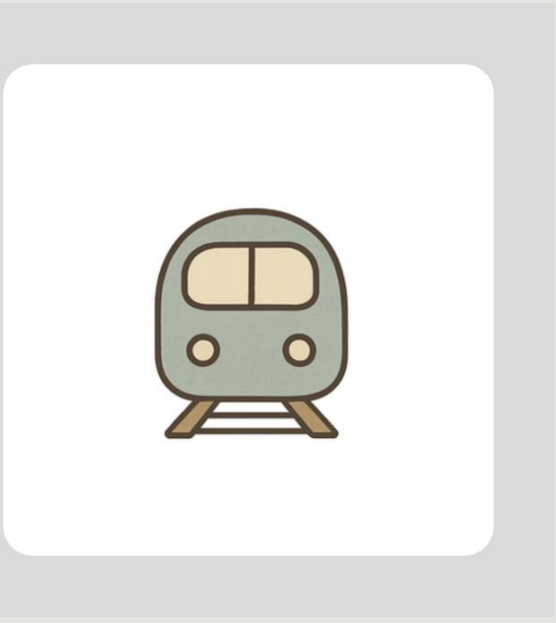
Participa City

A simulation game to learn about discrimination

Game material for the scenario “Train station“



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 “Train station”



General information for the trainer

You find in this file all necessary material for playing the scenario “Train station”. 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 “train station” 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 “train station” at the same time as “company” or “police” 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 – Train Station overview



Characters

a. Mr. Michael Shitembi

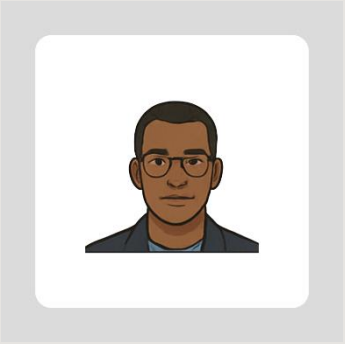
b. Mrs. Katharina Ong

c. Mr. Olaf Jung

d. Mrs. Helena Kirch

e. Additional material

i. Diversity Charta (Mr. Jung)



MR.MICHAEL SHITEMBI



MRS. KATHARINA ONG



MR. OLAF JUNG



MRS. HELENA KIRCH

SIMULATION GAME

Material for the trainer

PARTICIPA CITY – Description of the scenario



Initial situation

We are at the **information desk in Participa City train station**. The employees have the task of providing customers with travel information, for example on delays and train cancellations. Today, however, they are confronted with **complaints from two train passengers**.

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

Perspectives established in the station

- Two railroad employees not affected by racism working at the information desk: **Mr. Jung** is very experienced, **Mrs. Kirch** is still new.
- Two people affected by racism: **Mr. Shitembi** and **Mrs. Ong**, who experience racism on the train and complain.

Game procedure

- You hand out the indicated material to the participants.
- First, there is a reading phase (approx. 10 minutes). Mrs. Ong and Mr. Shitembi discuss with each other at the platform, while the employees Mr. Jung and Mrs. Kirch talk to each other at the information desk (approx. 5 minutes).
- Then, you give an acoustic signal, and everyone meets at the information desk. Mr. Shitembi begins the conversation with his complaints (approx. 15 minutes).
- With the next acoustic signal, you end the conversation and ask the players to join the debriefing.

