



## THE GOAL OF THE GAME

This serious game is designed for practitioners working in the field of citizen participation. The goal is not to create a complete participation session, but rather to spark ideas and reflections on how to design gender-inclusive participation processes — all through playful exploration.

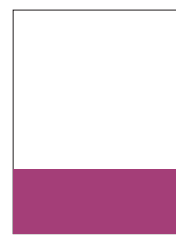
Players work together to collect as many **Gender Inclusivity Points** as possible. To succeed, they must discuss, strategize, and puzzle through different choices, collaboratively building more inclusive approaches along the way.

## HOW TO PLAY

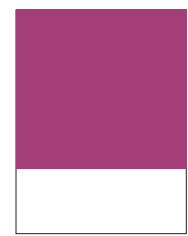
This game consists of 47 Method Cards and 4 Context Cards. At the beginning of the game, each player is dealt five Method Cards. One Context Card is then drawn to define the scenario. This card outlines the context of the citizen participation process that needs to be designed and, most importantly, sets the available budget for organizing a gender-inclusive participation session.

The objective of the game is to work together as a team to score as many Gender Inclusivity Points as possible, without exceeding the budget indicated on the Context Card. Each Method Card has a cost, and players take turns playing one card at a time, carefully selecting and combining methods to maximize their collective inclusivity score while staying within budget.

Method Cards fall into two categories: Key Methods, which are worth 2 inclusivity points, and Complementary Methods, worth 1 point.



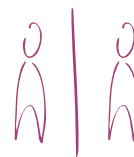
Complementary method



Key Method

However, the final score is not just a sum of individual cards. It depends on the strategic combination of characteristics displayed on the cards, which are shown along the bottom edge of each card.

On the left, each card indicates one of two requirement types: either Barriers, which highlight obstacles to gender inclusion, or Incorporation, which focus on elements that foster inclusion.



Barriers

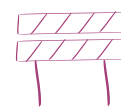


Incorporation

In the center, cards specify a component related to the requirement. For Barriers, this can be either Mental or Physical barriers. For Incorporation, the component refers to one of the four MARS themes: Mobility, Accessibility, Representation, and Safety.



Mental barriers



Physical barriers



MARS

On the right side, each card is assigned one of three levels, showing the depth of inclusion it represents — Basic, Active, or Radical.



Levels: basic, active or radical



At the end of the game, players calculate their total Gender Inclusivity Points. Base points are added first: 1 point for each Complementary Method and 2 for each Key Method. Then bonus multipliers are applied based on how comprehensive the approach was. If both requirements — Barriers and Incorporation — are addressed at least once, the total score is doubled. If all three components — Mental, Physical, and all four MARS themes — are covered, the score is doubled again. Finally, if each component includes all three levels of inclusion (Basic, Active, and Radical), the score is doubled a third time.

It's important to note that this final multiplier requires each component to be addressed across all three levels — not just across the entire game, but within each individual component. The more strategic and inclusive your combinations, the higher your team's score will be.

**Have fun playing!**

Developed by: **Jikke Keizer**

This game is a supplement part of a master thesis project for the TU Delft and C'MON Development. The thesis can be accessed through the repository of the TU Delft.



### CONTEXT CARD

You have to organize the participation trajectory for the redesign of a square in a big city. The square is now used two-days a week for a market but is otherwise quite empty. The municipality wants to redesign it but keep the enough room for the market to stay.

### BUDGET

10 X €

### CONTEXT CARD

You have to organize a participation trajectory for a new development of city expansion. 200 new homes will be build on former industrial site. A new park is also part of the development. The main developer has hired you to lead the sessions

### BUDGET

20 X €

### GOAL OF THE GAME

This serious game is designed for practitioners working in the field of citizen participation. The goal is to spark ideas and reflections on how to design gender-inclusive participation processes through playful exploration.

Players work together to collect as many **Gender Inclusivity Points** as possible. To they must discuss, and strategize different choices, building more inclusive approaches. The game consists of 47 Method Cards and 4 Context Cards. Each player is dealt five Method Cards. One Context Card is drawn to define the scenario. This card outlines the context of the citizen participation process sets the available budget. The objective of the game is to work as a team to score **Gender Inclusivity Points** without exceeding the budget on the Context Card. Each Method Card has a cost, players take turns playing one card at a time, selecting and combining methods to maximize their inclusivity score while staying within budget.

### CONTEXT CARD

You have to lead the participation of a large-scale transformation of a big social housing block in what is called a difficult neighborhood. The transformation also includes the public space around the block and the inner court-yard.

### BUDGET

14 X €

### CONTEXT CARD

You are hired to lead a participation trajectory for a new large-scale busstation in a large city. The municipality wants to innovate with terms like 'mobility hub'. Multiple incidents have happened in the past.

