Participa City

A simulation game to learn about discrimination

Game material for the scenario “Housing market“



https://participa-city.eu

Co-funded by the European Union

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.

PARTICIPA CITY – Scenario “Housing market”



General information for the trainer

You find in this file all necessary material for playing the scenario “Housing market”. 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 or two pages).
- 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 “housing market” 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 “housing market” at the same time as “school” or “Employment Agency” 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.

SIMULATION GAME

PARTICIPA CITY – Housing market station overview



Characters

a. Mr. Wilfried Meier

b. Mr. Jamal Al-Assiri

c. Mrs. Katrin Friedrich

d. Mrs. Gerda Lorenz

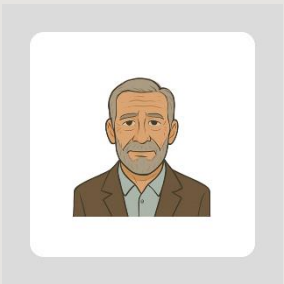
e. Mr. Rolf Heinrich

f. Additional material

i. Apartment offers (Mrs. Lorenz and on the table in the foyer)

ii. Evaluation sheets (Mrs. Lorenz, Mr. Heinrich)

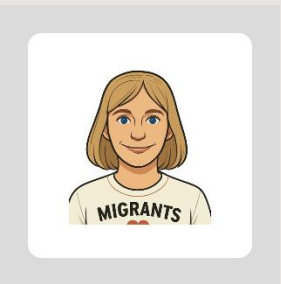
iii. Message from the company Management Board (Mrs. Lorenz, Mr. Heinrich)



MR. WILFRIED MEIER



MR. JAMAL AL-ASSIRI



MRS. KATRIN FRIEDRICH



MRS. GERDA LORENZ



MR. ROLF HEINRICH

SIMULATION GAME

Material for the trainer

PARTICIPA CITY – Description of the scenario



Initial situation

People are contacting the housing association “Community Housing in Participa City” (CHP) looking for accommodation. A number of offers are displayed and those interested have to decide on one of the offers. They are then asked to meet with CHP employees one after the other.

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

Perspectives established in the station

- **Mr. Meier** works at the job centre and will retire soon, his wife doesn't work anymore. They will have less money in the future and therefore look for a smaller apartment.
- **Mr. Al-Assiri** was born in Germany and works as a permanent accountant at the university hospital, he would like to move to Participa City with his family soon and is looking for a larger apartment.
- The teacher **Mrs. Friedrich** would like to find an apartment with her daughter. At the moment, however, she cannot provide a rental guarantee to secure the rent payments.
- **Mrs. Lorenz** oversees housing allocation at CHP and is a longstanding employee.
- **Mr. Heinrich** did an apprenticeship as an office administrator at CHP. He supports his supervisor with the selection of applicants.

Game procedure

- You hand out the indicated material to the participants. The housing offers are on the information table in the foyer.
- First, there is a reading phase (approx. 10 minutes) in which the applicants decide on an offer and Mrs. Lorenz and Mr. Heinrich briefly discuss with each other.
- Then, you give an acoustic signal, and the two employees greet the people looking for an apartment and ask one person each at a time for a conversation (approx. 5 minutes). The one who finishes faster talks to the third applicant. The employees have also received a message from the company Management Board, which they must consider. The persons looking for an apartment may discuss their chances when they don’t play. The employees need a few minutes alone to decide about the rent (approx. 20 minutes).
- With the next acoustic signal, you end the selection process. The employees briefly and concisely announce their decision. Then, you ask the players to join the debriefing.

