Participa City

A simulation game to learn about discrimination

Game material for the scenario “Nursing home“



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 “Nursing home”



General information for the trainer

You find in this file all necessary material for playing the scenario “Nursing home”. 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 “nursing home” 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 “nursing home” at the same time as “police” or “sport” 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 – Nursing home station overview



Characters

a. Mrs. Fadumo Nur

b. Mrs. Elisabeth Wernicke

c. Mrs. Miriam Gül

d. Mr. Fares Abubakr



MS. FADUMO NUR



MRS. ELISABETH WERNICKE



MRS. MIRIAM GÜL



MR. FARES ABUBAKR

SIMULATION GAME

Material for the trainer

PARTICIPA CITY – Description of the scenario



Initial situation

It is early morning on Ward 3B in “Home Sunshine,” a nursing home in Participa City. The day shift has just begun. Today, the nurse Fadumo Nur has to work on Ward 3B instead of Ward 3A because some colleagues there are sick.

She is supposed to assist Mrs. Elisabeth Wernicke, an 82-year-old resident in room 12, with her morning care. However, when Fadumo Nur enters the room, Elisabeth Wernicke becomes very angry and raises her voice. She says she does not want to be cared for by a nurse with dark skin.

Miriam Gül, the deputy head of nursing, who is currently walking down the hallway to her office, and Fares Abubakr, a geriatric nurse who is working in the neighboring room, hear the loud exchange and go into room 12 to see what is going on.

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

Perspectives established in the station

- **Mrs. Fadumo Nur** is affected by racism and repeatedly hears discriminatory comments in her work environment.
- **Mrs. Elisabeth Wernicke** has traditional values and remembers the “good old days.” She is not affected by racism and has had very little experience with migrants.
- **Mrs. Miriam Gül** wants to deal with discrimination effectively, but she is concerned that anti-discrimination strategies might slow down work processes. She also feels responsible for responding to the wishes of the residents
- **Mr. Fares Abubakr** often experiences racism and clearly speaks out against it.

Material for the trainer

PARTICIPA CITY – Description of the scenario



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.

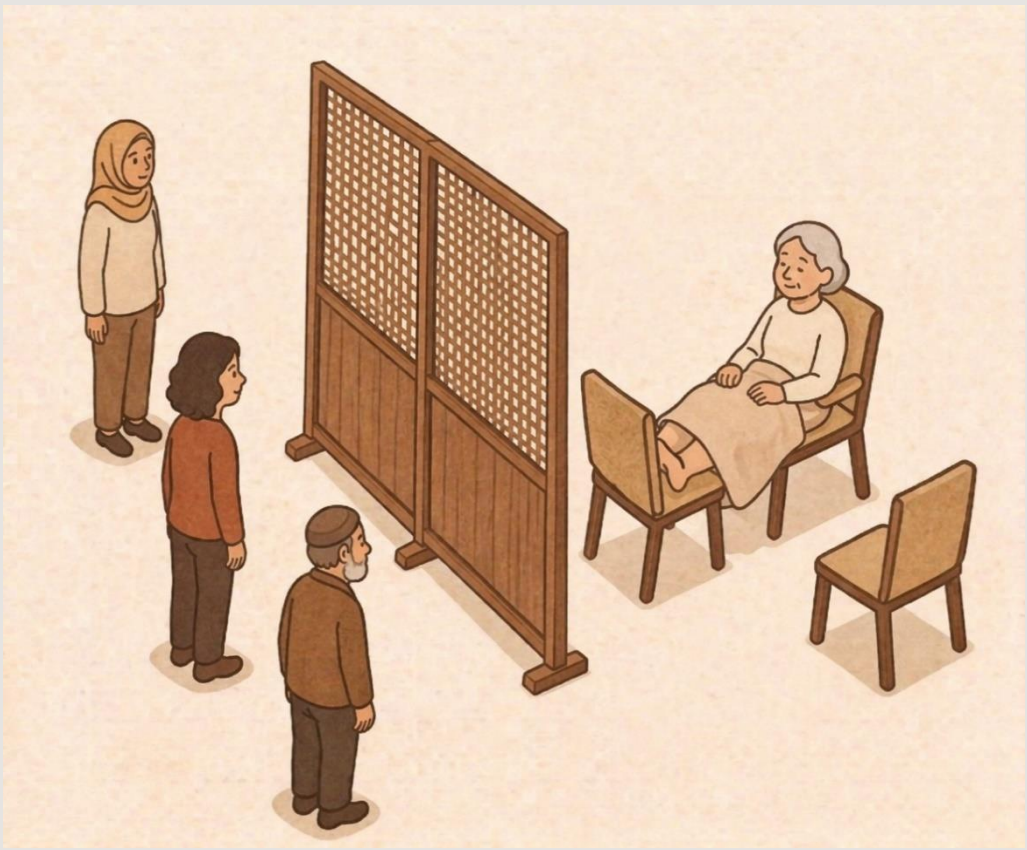
Material for the participants

- Mrs. Fadumo Nur: biography card + game instructions
- Mrs. Elisabeth Wernicke: biography card + game instructions
- Mrs. Miriam Gül: biography card + game instructions
- Mr. Fares Abubakr: biography card + game instructions

PARTICIPA CITY – Exemplified station setup

Material for the trainer





A room divider (pin board) that separates room 12 with Mrs. Wernicke from the hallway.

