GAME

PARTICIPA CITY – Biography card



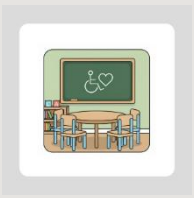
MRS. HELENA ANDERSSON

You are from a **non-migrant background** and married to a woman originally from Chile. Being from the **LGBTQ community**, you understand well issues of discrimination that members of your community face, but you do not have many friends with migrant background besides your wife.

In your free time, you enjoy **playing tennis**, hiking and skiing. In your **job, you are stressed** about the decreasing funds the school is receiving from the municipality this year but feel a big sense of responsibility as the representative of the school.

You are also **tired of having to sort out issues** with difficult students, many of whom come from migrant background.

Player in this scenario:

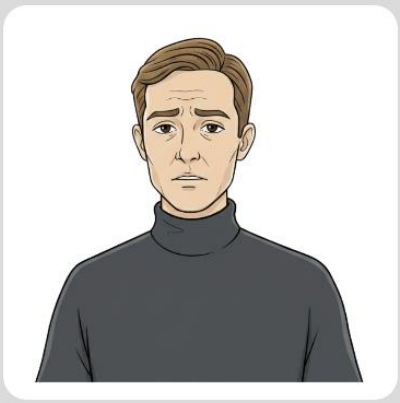


Primary School



SIMULATION GAME

PARTICIPA CITY – Biography card



MR. ERIK LUNDQVIST

You are **38 years old** and live alone. You don't have a big circle of friends or relatives because you are new in this city.

You have been working at the school as a **history teacher for only 6 months** after moving here from another city. There, you worked in a school that was in a nice neighborhood. Coming here, you thought you would be working in a similar environment but so far you are **disappointed**. The neighborhood is poorer, pupils are not well raised and don't perform well in school.

You are surprised that your tasks as a teacher **include sorting out conflicts** between the children and sometimes between children and other staff members, including yourself. You are proud of being an experienced teacher and believe firmly in the importance of education. You also believe in **strict rules** and regulations for everyone. You struggle to deal with pupils who appear "outside of the box".

Player in this scenario:

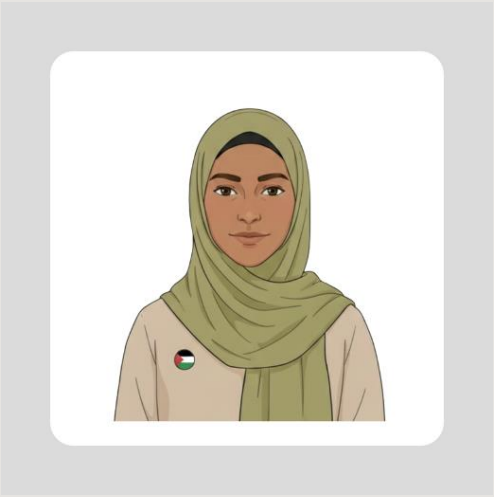


Primary School



SIMULATION GAME

PARTICIPA CITY – Biography card

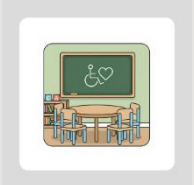


MS. AISHA MAHMOUD

You are **35 years old** and are married with three children. You live with your family in an area of Participa city that has many **people with migration background**. You work as a **social worker** and mediator for an NGO that focuses on conflict resolution and community dialogue,. Over the years, you have completed extensive training in non-violent communication, and you are proud that many people rely on your calm, balanced presence in difficult situations. You see your work as a way to **contribute to understanding and dignity** in a world marked by conflict and misunderstanding.

You wear a **hijab**, you are a proud Muslim, and you come originally from Iraq but have lived in Sweden for 20 years. You are used to navigating public spaces where your appearance immediately places you into **religious or cultural categories**, whether you like it or not. You understand the difficulties migrants face in Sweden, especially in communication with public authorities as you experienced this yourself when you were new here. into religious or cultural categories, whether you like it or not. You understand the difficulties migrants face in Sweden, especially in communication with public authorities as you experienced this yourself when you were new here.