SIMULATION GAME

Material for the trainer

PARTICIPA CITY – Description of the scenario



Material for the participants

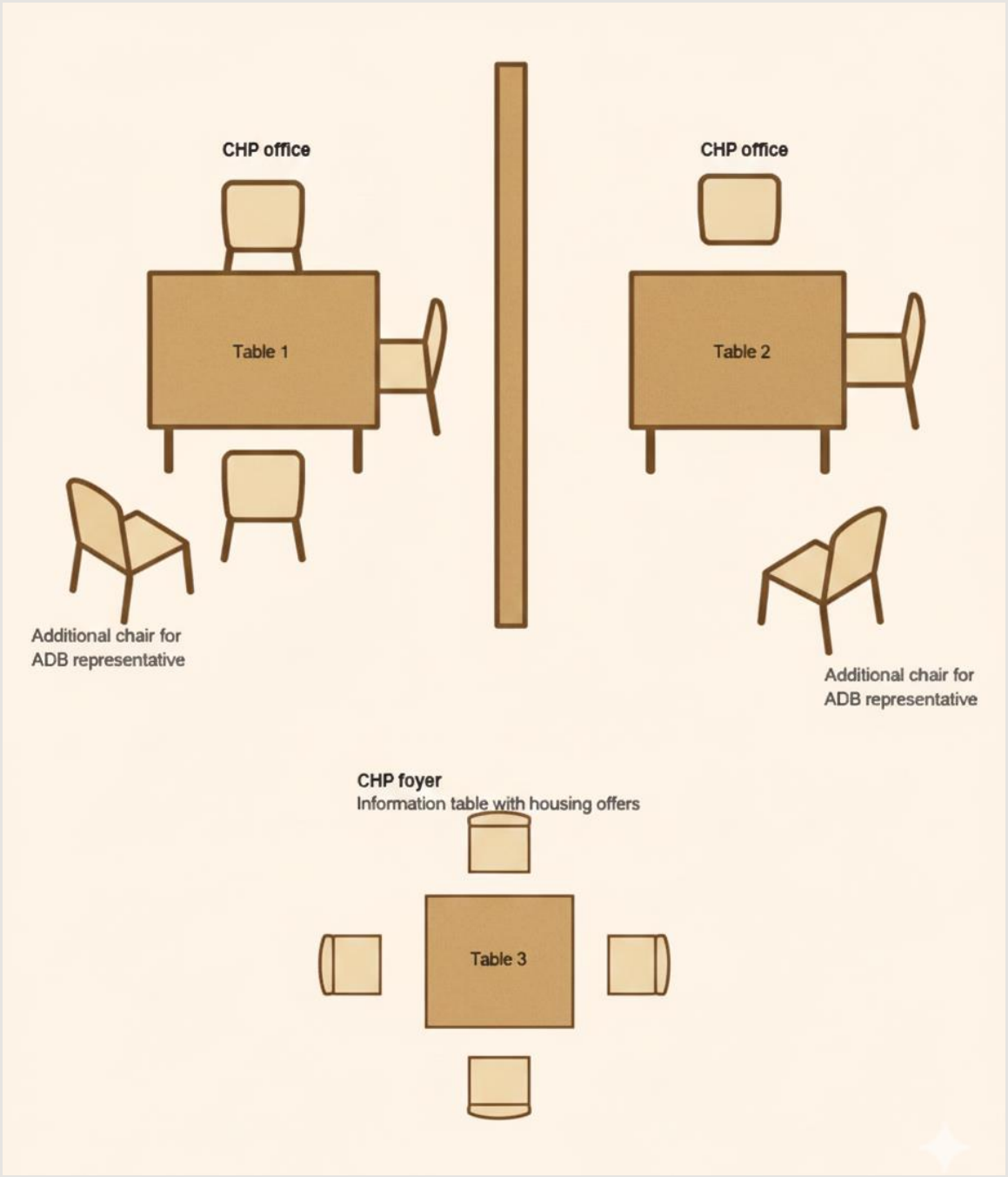
- Mr. Meier: biography card + game instructions
- Mr. Al-Assiri: biography card + game instructions
- Mrs. Friedrich: biography card + game instructions
- Mrs. Lorenz: biography card + game instructions + additional material: apartment offers + 2 evaluation sheets + message from the company Management Board
- Mr. Heinrich: biography card + game instructions + additional material: 2 evaluation sheets + message from the company Management Board

SIMULATION GAME

PARTICIPA CITY – Exemplified station setup

Material for the trainer





Either a room divider (pin board) or enough space so that the conversations do not disturb each other.