Additional chairs for ADB representatives might be necessary.

SIMULATION GAME

PARTICIPA CITY – Scenario Nursing home



SIMULATION GAME



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Nursing Home

In the hallway

Mrs. Fadumo Nur, Mrs. Miriam Gül and Mr. Fares Abubakr

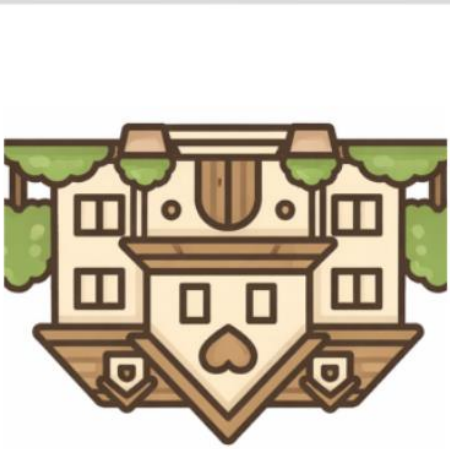






At the beginning, all three people are here in different places. Mrs. Nur is preparing herself, Mrs. Gül is on her way to her office, and Mr. Abubakr is in a resident's room.

After the acoustic signal, Mrs. Nur goes to room 12 to see Mrs. Wernicke. After hearing Mrs. Wernicke's loud words, Mrs. Gül and Mr. Abubakr also go into room 12.



(fold here)

Nursing Home

Room 12

Mrs. Elisabeth Wernicke



At the beginning, Mrs. Wernicke is waiting here for the nurse who will assist her with her morning care. After the acoustic signal, Mrs. Nur enters the room, and Mrs. Wernicke loudly and firmly expresses her anger about the dark-skinned nurse. Afterwards, Mrs. Gül and Mr. Abubakr join them.

PARTICIPA CITY – Scenario “Nursing home” – Name Tags



MRS. FADUMO NUR



MRS. ELISABETH WERNICKE



MRS. MIRIAM GÜL



MR. FARES ABUBAKR

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!

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MRS. ELISABETH WERNICKE

You are **82 years old** and have been living in "Home Sunshine" for six years. You are somewhat physically limited and need care and support, but mentally you are still very agile. In the past, you worked as a teacher. Your **strong personality** helped you a lot in this profession to gain respect.

You speak nostalgically about your working life, which you describe as "**the good old days**" when the world was still in order. At that time, there were no migrant children in your classes, and lessons proceeded without disruptions.

You have been widowed for a long time and only have a sister and a niece who live far away and visit you only rarely. Your social contacts are limited to the other residents and the nursing staff. It is difficult for you to accept new views and ways of behaving. You often do not feel comfortable in this **modern world of diversity**.



PARTICIPA CITY – Game instructions
“Nursing home” for Mrs. Elisabeth Wernicke

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 nurse Mrs. Fadumo Nur enters your room. You express your anger loudly and clearly. As a result, Mrs. Gül and Mr. Abubakr come into the room, and the discussion begins (approx. 20 minutes).
- After another acoustic signal, the conversation ends and the trainer will ask you to join the debriefing.

The initial situation

It is early morning on Ward 3B in “Home Sunshine”. The day shift has just begun. You are waiting for the nurse who will assist you with your morning care. You are very familiar with the caregivers from Ward 3B. When Fadumo Nur, whom you do not know yet, enters the room, you feel uncomfortable and become angry.

The deputy head of nursing, Miriam Gül, is currently walking down the hallway to her office, and Fares Abubakr, a geriatric nurse, is working in the neighboring room.

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





PARTICIPA CITY – Game instructions
“Nursing home” for Mrs. Elisabeth Wernicke

Your role in the situation

Overall, you feel safe and well cared for in the nursing home “Home Sunshine”. However, the older you get, the more often you feel uncomfortable with the rapid changes happening around you. You long for the “good old days.”

You notice that more and more caregivers in the nursing home are no longer “real Germans.” You do not like that more and more caregivers from abroad are working here, and you also do not want to be touched by caregivers with dark skin. You have already told the nursing management this several times.

Today, the nurse Fadumo Nur comes into your room to assist with your morning care. When you see that she has dark skin, you become very angry. You do not know her at all and do not want her to touch you. Her skin color frightens you.

You will not accept Fadumo Nur as your caregiver - that is certain. You express this very loudly and clearly. After all, the nursing management knows your wishes and should respect them! In the end, you pay a lot of money for this nursing home. Why don’t they hire German caregivers?







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.



PARTICIPA CITY – Game instructions
“Nursing home” for Mrs. Fadumo Nur

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, you go to Mrs. Wernicke in room 12, who immediately becomes angry when she sees you. Mrs. Gül and Mr. Abubakr also come into the room, and the discussion begins (approx. 20 minutes).
- After another acoustic signal, the conversation ends and the trainer will ask you to join the debriefing.