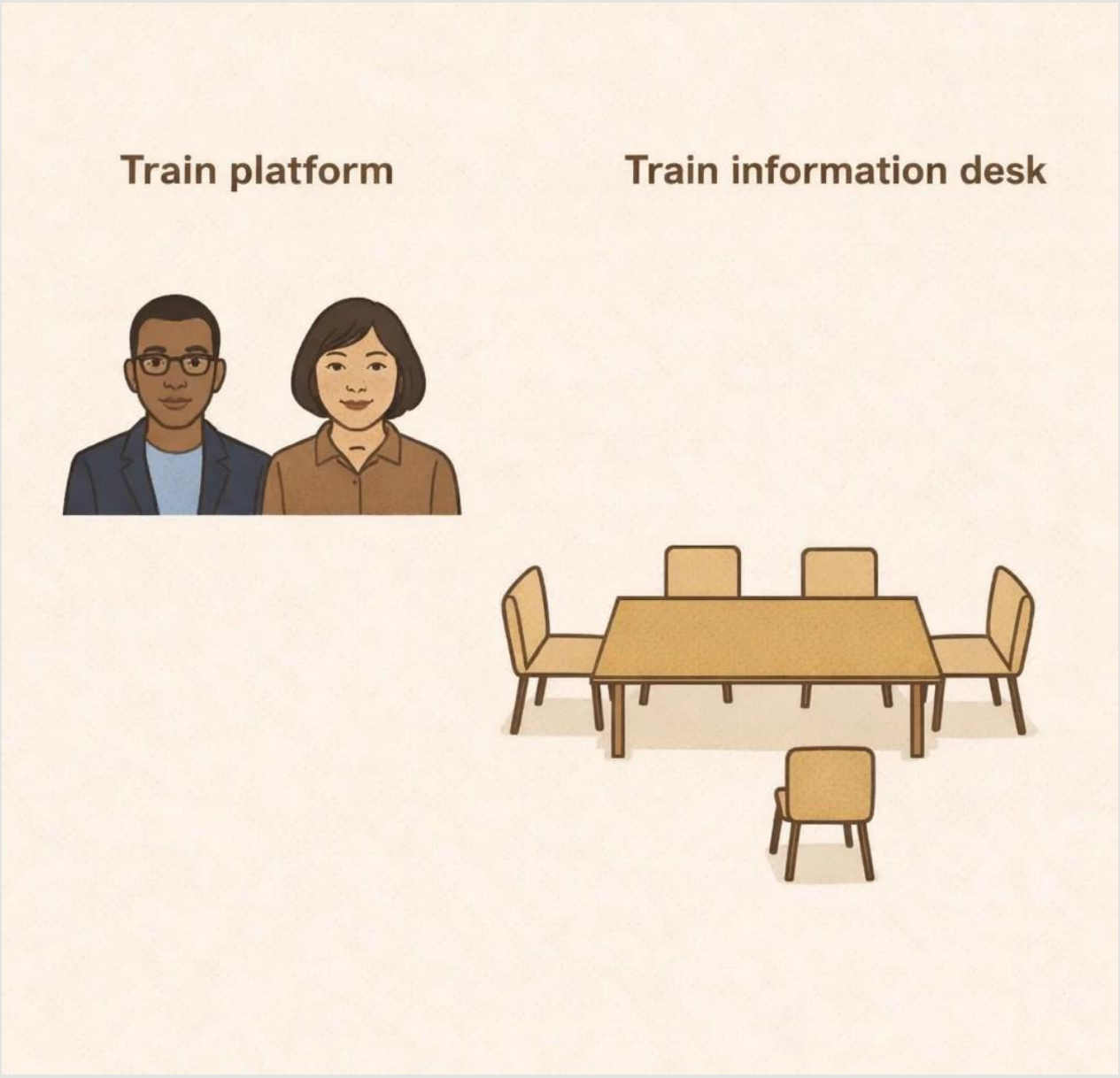
Material for the participants

- Mr. Shitembi: biography card + game instructions
- Mrs. Ong: biography card + game instructions
- Mr. Jung: biography card + game instructions + additional material “Diversity Charta”
- Mrs. Kirch: biography card + game instructions

SIMULATION GAME

Material for the trainer

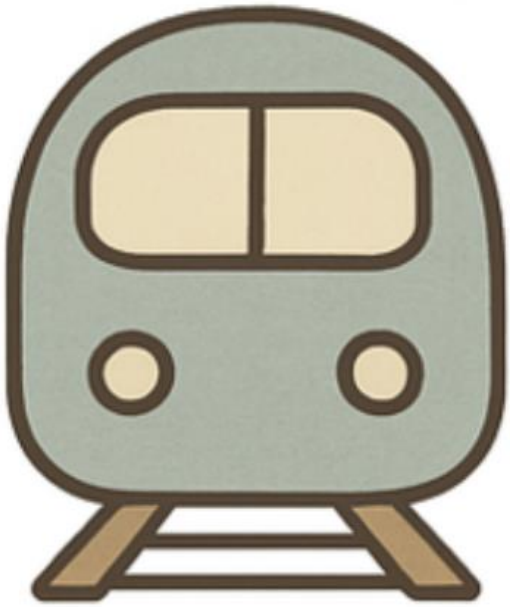
PARTICIPA CITY – Exemplified station setup



Additional chairs for ADB representatives might be necessary.

SIMULATION GAME

PARTICIPA CITY – Scenario Train Station



SIMULATION GAME

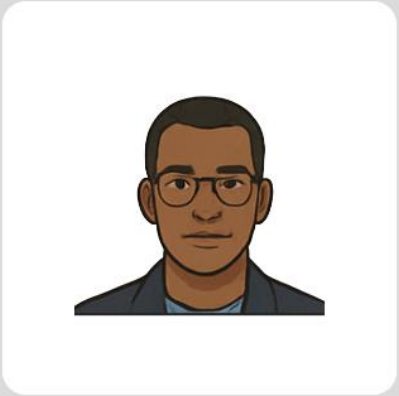


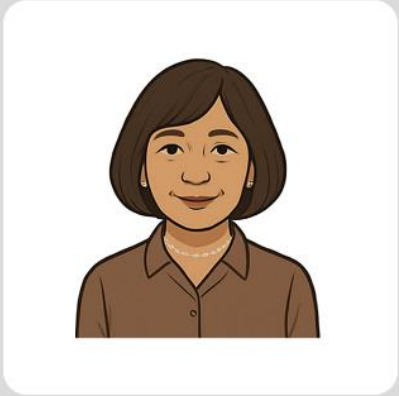
(fold here)