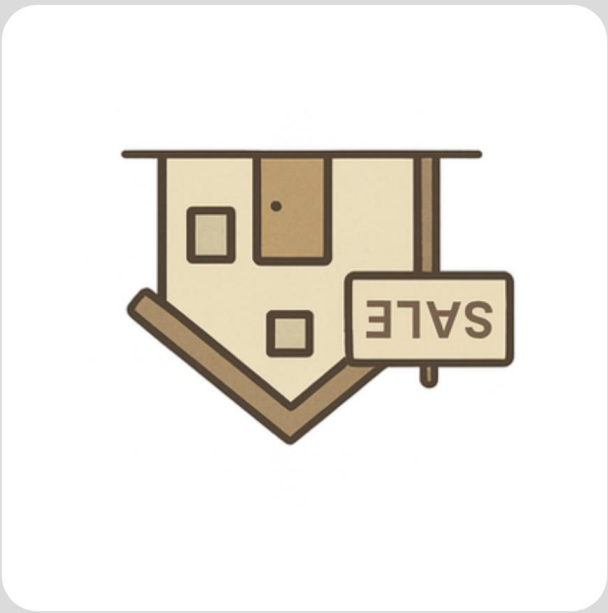
Additional chairs for ADB representatives might be necessary.

SIMULATION GAME

PARTICIPA CITY – Scenario Housing market



SIMULATION GAME

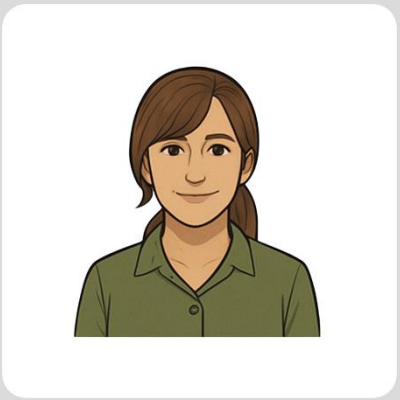


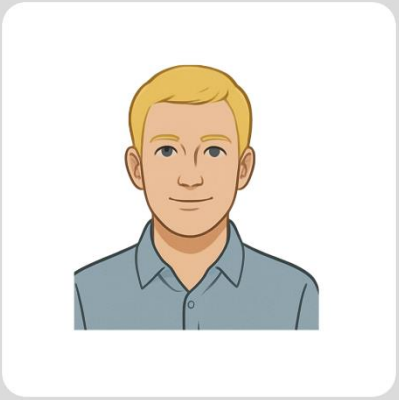
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Housing market

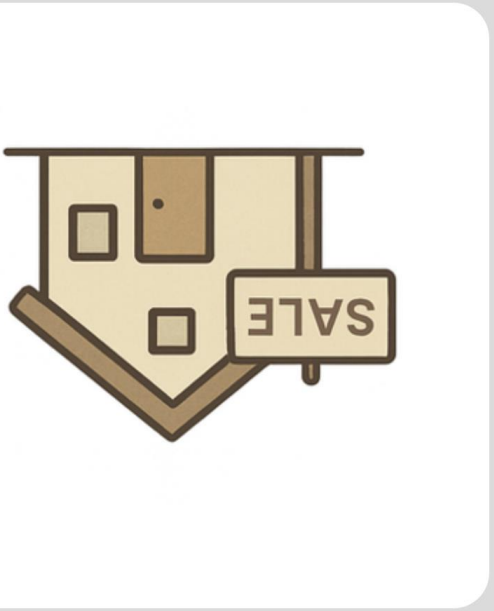
CHP office - table 1

Mrs. Lorenz and Mr. Heinrich



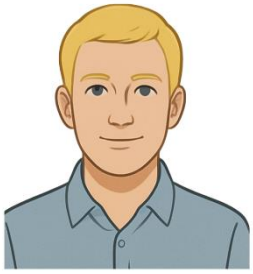


At the beginning, Mrs. Lorenz and Mr. Heinrich are sitting here and discuss with each other (10 minutes). After the acoustic signal, Mrs. Lorenz calls one of the persons looking for an apartment for a discussion. Mr. Heinrich goes to table 2.

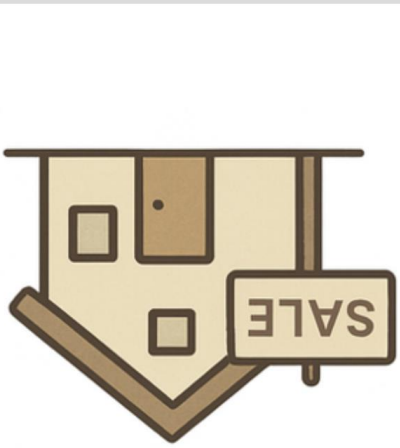


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Housing Market
CHP office - table 2
Mr. Heinrich



After the acoustic signal, Mr. Heinrich sits down here and calls one of the persons looking for an apartment for the discussion.