Player in these scenarios:



Primary School



Bus



SIMULATION GAME

PARTICIPA CITY – Biography card

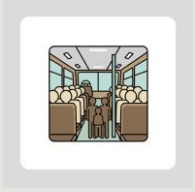


MRS. SAMIRA AL-HASSAN

You are 30 years old, born in **Participa City to parents who migrated from Lebanon**. You are married and have one child. Participa City is your city, you grew up here, you belong here. You work as a **shop assistant** in a sports store. During your free time, you enjoy attending the local **football club's games**, gardening and meeting your friends for coffee. You wear a **hijab**, and you see it as a natural part of who you are.

Your friends describe you as **warm**, expressive, and direct. You feel things strongly and react quickly when something feels unjust. Over the years, you have experienced many moments of prejudice, small daily moments that have started weighing heavy on you. You have recently decided to **not stay silent** when these things happen.

Player in this scenario:



Bus



SIMULATION GAME

PARTICIPA CITY – Biography card



MRS. OLENA KOVALENKO

You are **40 years old** and recently arrived in Participa city after fleeing **war in Ukraine**. You have two sons who are teenagers, and your husband couldn't join you due to **conscription in the military**.

In your home country, you were an accountant with a respectable salary. Now you live in **temporary housing in Participa City** while trying to rebuild your life.

Everything around you still feels unfamiliar, the language, the routines, the people. You feel worried, **invisible** and exhausted most of the time.

You have tried doing some volunteer work with older people to broaden your **network**.

Player in this scenario:



Bus



SIMULATION GAME

PARTICIPA CITY – Biography card



MR. PETRO MARKOVIC

You are **55 years old** and live with your partner and two children in a house with a garden. Recently, more people with **migrant background** have started moving into the neighborhood and it makes you feel uncomfortable, because you feel that they do not want to integrate or adapt to the local norms. You immigrated to Sweden from the former Yugoslavia in the 1990s with your parents. You consider yourself **well integrated** since you learned the language, followed the rules, and **never caused trouble**.

You have **driven buses for the local bus company in Participa City for more than twenty years**. Although you try to respect all passengers in the same way, Muslim and Arabic speaking communities cause you extra stress because you think they are too dominant and attached to their own norms and values.

Player in this scenario:



Bus



SIMULATION GAME

PARTICIPA CITY – Biography card



MRS. LINHI NGUYỄN

You are in your **early 40**s and originally from **Vietnam**. You moved to Europe as a teenager and completed vocational studies in hospitality. You fell in love with Gabriel when you were very young, and the two of you built your life together across different cultures.

Over the years, you have felt **increasingly affected by change**. After moving to Participa City, you notice that your family life feels **less connected** than before. You miss the support of friends who understood your background and your journey more easily.

You are someone who **values closeness**, emotional honesty, and family bonds, and you can become sad or withdrawn when you feel misunderstood.

Player in this scenario:



Family Couonselling Center



SIMULATION GAME



MR. GABRIEL NOWAK

You are in your **late 40s** and were born and raised in Germany. You are **grounded, practical**, and used to taking responsibility. You spent several years studying and working abroad, which gave you a broader view of the world, but you always planned to return to Participa City, where your parents live, and continue the family tradition of cork production.

You **value family, reliability, and a stable everyday life.** You see yourself as someone who can help keep things organized and bring people together. You are hardworking and prefer clear, practical solutions. Even when life becomes stressful, you usually try to stay calm and focused. You care about maintaining good relationships and believe that family should hold together, even in difficult times.

Player in this scenario:



Family Couonselling Center



PARTICIPA CITY – Biography card



MR. BRUNO BAUER

You grew up in Participa City, and both of your parents are from there. You love your city and cannot imagine living anywhere else, though you enjoy travelling very much.

You have always liked helping friends and giving advice when things got hard. You once wanted to be a doctor, but later realized that you prefer helping people through conversation, which led you to become a **family therapist.**

Your city has changed a lot in recent years. It has grown bigger and more crowded, and it is now rare to meet someone you know on a walk. Through your work, you see how different people's lives can be. Some differences feel so deep that they are difficult to understand. Even with your education, you sometimes feel **unprepared for the challenges of a globalized world**, such as interracial partnerships.

You keep learning through lectures, documentaries, and your sessions with clients. **Curiosity** is one of your strengths, and you want to keep building your knowledge so you can support people better.