### BUDGET

17 X €

### HOW TO PLAY

The final score depends on the strategic combination of characteristics displayed on the cards, which are shown along the bottom edge of each card. On the left, each card indicates one of two requirement types: either **Barriers**, or **Incorporation**, which focus on elements that foster inclusion. In the center, cards specify a component related to the requirement. For **Barriers**, this can be either **Mental** or **Physical** barriers. For **Incorporation**, it is one of the four **MARS** themes: **Mobility**, **Accessibility**, **Representation**, and **Safety**. On the right side, each card is assigned one of three levels, showing the depth of inclusion it represents — **Basic**, **Active**, or **Radical**.

GENDER  
INCLUSIVE  
PARTICIPATION

€ € €

### CO-BUDGETING

Give residents—particularly women and marginalized groups—real budgetary power to prioritize and select gender-friendly interventions.

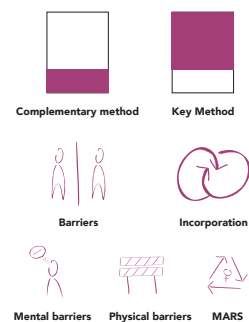
GENDER  
INCLUSIVE  
PARTICIPATION

€ €

### NIGHT WALK

Organize guided or group walks through public spaces at night to evaluate safety, lighting, visibility, and atmosphere. This can be done as an addition to an excursion.

### HOW TO PLAY



Incorporation



MARS



Radical



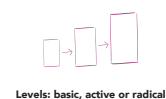
Incorporation



MARS

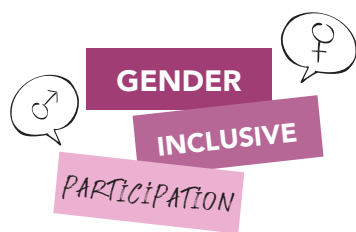


Radical



Levels: basic, active or radical







GENDER  
INCLUSIVE  
PARTICIPATION



### STRUCTURED TURN GIVING

Give structured turns to speak to participants. This reduces dominance by louder voices.



Barriers



Mental



Basic

GENDER  
INCLUSIVE  
PARTICIPATION



### DISTRIBUTE EXTRA FLYERS

Intentionally distribute flyers in places where many women go like daycare centers or nail salons.



Barriers



Physical



Basic

GENDER  
INCLUSIVE  
PARTICIPATION



### CHECK DEMOGRAPHICS

Look at the demographics of the neighborhood and determine whether participation reflects the population accurately and equally. This makes sure participation is an equal reflection.



Barriers



Physical



Basic

GENDER  
INCLUSIVE  
PARTICIPATION



### ACCESSIBLE LOCATION

Choose an easily accessible location both by public transport and on foot. This lowers the threshold for women to participate as those are their main modes of mobility.



Barriers



Physical



Basic

GENDER  
INCLUSIVE  
PARTICIPATION



### MAKE A TOYS CORNER

This allows for parents to bring their kids to participation sessions. This lowers the threshold to come to participation, especially for women who are often main caregivers.



Barriers



Physical



Basic

GENDER  
INCLUSIVE  
PARTICIPATION



### EMPHASIZE ALL INPUT

Emphasize that all input is relevant including small things and feelings. This gives affirmation that people's experience matters, especially for women who tend to trivialize their experiences.



Barriers



Mental



Basic

GENDER  
INCLUSIVE  
PARTICIPATION



### DO A CREATIVE ACTIVITY

Do a creative activity like making collages or sticking stickers for those who struggle to express verbally. This ensures everyone participates equally and no one gets overshadowed in discussions.



Barriers



Mental



Basic

GENDER  
INCLUSIVE  
PARTICIPATION



### ANONYMOUS BOX

Provides a safe outlet for women who fear judgment or have sensitive concerns. Especially useful in mixed-gender settings where power dynamics can silence open discussion.



Barriers



Mental



Basic

GENDER  
INCLUSIVE  
PARTICIPATION



### USE CLEAR LANGUAGE

Avoid jargon, legal terms, and overly technical vocabulary. Clear communication ensures accessibility and dignity.



Barriers

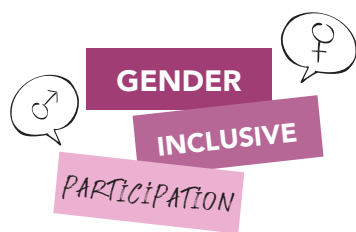


Mental



Basic

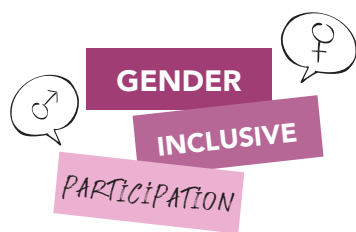














GENDER  
INCLUSIVE  
PARTICIPATION

€ €

### PROVIDE COMPENSATION

Offer stipends, gift cards, or transit reimbursement for attending. This recognizes participants' time and reduces economic barriers.



Barriers



Physical



Active

GENDER  
INCLUSIVE  
PARTICIPATION

€ € €

### DIFFERENT TIME SLOTS

Run events at varied times (day, evening, weekend) to suit diverse schedules. Women's availability is shaped by care-giving, jobs, etc. This flexibility enables broader participation.



