Participa City

A simulation game to learn about discrimination

Game material for the scenario “Family Counselling Center “



https://participa-city.eu

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PARTICIPA CITY – Scenario “Family Counselling Center”



General information for the trainer

You find in this file all necessary material for playing the scenario “Family Counselling Center”. Before you start playing please read the trainer manual carefully.

- The station overview is for your information and shows you the characters in the scenario and if additional material is needed (one page).
- The description of the scenario is for your information and describes the initial situation before playing and the perspectives that are established in the scenario (one page).
- You find then a plan of how to arrange the scenario in the room and a big sign to indicate where the scenario is played in the room (two pages).
- Depending on the number of tables needed for the scenario, you find the different table displays.
- The next page shows the name tags for the players in this scenario – cut them out.

The following pages show the material for the participants:

- “Welcome to Participa City” is handed out to all players, but only at the beginning of the game before the first scenario is played since it is a general introduction to the game and the city. You find this information copied according to the number of players. If this is not the first scenario played, you can ignore these pages.
- Each player gets another two papers: one with the biography card, the second with information about the initial situation and the role that the player should play.
- Some players might get additional information. The person(s) concerned is/are indicated on the additional material and on the station overview.
- Depending on the size of your group, you will play two scenarios at the same time (parallel). Then, you can’t play the scenario “Family Counselling Center” at the same time as “theatre club” because some roles appear in both scenarios. It is important that each character in the game is played only by one player in all scenarios.
- If you play only one scenario at the same time and different scenarios subsequently, you can play any scenario without constraints. You have to keep in mind that there are role changes in this case and at the same time, some characters might stay in their role depending on the following station.
- It might be useful to use carton paper for printing.

PARTICIPA CITY – Family Counselling Center station overview



Characters

a. Mrs. Linhi Nguyễn
b. Mr. Gabriel Nowak
c. Mr. Elias Astor
d. Mr. Bruno Bauer
e. Additional material
    i. Interracial Marriages in Europe (for Linhi Nguyễn)



MRS. LINHI NGUYỄN



MR. GABRIEL NOWAK



MR. ELIAS ASTOR



MR. BRUNO BAUER

SIMULATION GAME

Material for the trainer

PARTICIPA CITY – Description of the scenario



Initial situation

The Family Counselling Center in Participa City was established five years ago, when the city expanded with six new blocks where many young families settled. It is now overcrowded and struggles with staff shortages. The married couple, Linhi and Gabriel, live in this new neighborhood. They have just moved here with their two children. They now seek therapy because Linhi feels disconnected from her “Germanized” family. They have already had a few sessions with the young therapist Bruno, yet they feel he does not know how to deal with their cultural differences, so they ask for another therapist. The director invites everyone to a meeting to discuss the situation.

Depending on your plan, members of the Anti-Discrimination Advisory Board (ADB) might join the scenario.

Perspectives established in the station

- **Mrs. Linhi Nguyễn**, wife: Feels disconnected as children reject Vietnamese culture; seeks culturally aware counselor to rebuild family ties.
- **Mr. Gabriel Nowak**, husband: Balances family business, wife's needs, and kids' assimilation; supports counseling but downplays wife’s struggles.
- **Mr. Elias Astor**, director: Pragmatic manager of understaffed service; views counselor change request as criticism, ignores cultural discrimination depth.
- **Mr. Bruno Bauer**, therapist: Young, eager but inexperienced in multicultural work; uses inquiry influenced by media stereotypes on Asian women.

Game procedure

- You hand out the indicated material to the participants.
- First, there is a reading phase (approx. 10 minutes).
- Then, you give an acoustic signal, and the participants start playing the scenario (approx. 20 minutes).
- With the next acoustic signal, you end the conversation and ask the players to join the debriefing.

SIMULATION GAME

Material for the trainer

PARTICIPA CITY – Description of the scenario



Material for the participants

- Linhi Nguyễn: biography card + game instructions + additional material: Interracial Marriages in Europe
- Gabriel Nowak: biography card + game instructions
- Elias Astor: biography card + game instructions
- Bruno Bauer: biography card + game instructions

SIMULATION GAME

PARTICIPA CITY – Exemplified station setup

Material for the trainer





Director's office. One big table with two chairs on one side and two on the other.

Additional chairs for ADB representatives might be necessary.