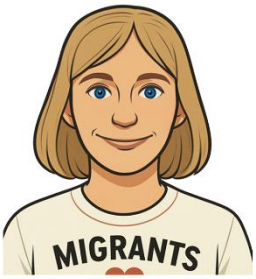


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Housing Market

CHP foyer - table 3

Mrs. Friedrich, Mr. Meier and Mr. Al-Assiri







Mrs. Friedrich, Mr. Meier and Mr. Al-Assiri are waiting here and study the apartment offers (10 minutes). After the acoustic signal, they are called one by one to the discussion with the employees of the CHP. One person has to wait.

PARTICIPA CITY – Scenario Housing Market – Name Tags



MR. WILFRIED MEIER



MR. JAMAL AL-ASSIRI



MRS. KATRIN FRIEDRICH



MRS. GERDA LORENZ



MR. ROLF HEINRICH

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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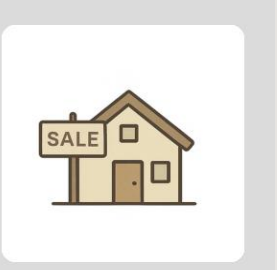


MR. WILFRIED MEIER

You are **63 years old** and are already looking forward to your well-earned retirement. Your wife doesn't work anymore. 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.**



PARTICIPA CITY – Game instructions
“Housing market” for Mr. Wilfried Meier

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). You also read the apartment offers on the table and decide which apartment you want to apply for.
- After an acoustic signal, you and the others looking for an apartment will be greeted by the CHP staff and interviewed one after the other to collect the information needed for an evaluation sheet (approx. 20 minutes).
- After another acoustic signal, the selection process ends, the employees will then inform you briefly and concisely of their decision.
- Then, the trainer will ask you to join the debriefing.

The initial situation

The **housing association** “Community Housing in Participa City” (CHP) receives applications from people just like you. A number of **offers** are displayed and interested parties have to choose one. You and the others are then asked to meet with the staff one after the other. You will be asked about your situation and your financial background.

In the foyer of CHP you will meet **other people looking for an apartment**. While you wait, you can talk to each other. For example, you can ask how long the others have been living in Participa City and whether they like living here. You can also talk about the individual's chances of finding the popular apartments.

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

Your role in the situation

You and your wife have recently started looking for a new apartment. You now have **less money to spend** as your wife is no longer working. You also want to work less soon. You therefore need a smaller and less expensive apartment. Your wife likes to play the piano, which has sometimes led to **problems with neighbours**. You are unsure whether you should talk about this. Of course, you have a reference letter from your previous landlord.
At the moment, you still earn around **€ 2,200** net per month. This will be less in the future. You don't necessarily have to tell them, do you? You currently do not have a **rental guarantee**. You still need to get it.







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?"



PARTICIPA CITY – Game instructions
“Housing market” for Mr. Jamal Al-Assiri

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PARTICIPA CITY – Game instructions
“Housing market” for Mr. Jamal Al-Assiri

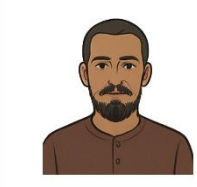
Your role in the situation

You **urgently** need a new apartment in Participa City: you currently live about 20 km away in a village and the daily commute to work and school is too far for your family. Your son also needs his own room with space for a desk.

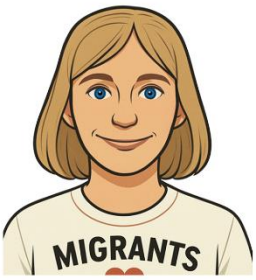
You earn € 2,500 net, your wife € 1,000 net. Together, you therefore have an income of **€ 3,500 per month** – which should definitely be enough for a suitable apartment.

You are considered to be very quiet and well-adjusted tenants and have never had any problems with the neighbours. The current landlord can also attest to this. Your uncle has also promised you a rental guarantee.

You have been looking for a new apartment for a long time now. Several times you have not even been invited to a viewing appointment, even though you meet all the desired criteria. You suspect that **your name** has caused prejudice among landlords







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.



PARTICIPA CITY – Game instructions
“Housing market” for Mrs. Katrin Friedrich

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). You also read the apartment offers on the table and decide which apartment you want to apply for.
- After an acoustic signal, you and the others looking for an apartment will be greeted by the CHP staff and interviewed one after the other to collect the information needed for an evaluation sheet (approx. 20 minutes).
- After another acoustic signal, the selection process ends, the employees will then inform you briefly and concisely of their decision.
- Then, the trainer will ask you to join the debriefing.