Barriers



Physical



Active

GENDER  
INCLUSIVE  
PARTICIPATION

€ € €

### ONE-ON-ONE CONVERSATIONS

Meet women in their homes or other familiar, private locations for interviews. Increases comfort and trust and is useful for women with mobility issues, cultural constraints etc.



Barriers



Mental



Radical

GENDER  
INCLUSIVE  
PARTICIPATION

€ € €

### CONVERSATION PIECE

Introduce an unrelated, physical object as a neutral discussion starter (e.g. a snackbar). This makes it easier to engage people with a difficult subject like gender equality



Barriers



Mental



Radical

GENDER  
INCLUSIVE  
PARTICIPATION

€ € €

### GO TO PEOPLE'S HOMES

Go to participants homes. This reduced the threshold to come to a physical participation session. Especially for parents with kids.



Barriers



Physical



Radical

GENDER  
INCLUSIVE  
PARTICIPATION

€

### CONVERSATION CIRCLES

Participants sit in a circle and each has a set time (e.g., 2 minutes) to speak, using an hourglass. This prevents domination and Encourages those who might otherwise stay silent to share their views.



Barriers



Mental



Radical

GENDER  
INCLUSIVE  
PARTICIPATION

€ €

### DESIGN PROBE

Ask participants to complete creative tasks or keep diaries about their environment or behaviour. Allows reflection in private and participant can do it in their own time.



Barriers



Mental/Physical



Radical

GENDER  
INCLUSIVE  
PARTICIPATION

€ €

### WOMEN-ONLY EVENT

Host a session exclusively for women. This reduces fear of judgment, builds solidarity, and allows freer discussion of gendered experiences.



Barriers



Mental



Radical

GENDER  
INCLUSIVE  
PARTICIPATION

€ € €

### COMMUNITY BUILDING

Build ongoing relationships rather than one-time events. Sustainable trust empowers more women to speak up and stay engaged. It creates lasting impact beyond isolated interventions.



Barriers

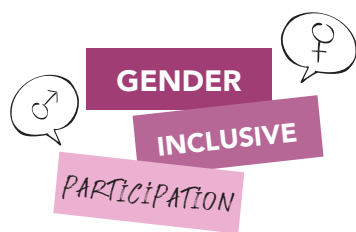


Mental



Radical







GENDER  
INCLUSIVE  
PARTICIPATION



### ADJUST TIMESLOT TO WOMEN

Tailor event timing to target group (e.g., young women may prefer early evening; caregivers after bedtime). Matches real-life schedules, making it easier for women to participate.



Barriers



Physical



Radical

GENDER  
INCLUSIVE  
PARTICIPATION



### OPEN ENDED QUESTIONS

Open-ended questions allow participants to share their stories and nuanced experiences. This qualitative data often uncovers systemic or subtle issues that yes or no questions overlook.



Incorporation



MARS



Basic

GENDER  
INCLUSIVE  
PARTICIPATION



### ASK SIMPLE PROMPTS

Incorporate questions that relate to one of the three themes into existing formats like "How do you get to work?", "Do you feel safe at this bus stop?", or "Can you bring a stroller through here?"



Incorporation



MARS



Basic

GENDER  
INCLUSIVE  
PARTICIPATION



### THEMATIC MAPPING

Provide maps and ask participants to mark areas they feel unsafe, common routes, amenities they use, or places they avoid. Tools like stickers, colored pens, or digital mapping can be used.



Incorporation



MARS



Basic

GENDER  
INCLUSIVE  
PARTICIPATION



### PRESENT DATA

Share existing gender-specific data with participants such as "80% of women feel unsafe at night." This pushes participants to think about the urgency of the problem.



Incorporation



MARS



Basic

GENDER  
INCLUSIVE  
PARTICIPATION



### WHERE WE STAND

Participants respond to statements by placing themselves on a line (e.g., agree/disagree, safe/unsafe). This participatory format encourages visibility. It makes abstract or sensitive issues tangible



Incorporation



MARS



Basic

GENDER  
INCLUSIVE  
PARTICIPATION



### SHOW DESIGN IN DAY/NIGHT

Present proposed designs or conduct site visits under different lighting and time conditions. Women often face dramatically different risks and comfort levels at night.



Incorporation



MARS



Basic

GENDER  
INCLUSIVE  
PARTICIPATION



### USE CHECKLIST

Create and use a checklist to ensure all core gender-related themes (accessibility, mobility and safety) have been addressed in data collection. It prevents oversight and unchecked biases.



Incorporation



MARS



Basic

GENDER  
INCLUSIVE  
PARTICIPATION



### PHOTO ELICITATION EXERCISE

Show participants photos of urban spaces that have to do with safety, mobility or accessibility and ask them to comment on their reactions, feelings, or memories associated with the image.



Incorporation



MARS



Active