SIMULATION GAME

PARTICIPA CITY – Scenario Family Counselling Center



SIMULATION GAME

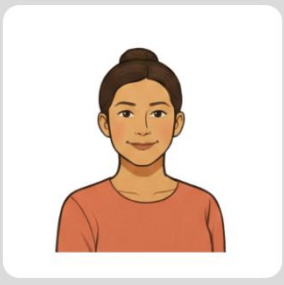


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Family Counselling Center

Director‘s Office – table 1

Linhi Nguyen, Gabriel Nowak, Elias Astor and Bruno Bauer



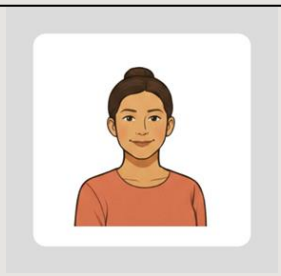






The couple just stepped into director‘s office and sat down. Mr. Astor and Mr. Bauer were already there. All four gather for a meeting.

PARTICIPA CITY – Scenario Family Counselling Center – Name Tags



MRS. LINHI NGUYỄN



MR. GABRIEL NOWAK



MR. ELIAS ASTOR



MR. BRUNO BAUER

Material for participants

Welcome to PARTICIPA CITY

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!

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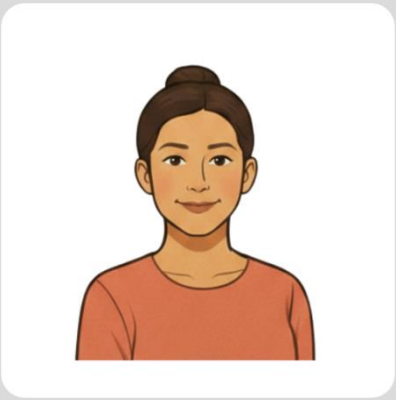
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MRS. LINHI NGUYỄN

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.



PARTICIPA CITY – Game instructions
“Family Counselling Center” for Mrs. Linhi Nguyễn

Game procedure

- Identify yourself with the person from the biography card and these game instructions here as well as with the additional material to get familiar with the game situation.
- First, there is a reading phase to prepare yourself (approx. 10 minutes).
- After an acoustic signal, the discussion with Mr. Astor and Mr. Bauer begins (approx. 20 minutes).
- After another acoustic signal, the conversation ends and the trainer will ask you to join the debriefing.

The initial situation

After a few sessions with the family therapist Mr. Bauer, you realised that you feel uncomfortable with him because he does not really understand your problem. You and your husband talked it over and agreed: you'd like a new therapist. who focuses on your family's current needs, not just on stereotypical cultural differences. Mr. Bauer gives you a feeling that he believes your marriage is somehow arranged with you marrying a rich German man.

You emailed the director with this request. Kindly, he invited you all to a meeting to gently sort things out and understand what is happening. In the discussion you will respectfully defend your wishes for fair support.

It is possible that members of the Anti-Discrimination Advisory Board (ADB) will join you.

Your role in the situation

Meeting with therapist Bruno gave you feeling like he asked all kind of unnecessary questions that were not related to the challenge of the relationship right now but more on understanding the different cultures in general from a very stereotypical point of view. You felt unheard, as your only wish was to be more connected to the kids and your husband.

You generally think therapists should be educated to be more cultural competent, you had just recently read an article about this issue. You are eager to convince the decision maker to help you find a cultural competent therapist.







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.



PARTICIPA CITY – Game instructions
“Family Counselling Center” for Mr. Gabriel Nowak

Game procedure

- Identify yourself with the person from the biography card and these game instructions here to get familiar with the game situation.
- First, there is a reading phase to prepare yourself (approx. 10 minutes).
- After an acoustic signal, the discussion with Mr. Astor and Mr. Bauer begins (approx. 20 minutes).
- After another acoustic signal, the conversation ends and the trainer will ask you to join the debriefing.

The initial situation

After a few sessions with Mr. Bauer, you agreed with your wife to change your therapist that would focus on your wife's real problems instead of asking stereotypical questions. Regarding the whole situation, you believe the children will grow out of this phase and that the family will reconnect naturally in time. However, because you see how difficult the move to a new city and the children’s growing up have been for your wife, it is important to you to attend therapy with her. You are very grateful that the therapy practice is practically just across the street from your apartment, because this is the only way you can make it there despite your busy schedule.

It is possible that members of the Anti-Discrimination Advisory Board (ADB) will join you.

Your role in the situation

You dreamed of settling in Participa City after years away, but now home life feels unstable. Your wife is withdrawing and missing her old friends, and you make time for therapy despite your busy work with the family business because you want to support her.

At first, you do not mind when the therapist focuses on your relationship’s early days, but you soon realize that your wife feels stereotyped and unheard, sensing stereotypes about her marrying a "rich German."

In the discussion you will be reserved, you don't want to cause any major problems because you like the fact that you have the possibility of therapy so close by. You will also mediate between your wife and others, to soften the communication.







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.



PARTICIPA CITY – Game instructions
“Family Counselling Center” for Mr. Elias Astor

Game procedure

- Identify yourself with the person from the biography card and these game instructions here to get familiar with the game situation.
- First, there is a reading phase to prepare yourself (approx. 10 minutes).
- After an acoustic signal, the discussion with begins (approx. 20 minutes).
- After another acoustic signal, the conversation ends and the trainer will ask you to join the debriefing.