The initial situation

The **housing association** “Community Housing in Participa City” (CHP) receives applications from people just like you. A number of **offers** are displayed and interested parties have to choose one. You and the others are then asked to meet with the staff one after the other. You will be asked about your situation and your financial background.

In the foyer of CHP you will meet **other people looking for an apartment**. While you wait, you can talk to each other. For example, you can ask how long the others have been living in Participa City and whether they like living here. You can also talk about the individual's chances of finding the popular apartments.

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





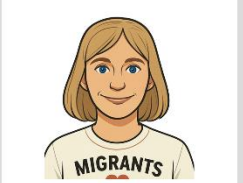
PARTICIPA CITY – Game instructions
“Housing market” for Mrs. Katrin Friedrich

Your role in the situation

You currently must travel a long way to your place of work. The farm where you currently live is also to be sold. Your daughter would also like to be closer to her friends.

You have **financial difficulties**: an authority is demanding back payments from you for the social benefits of the refugees you took in. The legal dispute is still open. Your **credit rating report** – which shows landlords whether you usually pay your bills – is currently negative. You will certainly have to explain this to CHP. Unfortunately, you also don't know whether you can get a **rental guarantee**.

You have a fixed income as an employed teacher and earn around **€ 2,800** net per month. You hope to be able to use this to pay a higher rent in the city. However, you do not currently have a precise overview of your monthly expenses.







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.



PARTICIPA CITY – Game instructions
“Housing market” for Mrs. Gerda Lorenz

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). You can exchange ideas with your colleague.
- After an acoustic signal, you greet the people looking for an apartment and ask one applicant to join you. Mr. Heinrich does the same and goes to another table. The third applicant has to wait. After the interview with the first applicant (approx. 5 minutes each), you or Mr. Heinrich or you two together talk to the third person, depending on who finishes faster with the first interview. Afterwards, you discuss with Mr. Heinrich alone for a few minutes which apartment should be given to whom (approx. 20 minutes in total).
- After another acoustic signal, the selection process ends, and you and Mr. Heinrich then briefly and concisely inform the interested persons of your decision**.**
- Then, the trainer asks you to join the debriefing.

The initial situation

You and the other employees of the **housing association** “Community Housing in Participa City” (CHP) are contacted by people looking for an apartment. A number of **offers** are displayed and those interested have to choose one. They are then asked to meet with you and your colleague Mr. Heinrich one after the other. You then ask them about their respective situations and financial backgrounds. You note down the results in an **evaluation sheet**. Before you ask the apartment seekers to join you, you can talk to your colleague.

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





PARTICIPA CITY – Game instructions
“Housing market” for Mrs. Gerda Lorenz

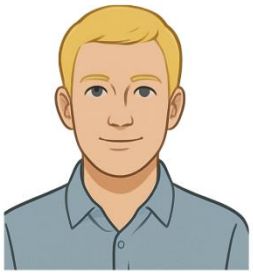
Your role in the situation

You **manage** the apartment allocation process, which is not an easy task. But you are convinced that you are doing a good job. The **Management Board** has never been dissatisfied with your decisions. Basically, you get on well with the majority of people looking for an apartment. Sometimes, however, there are complaints. But most of these have usually been resolved without any problems.

You want to make fair decisions and always take into account the **interests** of CHP and the **Management Board** that are clarified by regular information from the Management Board to the employees (see additional material).







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**.**



PARTICIPA CITY – Game instructions
“Housing market” for Mr. Rolf Heinrich

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). You can exchange ideas with your colleague.
- After an acoustic signal, you greet the people looking for an apartment. Then, you call one applicant to join you and go to table 2. Mrs. Lorenz also calls one applicant, the third person has to wait. After the interview with the first applicant (approx. 5 minutes), you or Mrs. Lorenz or you two together talk to the third person, depending on who finishes faster with the first interview. Afterwards, you discuss with Mrs. Lorenz alone for a few minutes which apartment should be given to whom (approx. 20 minutes in total).
- After another acoustic signal, the selection process ends, and you and Mrs. Lorenz then briefly and concisely inform the interested persons of your decision**.**
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You and the other employees of the **housing association** “Community Housing in Participa City” (CHP) are contacted by people looking for an apartment. A number of **offers** are displayed and those interested have to choose one. They are then asked to meet with you and your colleague Mrs. Lorenz one after the other. You then ask them about their respective situations and financial backgrounds. You note down the results in an **evaluation sheet**. Before you ask the apartment seekers to join you, you can talk to your colleague.