Player in this scenario:



Family Couonselling Center



SIMULATION GAME

PARTICIPA CITY – Biography card



MR. ELIAS ASTOR

You are in your **mid-50s**, born in Participa City. You have spent more than 25 years working in public social services, mainly in family support and community welfare. You hold a degree in **Social Work and a master's in Public Administration.**

You started as a social worker in a diverse urban environment and later moved into management, becoming **director** of the newly established Participa City Family Counselling Center five years ago. In your free time, you lead a local theatre club for children from the center. Drama therapy has always been your passion.

You are **practical** and used to working within limited staff and funding. You value order, efficiency, and realistic solutions. As retirement gets closer, you feel that **people expect more** and more from professionals, while clients are also becoming more demanding. You know the system can be unfair, but you have learned to accept that **you cannot fix everything**. This mindset helps you avoid burnout and stay emotionally distant when needed.

Player in these scenarios:



Family Couonselling Center

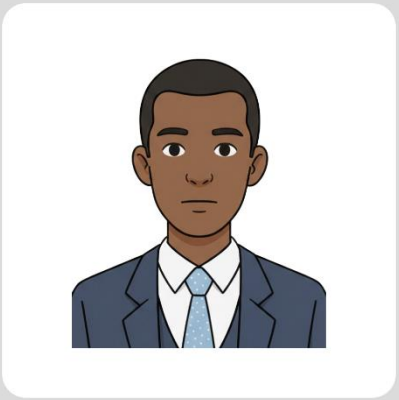


Theatre Club



SIMULATION GAME

PARTICIPA CITY – Biography card



MR. SAMY MAHAMAT

You are 32 years old. Of French nationality but with Chadian origins, you were born and have always lived in Participa City, a town to which you are particularly attached.

You have been a lawyer for 3 years. Last year, you opened **your own law firm together with your associate Karim**. Both of you have **specialized in immigration law.**

Having faced discrimination since childhood, you never miss an opportunity to call it out and put racists in their place — which is precisely what led to your commitment in the field of justice.

In your free time, you enjoy spending time with your spouse and friends, and you are a member of a boxing club. **You also volunteer for an organization that provides legal assistance to immigrants and victims of discrimination**.

Player in this scenario:



Courthouse



SIMULATION GAME

PARTICIPA CITY – Biography card



MR. KARIM DIALLO

Born in Guinea 31 years ago, you have been living in France since the age of 18, when you came to study law. Three years ago, **you obtained French citizenship** and are now Franco-Guinean.

As a **victim of discrimination** since your arrival in France, you worked hard to obtain citizenship and redoubled your efforts to achieve this dream: to become a lawyer and help foreigners with their legal procedures in France.

A year ago, with your friend Samy, you both embarked on the adventure of setting up your **own law firm specializing in immigration law**.

Although you enjoy living in Participa City, you are **increasingly concerned about the rise in acts of discrimination and racism in the city**. As future parents preparing to welcome your first child, you and your wife hope that Participa City will remain a city where diversity and coexistence are encouraged.

Player in this scenario:



Courthouse



SIMULATION GAME

PARTICIPA CITY – Biography card



MR. DIAGA BISSINGOU

Aged 41 and a Senegalese national, **you arrived in France 15 years ago** hoping to find a fulfilling and well-paid job. Although you have **a master's degree in political science**, you have been doing odd jobs since your arrival in France.

Two years ago, you found a job as a **security guard** with a security company and **work at the Participa City courthouse**. You rely on this job and hope to finally obtain a **long-term residence permit**.

As a father of two, you live with your family in the northern district of Participa City. You are particularly involved with FC Participa City, helping out and organizing transportation when the team plays away games.

Your only wish is to live a quiet life in Participa City with your family, focusing on your work and your children's academic success.

Player in this scenario:



Courthouse



SIMULATION GAME



MR. RAYMOND DUCHÊNE

Aged 55, you are a brilliant and **highly sought-after lawyer** who has achieved remarkable social success.

Coming from a modest background, you are often seen as a model of meritocracy. You grew up in a former mining town in northern France, alongside the children of Moroccan immigrant miners, and have never forgotten your roots.

You frequently defend Black and Arab clients in court. You see yourself as a **defender of immigrants** and consider immigration to be a positive force for French society, particularly for the economy, as it helps to fill jobs in sectors facing labour shortages.

