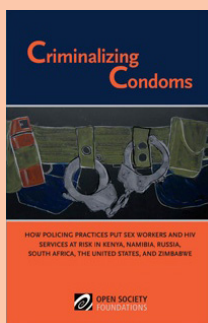




*Cops and Rubbers* was created in 2012 for the Open Society Public Health Program.

This game is based on the Open Society Foundations' 2012 report *Criminalizing Condoms: How Policing Practices Put Sex Workers and HIV Services at Risk*. The report draws from research conducted in six countries: Kenya, Namibia, Russia, South Africa, the United States and Zimbabwe.

You can find the report at:  
<http://www.opensocietyfoundations.org/reports/criminalizing-condoms>



Game Design by Lien Tran // [lienbtran.com](http://lienbtran.com)

## COPS AND RUBBERS: GAME FACILITATION GUIDE

In countries around the world — including the U.S. — police carry out legal and illegal searches of sex workers and confiscate or destroy condoms found in their possession. In many cases, possession of condoms has been used by prosecutors as evidence of prostitution. Treating condoms as contraband forces sex workers to choose between safeguarding their health and avoiding police harassment or arrest. *Cops and Rubbers* is an interactive demonstration of these policing practices that highlights the consequences for sex workers, including increased vulnerability to HIV infection.

### VENUES FOR PLAYING COPS & RUBBERS

1. Small audiences (2-6 people) with 45-60 minutes to commit to the game.
2. Large audiences (7-36 people with multiple tables) with 45-60 minutes to commit to the game.
3. Conference goers with only a few minutes to stop by a demonstration table.



*Delegates of the 2012 International AIDS Conference in Washington, D.C., playing Cops and Rubbers (July 2012).*

## TIPS FOR RUNNING GAME

Whether you are running the game as a structured workshop or as a more informal activity, you should have 1 table facilitator who will run the game for each group of 2-6 players. For example, if you have 2 table facilitators, you can run the game with 2 game sets and up to 12 players. A table facilitator should be familiar with the game and should read in advance the facilitation guide that provides tips on how to run the game. The table facilitator is responsible for ensuring that players get important information about the issue during the game experience. The game can be played as a 45-60 minute structured session or it can be a more casual and less structured activity that takes about 10 minutes, for example, in a space where people only stop by to play for a short period of time.

**If you are running the game as a structured workshop activity,** you will want to set aside 45-60 minutes for thorough gameplay and post-game discussion. If you have a limited amount of time to run the full session, you should ask participants to arrive a few minutes early so that the session can start promptly and end within the allotted amount of time. It is recommended that you provide refreshments if you will have a large group discussion following gameplay.

There are 2 ways a structured session can run:

1. A master facilitator can introduce the game to all participants at once and then each table facilitator runs the game with up to 6 players at his or her own pace.
2. A master facilitator can introduce the game to each table as each group of 2-6 players is formed. Here, each group starts asynchronously.

If participants are more likely to trickle in and there is some flexibility on how long the entire session runs, then the second option is possible. You may choose for each group to have its own discussion as soon as it has finished the game, so that these players are then free to leave. Alternatively, you can ask those who finish first to have refreshments and then ask all attendees to participate together in a post-game discussion.

**If you are running the game at a conference or event where people pass through the space and only stay in one place for a few minutes at a time,** then you can run a shorter version of the game by limiting the number of players and shortening the game introduction and the amount of time players spend reading their cards aloud. While you can run the game with just the table facilitator and 1 player, it's better to have at least 2 players so that each player can follow what happens to other characters. A rapid game with 2-3 players can take around 10-15 minutes, or 15-20 minutes with 4-6 players. There is also the option of having players switch in and out during the course of a full-length game.

In this facilitation guide you will find instructions on how to run a thorough game session. However, **you may do the following to speed up the game for participants with a small amount of time available:**

1. At the very beginning, introduce the game very briefly by telling participants the following: "All players have the same two goals: (1) to stay infection free and (2) to earn \$25 dollars. Can each player tell me what his or her character is trying to earn the money for?"
2. Now ask each player to read out loud only the reason he or she is trying to earn money. This is labeled (2) near the bottom of each player's profile card.
3. Begin play. Then, starting with round 2, skip the step where each player reads aloud his or her persona card. Instead, only players who draw a police consequence card (cards with a police icon in the top left corner) should read this card aloud.
  - » If a player volunteers to share his or her persona card with the group you can allow it, since it probably means the player had a strong reaction to the card and the group can benefit from hearing it read by the player.
  - » If there are only 2 players, then all players can read their persona cards aloud.
4. At the end of the game, ask the group "What are your reactions or observations after playing this game?" From here you can further discuss aspects of the game they mention or bring up new points. For example, "Do you think you could have achieved your 2 goals without the actions of the police?" (See "end of game debrief" for more examples.)