Train Station

Platform

Mr. Michael Shitembi and Mrs. Katharina Ong





Mr. Shitembi and Mrs. Ong exchange here their experiences (approx. 5 minutes). After the acoustic signal, they go together to the information desk of the railway company.



(fold here)

Train Station

Information desk

Mr. Olaf Jung and Mrs. Helena Kirch





Mr. Jung and Mrs. Kirch work here and discuss with each other (approx. 5 minutes). After the acoustic signal, Mr. Shitembi and Mrs. Ong come to them to complain.

PARTICIPA CITY – Scenario Train Station – Name Tags



MR. MICHAEL SHITEMBI



MRS. KATHARINA ONG



MR. OLAF JUNG



MRS. HELENA KIRCH

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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Have fun with the game!



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 architectural 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.



PARTICIPA CITY – Game instructions
“Train station” for Mr. Michael Shitembi

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).
- Then, you exchange information with a fellow traveller at the platform, while two employees discuss with each other at the information desk (approx. 5 minutes).
- After an acoustic signal, everyone meets at the information desk. You then start the conversation and describe your complaints (approx. 15 minutes).
- After another acoustic signal, the conversation ends and the trainer will ask you to join the debriefing.

The initial situation

We are at the information desk in Participa City train station. The employees have the task of providing customers with travel information, for example on delays and train cancellations. Today, however, they are confronted with **complaints from you** and another passenger.

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





PARTICIPA CITY – Game instructions
“Train station” for Mr. Michael Shitembi

Your role in the situation

You are very upset: once again you have made **racist experiences** on a train. This time you were approached by a train attendant. He assumed that you did **not have a 1st class ticket**. However, at that moment you were simply looking for your seat reservation - right here. You are sure that it was once again your **appearance** that led to this **prejudice**. The train attendant also spoke to you very slowly and very clearly: He must have assumed that you spoke poor German. When you protested and pointed out the discrimination, he waved you off and threatened you with the words: “I'll keep an eye on you!”

You have often shared your experiences on social media. There, railroad employees usually responded to you with what you considered as superficial, advertising statements and sent links to nice **diversity campaigns of the railway company**. You've had enough of this now: you're demanding that the company and its employees finally admit that racism on trains and in stations is a recurring problem. The company should **apologize** properly, **compensate** those affected and **train** its employees better! You want to go to the information desk with these concerns. On the way there, however, you have a brief conversation with a fellow passenger who has also been affected by racism. You tell her what happened and ask about her experiences of racism on the train.

If you are not met with understanding at the information desk, you want to threaten to make your experience **public**.







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.



PARTICIPA CITY – Game instructions
“Train station” for Mrs. Katharina Ong

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).
- Then, you exchange information with a fellow traveller at the platform, while two employees discuss with each other at the information desk (approx. 5 minutes).
- After an acoustic signal, everyone meets at the information desk. Your fellow traveller then starts the conversation and describes his complaints (approx. 15 minutes).
- After another acoustic signal, the conversation ends and the trainer will ask you to join the debriefing.

The initial situation

We are at the information desk in Participa City train station. The employees have the task of providing customers with travel information, for example on delays and train cancellations. Today, however, they are confronted with **complaints from you** and another passenger.

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





PARTICIPA CITY – Game instructions
“Train station” for Mrs. Katharina Ong

Your role in the situation

You went to visit your son and granddaughters today. On the train back, you **witnessed an argument** between a passenger and the train attendant. You did not know exactly what caused the argument. However, you heard the passenger complaining about **racist behavior** towards him. This made you sit up and take notice, as you too have experienced racism on the train in various ways over the years. Among other things, you keep noticing how people deliberately sit away from you. Some re-stow their luggage when you board or pull their hand luggage closer to them – as if they assume that you are a **potential thief**. Unfortunately, you have also had to listen to numerous racist insults – from fellow passengers and train staff alike.

At the same time, you also had some good **encounters on the train**: for example, with a train attendant who listened very patiently and openly to your complaints. She then offered to **upgrade** your ticket from second to first class and apologized for the behaviour of her colleagues. This should be a given! Perhaps the company could make it compulsory to **sensitize** its employees to racism and other forms of discrimination?

You would like to support the passenger concerned and talk to him on the way to the information desk about his and your own experiences.