As a big chess fan, you enjoy participating in regional tournaments in your spare time. You are also an avid reader of detective novels and enjoy spending time tending to your garden.

Player in this scenario:



Courthouse



PARTICIPA CITY – Biography card



MRS. CARLA MARTINS

You are **52 years old**, have a degree in Management, and have over 25 years of professional experience in entrepreneurship and small business development. You have worked as a **consultant** for micro and small businesses and, in recent years, have dedicated yourself to mentoring women entrepreneurs.

You are married and have **two adult children** who have already started their own professional careers. You highly value autonomy, individual responsibility, and constructive dialogue. You consider yourself **pragmatic, organized, and solution-oriented**, but also sensitive to human dynamics and the emotions involved in group contexts.

In your free time, you enjoy **reading** biographies and books on leadership, participating in business networking events, and **hiking** outdoors.

You see yourself as someone who builds bridges between people with different perspectives and believe that strong communities depend on mutual respect, **clear rules**, and active participation.

Player in this scenario:



„Behind the Comments“



SIMULATION GAME

PARTICIPA CITY – Biography card



MS. LETÍCIA SOUZA

You are 36 years old and a **Brazilian entrepreneur** who moved to Portugal eight years ago in search of professional growth and new opportunities. You have a degree in **Communication and Marketing** and have built your career working with small businesses, branding strategies, and digital positioning. Three years ago, you founded your own consulting firm focused on supporting women-led companies in strengthening their visibility and strategic communication.

You are independent, motivated, and accustomed to navigating different cultural environments. Moving to a new country required resilience, adaptability, and determination-qualities you are proud of. At the same time, you are aware that being a migrant woman in the business environment sometimes means having to prove your competence more than others.

You are married and have a young child. **Balancing entrepreneurship and family life** is important to you. The City Voices group plays a key role in your professional network. It has helped you connect with clients, employees, and other women entrepreneurs. In your free time, you enjoy reading about social change, attending networking events, and staying connected to the Brazilian and Portuguese cultural communities.

Player in this scenario:



„Behind the Comments“



SIMULATION GAME

PARTICIPA CITY – Biography card



MRS. MARTA LOPES

You are **43 years old**, a Portuguese entrepreneur, and a member of “City Voices” since its inception. You joined the group in its **early days**, when it was a small informal network of women supporting each other's business ideas. You feel **emotionally connected** to its growth and evolution.

You have a background in management and run your **own small local business** in the lifestyle and interior design sector. Over the years, you have steadily built your company through personal relationships, word-of-mouth marketing, and strong community ties.

You are **divorced** and have a teenage daughter. Balancing entrepreneurship and family responsibilities has shaped your independent and pragmatic mindset.

In your free time, you enjoy reading contemporary novels, attending local networking events, and participating in community initiatives.

Player in this scenario:



„Behind the Comments“



SIMULATION GAME

PARTICIPA CITY – Biography card



MRS. RAQUEL MONTEIRO

You are 50 years old and a senior professional working for an **NGO** specialising in social inclusion, anti-discrimination policies and digital mediation. With over **20 years of experience**, you have coordinated projects focused on **intercultural dialogue**, gender equality and the prevention of online hate speech.

You have a degree in **sociology**. Throughout your career, you have collaborated with municipalities, schools, and civil society organisations to design **training programmes** and mediation structures that promote respectful communication in multicultural environments.

You are married and have an adult child. Your professional background has made you particularly attentive to how structural inequalities and **unconscious biases** operate in everyday interactions, especially in digital spaces, where tone and intention can easily be misinterpreted.

You are a calm and **solution-oriented** person. Your colleagues describe you as a **bridge builder** - someone who listens carefully before proposing structured, evidence-based approaches. You believe that inclusion is not about silencing disagreement, but about establishing clear standards that protect dignity and equal participation.

In your free time, you enjoy reading, attending public debates on civic participation, and practising yoga.

Player in this scenario:



„Behind the Comments“



SIMULATION GAME

PARTICIPA CITY – Biography card



MRS. IVA DIMITROVA

You are **52 years** old, **studied economics** at the University of Applied Science in Participa City and later built a stable career as a financial administrator. You are divorced and have one adult son studying abroad, which makes your relationship with your mother even more central in your life.