The initial situation

It is early morning on Ward 3B in “Home Sunshine”. The day shift has just begun. Normally, you work on Ward 3A, but today you have to fill in on Ward 3B. You are supposed to assist Mrs. Wernicke in room 12 with her morning care. When you enter the room, Mrs. Wernicke immediately becomes very loud and very angry.

The deputy head of nursing, Miriam Gül, is currently walking down the hallway to her office, and Fares Abubakr, a geriatric nurse, is working in the neighboring room.

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





PARTICIPA CITY – Game instructions
“Nursing Home” for Mrs. Fadumo Nur

Your role in the situation

For the past few weeks, you have been working on Ward 3A in the nursing home “Haus Sonnenschein.” Today, you have to fill in on Ward 3B and assist Mrs. Wernicke with her morning care. However, when you enter her room, she immediately attacks you verbally and becomes very angry. She does not want to be touched or supported by you. In this situation, you feel very hurt and humiliated and are unsure how to react.

It frustrates you deeply when you are rejected in your workplace because of your skin color. You want to be seen as the person you are: respectful, open, friendly, and committed. You want to be treated the same as all your colleagues. Why are your competence and empathy not appreciated?

You are aware that there are also reservations toward you from the institution “Haus Sonnenschein.” From time to time, you hear racist comments. You fear that this may cause your professional decisions to be questioned.

It is important to you to finally start an honest dialogue with your team and to encourage the management to address racist and discriminatory attitudes. Everyone should feel safe and respected in the workplace. You believe that there should be clearer and fairer rules.







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**.



PARTICIPA CITY – Game instructions
“Nursing home” for Mrs. Miriam Gül

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 nurse Mrs. Fadumo Nur goes into room 12. Shortly afterwards, you hear loud words coming from the room. Mr. Abubakr and you go into room 12, and the discussion begins (approx. 20 minutes).
- After another acoustic signal, the conversation ends and the trainer will ask you to join the debriefing.

The initial situation

It is early morning on Ward 3B in “Home Sunshine”. The day shift has just begun. You are walking down the hallway on your way to your office. Suddenly, you hear loud and angry words from Mrs. Wernicke in room 12. Together with Mr. Fares Abubakr from the neighboring room, you go into room 12 to see what is going on, and there you meet Mrs. Wernicke and Mrs. Nur.

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

Your role in the situation

As the deputy head of nursing, you are responsible for maintaining high standards of care and for the efficient use of resources. Finding the balance between different demands is not easy. The well-being of the staff is very important in this regard.

When you enter room 12, you immediately notice the tense atmosphere. Mrs. Nur is visibly upset and hurt, while Mrs. Wernicke is very angry. You want to de-escalate the situation. Even though you know how strict Mrs. Wernicke can be, you generally tend not to take such incidents too seriously and instead look for practical solutions.

You feel torn between the needs of the nursing staff, the expectations of the management, and the wishes of the residents. Discrimination should be addressed effectively. However, extensive anti-discrimination strategies take a lot of time and could further slow down work processes. At the same time, clearer guidelines could also help you respond appropriately in this situation.







MR. FARES ABUBAKR

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

You are a trained **geriatric nurse** and work for a home care service. Sometimes you also help out in nursing homes. The close and trusting work with your patients gives you a lot of joy. You feel that you are engaged in a very important and meaningful profession.

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

You are generally **considered calm and thoughtful.** Very few things really upset you.



PARTICIPA CITY – Game instructions
“Nursing home” for Mr. Fares Abubakr

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 nurse Mrs. Fadumo Nur goes into room 12. Shortly afterwards, you hear loud words coming from the room. Mrs. Gül and you go into room 12, and the discussion begins (approx. 20 minutes).
- After another acoustic signal, the conversation ends and the trainer will ask you to join the debriefing.

The initial situation

It is early morning on Ward 3B in “Home Sunshine”. The day shift has just begun. You are working in the room next to room 12. Suddenly, you hear loud and angry words from Mrs. Wernicke in room 12. Together with Mrs. Gül, who is walking down the hallway, you go into room 12 to see what is going on, and there you meet Mrs. Wernicke and Mrs. Nur.

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





PARTICIPA CITY – Game instructions
“Nursing home” for Mr. Fares Abubakr

Your role in the situation

You work for a home care service, but today you are filling in at “Home Sunshine”. Occasionally, external staff are needed there. You already know the employees who work there. There are many colleagues with different cultural backgrounds. You saw Mrs. Fadumo Nur go into room 12. When you hear Mrs. Wernicke’s loud and angry words reaching into the neighboring room, you are shocked. What has happened there?

You immediately go to Mrs. Wernicke’s room. If Mrs. Wernicke has attacked Mrs. Nur because of her skin color, you will defend your colleague. Racist incidents simply make you angry. If you remain neutral in such situations, discriminatory behavior will only be reinforced. From your own experience, you know that even people in leadership positions often avoid directly naming racism. Instead, they focus on practical solutions, especially when there is time pressure.

This really frustrates you, because you believe that silence normalizes discrimination. You want to take a clear stand, even if that means confronting your superiors or causing conflict with the residents.





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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