

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.

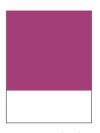
HOW TO PLAY

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.





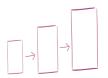


Mental barriers

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!

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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 genderinclusive 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: Mok 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.





CO-BUDGETING

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







MARS



Radical





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.





MARS



Radical

HOW TO PLAY







































STRUCTURED TURN GIVING

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





DICTRIBUTE EXTRA FIYERS

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



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





Basic

Barriers



Physical



Basic







Basic

Barriers

Physical





ACCESTBLE LOACTION

Choose an easily accesible location both by public transport and on foot.

This lowers the threshold for women to participate as those are their main modes of mobility.





MAKE A TOYS CORNER

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



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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



Physical



Basic



Barriers



Physical



Basic







Barriers

Mental

Basic









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.

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.

USE CLEAR LANGUAGE

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



Barriers







Barriers











Mental Basic

Barriers Mental

Basic

























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TIME FOR COFFEE MEA

Build in time for informal interaction. This encourages trust and relationshipbuilding. Women may feel more comfortable sharing once they've established a personal connection.

EVENTS AT DIFFERENT PLACES

Hold events in diverse, familiar venues like schools, mosques, health clinics, or community stores. This Increases access and comfort, particularly for women.

LOTTERY SYSTEM

A lottery to select participants from various demographic groups to ensure fairness and balance. Prevents overrepresentation by more vocal or privileged community members.













Barriers

Mental

Basic

Barriers

Physical

Active

Barriers

Physical

Active









FEMALE INTERMEDIARY

Engage a trusted local woman to invite and support other women's participation. Women may be more receptive to invitations from peers and so you reach women you otherwise might miss.

ARRANGE CHILDCARE

Provide on-site or subsidized childcare during events. Childcare is a major barrier for mothers. Offering it signals that their needs are valued, and it removes a major logistical obstacle to attending.

TWO-MODERATOR SYSTEM

Use one facilitator to lead content and another to focus on group dynamics. This ensures sensitive issues are managed respectfully and everyone gets a chance to speak.



















Barriers



Active

Barriers

Physical

Active









SEPARATE GENDER GROUPS

Split into gender-specific groups for parts of the session, especially when discussing personal or emotional topics. This reduces fear of judgment and frees women to speak more openly.





MULTIPLE EVENTS

Organize multiple small events over time rather than a single session. Trust is built gradually. Ongoing engagement fosters confidence and stronger participation.



DINNER BEFOREHAND

Share a meal together prior to the session. Eating together builds a informal sense of community and lowers social barriers. This builds trust between participant and organizer.



















Barriers

Mental

Active

Barriers

Mental Active **Barriers**

Mental

Active

























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PROVIDE COMPENSATION

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

DIFFERENT TIME SLOTS

Run events at varied times (day, evening, weekend) to suit diverse schedules.

Women's availability is shaped by caregiving, jobs, etc. This flexibility enables broader participation.

ONE-ON-ONE CONVERSATTIONS

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.

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Barriers



Mental

Radical

Barriers

Physical

Active

Barriers

Physical

Active







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





GO TO PEOPLE'S HOMES

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





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



Barriers



Physical



→ **→**

Radical

A A

Barriers

1 1



Mental Radical





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.





WOMEN-ONLY EVENT

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





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/Physical

Radical

Barriers

Mental

Radical

Barriers

Mental

Radical























ADJUST TIMESLOT TO WOMEN

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



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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.

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?"



















Barriers

Physical

Radical

Incorporation

MARS

Basic

Incorporation

MARS

Basic





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.





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.





WHERE WE CTAND

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

MARS

Basic

Incorporation

MARS

Basic







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.



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.





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

Basic

Incorporation

MARS

Basic

Incorporation

MARS

Active























PARTICIPANTS TAKE PICTURES

Ask people to document spaces they enjoy or avoid in their neighborhoods. This empowers participants to share their reality on their own terms. It gives insight into gendered experiences.



Incorporation





MARS

Active



ROLE PLAY PROMPTS

Ask participants to imagine navigating the space in another role, such as a caregiver with a stroller or a wheelchair user. It makes sure that perspectives are discussed even when they are not there.







Active





THEMATIC EXCURCION

Organize guided walks or site visits where each participant or duo's is assigned a theme to observe—such as safety, accessibility, mobility, or representation.







Incorporation

MARS

Active





GENDER FOCUCED CO-CREATION

Facilitate a co-creation session where participants brainstorm and shape gendersensitive interventions—like better lighting, seating, or signage. Women become agents in shaping their needs.



Incorporation



MARS



Active





EXTRA CURVEY

Distribute a questionnaire specifically for women to elaborate on or add insights they may not have shared during group activities. This gathers gender experiences without addressing it in the session.



Incorporation



MARS



Active





VR EXPERTENCE

Use virtual reality to simulate walking through different urban areas during the day and night, allowing users to "experience" the design. Especially helpful for new developments.









Incorporation

MARS

Radical





EXPLORATORY WALKS

Organize a one-on-one walk where participants move through their neighborhood, encouraged to observe and reflect. Sometimes guided by some questions from the researcher.





LOCAL WOMEN HUB

Create a dedicated, accessible space where women can meet planners, architects, and local authorities to discuss gender concerns in the built environment.





DESIGN PROBE

Give people an assignment they can fulfill themselves in their own time (e.g travel diary). This longitudinal method captures the complexity of daily experiences, patterns and behaviour.





















Incorporation

MARS

Radical

Incorporation

Radical

Incorporation

MARS

Radical



