Growing up in a modest neighborhood, you were constantly surrounded by **conversations filled with fear** and open distrust toward minority groups, especially Roma families. As a child, you **witnessed a theft** in the area that adults immediately blamed on Roma residents. The anger and certainty in their reactions stayed with you. Even though you never personally confirmed what had happened, you absorbed the message that Roma people were dangerous and unreliable. Over time, repeated warnings from relatives to **“be careful” and “not trust them”** shaped a firm belief that problems and disorder were often connected to them.

As an adult, you rarely question these assumptions. You may not express them openly in professional settings, but internally you hold a strong suspicion toward Roma individuals, especially in situations involving responsibility or safety.

Player in this scenario:



Hospital



SIMULATION GAME

PARTICIPA CITY – Biography card



MRS. ELENA VASILEVA

You are **32 years old and grew up in a Roma family** on the outskirts of the Participa City. Your parents worked hard in unstable jobs to provide for you and your two brothers. From an early age, you learned the **importance of discipline, reliability, and resilience**.

At school, you were often one of the **few Roma students in your class** and quickly understood that you needed to prove yourself constantly.

After completing vocational training, you began working at the hospital as an orderly. You take pride in being punctual and precise. A former supervisor once told you that your **calmness under pressure** is your greatest strength. You value dignity and fairness deeply, especially because you know how easily people judge without knowing someone's full story.

Player in this scenario:



Hospital



SIMULATION GAME

PARTICIPA CITY – Biography card



DR. BORISLAV KOSTOV

You are **58 years old** and have spent most of your professional life in the medical field. After studying medicine in a close town to Participa City, you returned to your hometown to build your **career in orthopedics**.

You are married with two children and have led the Orthopedics department for over a decade, you earned a reputation as a disciplined and **highly competent surgeon**.

Raised in a **traditional environment**, you were exposed to common social stereotypes about minority communities, including Roma people. Although you consider yourself professionally objective, some of these early influences have **shaped your expectations**. Over the years, you have had mixed professional experiences with staff from different backgrounds. A few difficult cases involving underqualified auxiliary workers have reinforced your tendency to be more cautious and suspicions toward Roma staff members.

You would never openly admit to differential treatment, and you firmly believe in merit and procedure. However, unconsciously, you may hold Roma employees to stricter standards, expecting them to prove reliability more consistently than others.

Player in this scenario:



Hospital



SIMULATION GAME

PARTICIPA CITY – Name tags for members of the Anti-Discrimination Advisory Board



MR. FARES ABUBAKR



MR. OLAF JUNG



MRS. KATHARINA ONG



MRS. HELENA KIRCH



MRS. LISA SCHUMANN



MR. HAJO WOLF

PARTICIPA CITY – Name tags for members of the Anti-Discrimination Advisory Board



MR. KLAUS WAGNER



MR. SAID KHALIL



MR. MARCO VASTIĆ



MRS. TATJANA IWANOWA



MR. MICHAEL SHITEMBI



MRS. ELKE DEHNING

PARTICIPA CITY – Name tags for members of the Anti-Discrimination Advisory Board



MRS. ZAHRA HABIBI



MRS. ZHAIDAH HAMIDOU



MR. WILFRIED MEIER



MR. JAMAL AL-ASSIRI



MRS. KATRIN FRIEDRICH



MR. ROLF HEINRICH

PARTICIPA CITY – Name tags for members of the Anti-Discrimination Advisory Board



MRS. GERDA LORENZ



MRS. RAZAN AHMED



MR. MOHAMMED AHMED



MRS. UTA MÜLLER



MRS. FADUMO NUR



MRS. MIRIAM GÜL

PARTICIPA CITY – Name tags for members of the Anti-Discrimination Advisory Board



MRS. MILENA PETROVA



MRS. NADINA BERGER



MR. FRANZ SCHUSTER



TARA PATEL

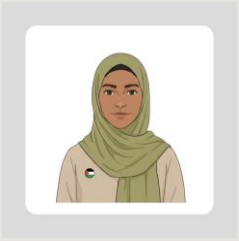


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Project N°: 2024-1-DE02-KA220-ADU-000255284

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Co-funded by the European Union

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