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PARTICIPA CITY – Game instructions
“Housing market” for Mr. Rolf Heinrich

Your role in the situation

You enjoy working at CHP and would like to **advance your career** here. You are therefore keen to make a good impression to the **CHP Management Board** and follow instructions from above very closely (see additional material). However, if their instructions go against your **convictions**, you are unsure how to deal with this.

As a young employee, you still have little experience. You therefore rely heavily on your older colleagues and often seek advice from them**.**





ADDITIONAL MATERIAL HOUSING MARKET

MRS. LORENZ





Free rental objects:

Apartment 1

A newly renovated and bright 4-room apartment at Europe Avenue 12, with a living space of 90 m², a bathtub and guest toilet, a cellar and parking space for immediate rent for € 950 / warm per month. Included is an internet connection as well as connections for cable / satellite TV. This apartment, which is close to the city and easily accessible by public transport, is suitable for all professional groups with or without a family. There is also a small playground in the residential complex. **A parking space can be rented in the underground garage**. The annual energy requirement is 70 kWh per square meter and is therefore in the green zone in energy class B.

Apartment 2

An apartment (70 m²) in a green area, Theatre Street 4, with two rooms, kitchen, shower and toilet for rent as of now, for € 650 / warm per month. This renovated and sunny apartment has an excellent infrastructure with modern technical equipment. The equipment includes fast internet for remote work as well as cable and satellite connections. The residential complex has its own small garden. You can also work in the garden via Wi-Fi. This apartment close to the city (8 km) can be reached both by bike – thanks to our city's good cycle paths – and by public transport.

ADDITIONAL MATERIAL HOUSING MARKET
MRS. LORENZ AND MR. HEINRICH







To all employees:

Information on renting out the 4-room apartment at Europe Avenue 12**!**

The situation in the Europe Avenue 12 residential complex was discussed at the last board meeting. There have been conflicts between the tenants. Specifically, there were frequent disputes between the Muslim Habibi family and their neighbours. It was particularly loud during Ramadan. Once the Habibi family has moved out, the situation will hopefully calm down.

It is of utmost importance to the Management Board that conflicts in the residential complexes are avoided. All tenants should be able to live in a quiet environment. When re-renting apartments in this residential complex in future, the Board of Management urgently requests that care be taken to ensure that quiet and peace-loving tenants who fit into the local residential environment are selected.

Kind regards The Board

ADDITIONAL MATERIAL HOUSING MARKET
MRS. LORENZ AND MR. HEINRICH







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Kind regards The Board

ADDITIONAL MATERIAL HOUSING MARKET

MRS. LORENZ





Evaluation sheet for the apartment allocation

For the employees of CHP:

Please ask the applicants about the following points and give them plus or minus points according to your assessment. At the end, please add up the points. The total will help you to decide on the allocation of accommodation.

Name of the applicant:

	Plus	**Minus**
Family situation: • Quiet tenants (older couple) or young family with small children (possibly more noise)?		
Professional situation: • Does the applicant have a job that ensures a guaranteed rent payment? (also long-term?) • Is the applicant employed part-time or full-time? • Does the applicant have a fixed-term or permanent employment contract?		
Credit rating information: • how good is the creditworthiness (payment behavior) of the applicant?		
Can the applicant provide a rental guarantee?		
Does the applicant have a reference letter from the last landlord?		
For migrants: • Has the applicant already had problems with neighbours? • How long has the applicant been living in Germany? • Does the applicant have a secure residence status?		
For recipients of social benefits: • Does the applicant have a certificate of eligibility from the authorities?		
Other criteria that may play a role: • Is it to be expected that there will be complaints about noise (small children, young people/students with loud music or musical instruments)?		
Other information:		
Sum:		
Total sum:		

ADDITIONAL MATERIAL HOUSING MARKET

MRS. LORENZ





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ADDITIONAL MATERIAL HOUSING MARKET

MR. HEINRICH





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ADDITIONAL MATERIAL
HOUSING MARKET





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Apartment 2

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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.

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