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. In the last ten years, the composition of the residents has changed: since there is relatively affordable housing here, more people on 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.



PARTICIPA CITY – Game instructions
“Train station” for Mr. Olaf Jung

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). Then, two train passengers exchange information at the platform while you talk to your colleague Mrs. Kirch at the information desk (approx. 5 minutes).
- After the acoustic signal, everyone meets at the information desk. One of the travellers then begins the conversation with his complaints (approx. 15 minutes).
- After another acoustic signal, the conversation ends and the trainer will ask you to join the debriefing.

The initial situation

We are at the information desk in Participa City train station. The employees have the task of providing customers with travel information, for example on delays and train cancellations. Today, however, you are confronted with **complaints** from two train passenger.

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

Your role in the situation

After recovering from illness, you have returned to your long-standing job: as an employee at the information desk in the train station, you have already gained a lot of experience in dealing with travellers. You have also received training from your employer on many topics over the years: You have learnt how to deal **respectfully with angry customers** – whether they are complaining about train cancellations or unpleasant experiences on trains or at the station. You were taught to discourage customers from making their complaints too public. Otherwise, the company's reputation would suffer.

You therefore find it helpful that your train company now provides some **material on diversity and cultural pluralism**. In particular, handing out the **“Diversity Charta”**, which your company has signed, reassures many people who complain to you.

You have recently taken on a new colleague who is still quite inexperienced: you would like to help her familiarise herself with the job. Today, too, you take the time to answer her questions and share your experiences with her. You are also happy to show her the “Diversity Charta”.







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.



PARTICIPA CITY – Game instructions
“Train station” for Mrs. Helena Kirch

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). Then, two train passengers exchange information at the platform while you talk to your colleague Mr. Jung at the information desk (approx. 5 minutes).
- After the acoustic signal, everyone meets at the information desk. One of the travellers then begins the conversation with his complaints (approx. 15 minutes).
- After another acoustic signal, the conversation ends and the trainer will ask you to join the debriefing.

The initial situation

We are at the information desk in Participa City train station. The employees have the task of providing customers with travel information, for example on delays and train cancellations. Today, however, you are confronted with **complaints** from two train passenger.

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

Your role in the situation

You have only been working at the information desk **for a few weeks** and have little experience. Classic enquiries about travel information are no problem for you. However, it becomes more complicated when customers complain to you - you usually refer them to your colleagues.

You get on well with most of the other employees. However, you **don't really like** your colleague Mr. Jung. However, because of his experience, you rely on him and are interested in a good collegial relationship.

Values such as cultural diversity, openness, tolerance and respect are very important to you. You are happy to stand up for these in your private life. But you have also decided to **take action against discrimination and marginalisation** in your new job.

You therefore want to know from your colleague what the company has done so far to promote diversity and combat discrimination. You would also like to know how you can respond to complaints.





ADDITIONAL MATERIAL TRAIN STATION

MR. JUNG



Diversity Charta

Diversity as an opportunity - The Diversity Charta for the workplace

The diversity of society, influenced by globalisation, demographic and social change, is also shaping the world of work in Europe. We can only be successful economically and as a society if we recognise, promote and utilise the existing diversity. This applies to the diversity of our workforce and the diverse needs of our business partners and citizens. The diversity of our employees with their different skills and talents opens up opportunities for innovative and creative solutions.

The implementation of the 'Diversity Charter' in our organisation aims to create a respectful working environment for all employees - regardless of age, ethnic origin and nationality, gender and gender identity, physical and mental abilities, religion and world view, sexual orientation and social background. Recognising and promoting diverse potential creates economic benefits for our organisation.

We create a climate of mutual respect and trust. This has a positive impact on our reputation in Europe and in other countries around the world.

To implement this Charta, we will

1. foster an organisational culture characterised by mutual respect and appreciation. We create the conditions for both senior managers and employees to recognise, share and live these values. They have a special obligation to do so.
2. review our HR processes and ensure that they do justice to the diverse skills and talents of all employees as well as our performance standards.
3. recognise diversity within and outside the organisation, value its potential and use it to the benefit of the company or institution
4. make the contents of the Charta the subject of internal and external dialogue.
5. publicly report each year on our activities and progress in promoting diversity and appreciation.
6. inform our employees about the added value of diversity and involve them in the implementation of the charter.

We are convinced that living and valuing diversity has a positive impact on our organisation and on society in Europe.

Source: This Charta is a fictitious "European Diversity Charta. In reality there is no common European Diversity Charta. But there is a compilation of all Diversity Chartas in Europe on the following website: https://eu-diversity-inclusion.campaign.europa.eu/eu-platform-diversity-charters_en?prefLang=de

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.

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

https://participa-city.eu

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