The initial situation

One of the therapists under your supervision feels embarrassed after briefly working with a couple who now want to switch therapists, feeling their needs had not been addressed appropriately. You trust your team's skills and know clients can be selective. Yet, with staff shortages and limited resources, fulfilling every request proves challenging.

You invite them all to discuss the situation and see for yourself where is the problem. Quickly, you realise this is not the first time such a problem has come up. Several clients have already complained that the counselors are not effective with multi-heritage couples. Your practical side takes over: there are simply no other suitable therapists available locally. The only concrete help you can offer is to transfer them to another center, even though you know this is not an ideal solution.

It is possible that members of the Anti-Discrimination Advisory Board (ADB) will join you.

Your role in the situation

While well-meaning and committed to supporting families, you tend to be risk-averse and cautious about change. You are sometimes defensive when faced with criticism, especially when it challenges established procedures or questions your authority. Your limited exposure to cultural diversity in your personal life occasionally leaves you unprepared to fully empathize with the nuanced challenges faced by immigrant and multi-heritage families.

You do not think you can adress Linhi‘s and Gabriel‘s needs fully. You will ask them to understand that you have limited power to make a change.





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.



SIMULATION GAME

PARTICIPA CITY – Game instructions
“Family Counselling Center” for Mr. Bruno Bauer

Game procedure

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The initial situation

You have been meeting Linhi and Gabriel for a few sessions now to start a couple therapy. In general you have had a good start with some hurdles though. You feel they are an interesting couple as Linhi comes from an exotic culture in South Asia. Even though they said they fell in love before their marriage you feel they are hiding something, you feel maybe it was an arranged marriage as you had recently read an article about this issue.

You were surprised that after only very few sessions they had obviously complained about you and asked your boss Mr. Astor for a change of therapists.

Despite the discomfort, you told your boss, you agreed to join the meeting that your boss has set up to clarify what the next steps can be.

It is possible that members of the Anti-Discrimination Advisory Board (ADB) will join you.

Your role in the situation

On the one hand, you were surprised that a couple you had only been working with for a short time wanted to a change of therapists, but on the other hand, if you were completely honest, you found their problem very complex and you felt stuck. That is why you kept digging into their history to better understand their dynamic.

In the discussion you will be reserved and wait for Mr. Astor‘s advices.



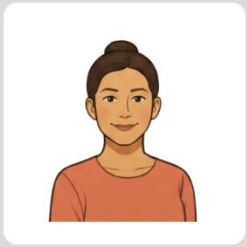


ADDITIONAL MATERIAL

FAMILY COUNSELLING CENTER

LINHI NGUYEN





Short Research Summary - Interracial Marriages in Europe

Studies from Germany, France, the Netherlands, and the UK illustrate that although interracial marriages are rising, they frequently encounter instability owing to socioeconomic disparities, cultural differences, and resistance from family or wider social networks (Schroedter, 2006; Tribalat, 2013; Milewski & Kulu, 2014).

Social tensions often arise within these unions because visible differences such as skin color or religion intensify external scrutiny and stigma, compounded in particular by Orientalism and Islamophobia affecting Muslim partners (Gerholm, 2018; Cerchiaro, 2022). Furthermore, couples involving partners from less-developed countries face greater societal distrust and pressures, and family resistance along with bureaucratic obstacles disproportionately impact women in traditional societies (Begovic, 2018; Rodríguez-García et al., 2016).

Research indicates that the challenges interracial couples face largely stem from external societal and familial opposition rather than internal relationship issues themselves, and that such marriages have a higher risk of separation, especially when cultural dissimilarities are pronounced and when the native spouse is female (Dribe & Lundh, 2005; Statistics Sweden, 2015).

Therapeutic services often lack adequate cultural competence to effectively support multi-heritage couples, contributing to dissatisfaction and premature dropout from therapy (Finney et al., 2020). There is a growing acknowledgment of the need for marriage and family therapy training programs to incorporate multicultural competency, equipping therapists to navigate the intricate intergenerational and cultural issues faced by such families (Kenney et al., 2015; Finney et al., 2020). Effective support requires culturally informed assessment tools and intentional therapeutic practices to reduce systemic barriers and promote family cohesion (Finney et al., 2020).

Participa City



Note on language and context: Our European project consortium has made every effort to use inclusive and sensitive language throughout these materials; however, linguistic and cultural differences between language versions may affect nuances of wordings, and we rely on users to apply the materials thoughtfully and sensitively in their own context so that they support reflection on discrimination without reproducing it.

Images generated using AI (Sora | Gemini) for illustrative purposes

https://participa-city.eu

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