## GAME ITEMS

One set of the following for each table:

1. 6 outreach worker cards
2. 8 condoms (6 with character stickers) \*
3. 3 hiding location cards (shoes/boots, wallet/purse, underwear)
4. Spinner search wheel
5. 19 consequence cards
6. 6 home/jail cards
7. 42 money cards (from \$3-\$6 value)
8. 6 profile cards (large)
9. 30 persona cards (5 per character)
10. 30 exposure tokens (red mini poker chips)
11. Standard deck of 52 playing cards \*
12. Small bucket or cup (big enough to hold 6 condoms) \*
13. Character nametags (optional) \*

Each player gets the following items in his or her player color (up to 6 players total per table):

- 1 profile card
- 5 persona cards
- 1 character nametag (optional) \*

\* Condoms, standard deck of cards, and bucket/cup are not included in the game set. Please provide your own. Place one colored sticker on each of 6 condoms (each condom should have a different colored sticker). The two remaining condoms will not have stickers.

Nametags are also not included in the game set. They are not required but are helpful to identify which character each person is playing. You can create these nametags by writing each character name on a blank nametag, ideally written in the player's color for the game.



# GAME INTRODUCTION

*In this game there is 1 master facilitator who introduces the game to all players. Then all players are divided into groups of up to 6 players, and each group plays together assisted by 1 table facilitator.*

*The master facilitator begins by saying:*

Hi everyone, thanks for joining us. We're going to play a game called *Cops and Rubbers*. The game is based on research done in 6 countries that shows the ways police use condoms as evidence that someone is a sex worker and the impact this practice has on sex workers' lives - including their ability to protect themselves from HIV.

Over the next 45 minutes you're going to play the role of a sex worker, working on the street. You'll be confronted with a number of scenarios - these are all based on the real life experiences of sex workers who were interviewed for the Open Society Foundations' Criminalizing Condoms report. The situations confronted by players are very real, but please also know that this game is designed to simplify the real-world choices sex workers face, in order to make for a meaningful interactive experience in a shortened amount of time.

As part of the game, you each have specific goals you're trying to achieve. The goals are described at the bottom of the 'profile card' in front of you. Can someone please read a card aloud as an example?" ***A player reads his or her card aloud.***

Great, thanks. As [player's character name]'s card shows, in order to be successful in this game, you need to:

- (1) finish the game without getting a sexually transmitted infection and
- (2) meet your financial goal of \$25.

So how do you avoid sexually transmitted infections? Anyone? ***Wait for input from players.*** Right! To ensure you do not get an infection, you'll need to use a condom. ***Hold up a condom.*** Luckily, there's an outreach worker in the game who will be providing you with condoms.

As for meeting your financial goals, you're already partway there. You were out on the street working last night and have already earned some money.

***The table facilitator grabs the money stack and flips up one money card in front of each of the players at his/her table. The table facilitator notes out loud how much money each player starts with and explains that the money cards range from \$3 to \$6.***

## GAME SETUP

1. For each player at the table, the table's facilitator should create a stack with a profile card (face up), 5 persona cards (shuffled and placed face down in front of the player), and a nametag (optional). For each player, all items should be the same character color: blue, green, yellow, tan, purple, or pink.
2. The facilitator places the 6 condoms with different colored stickers into the bucket and spreads out the 3 hiding location cards face up, where all players can reach them.
3. The facilitator places the following on the table in front of him or herself:
  - Outreach worker cards: Shuffle and stack the 6 outreach worker cards on the table with the text side facing down, ensuring that the card with the police officer is not the top card.
  - Spinner search wheel
  - Consequence deck (shuffled and placed face down)
  - Money deck (shuffled and placed face down)
  - Home/jail cards
  - Deck of 52 playing cards: Remove one card of each of the 4 suits (heart, club, diamond, spade) and put them aside, face down. Shuffle the rest of the cards and place this stack face down.
  - Pile of red exposure tokens

*The master facilitator continues:*

Okay, so what are the two goals for the game?

*Select someone to respond. He or she should reiterate the financial and health goals of the game.*

Right! And of course like any game, there are rules. The game works like this. We'll play 6 rounds. At the start of each round we check in with the outreach worker (*point to an outreach worker deck*) who provides condoms and advice to sex workers. Once you get a condom, you will need to decide where to hide it. After that the police enter the scene. Your table facilitator will spin the search wheel to find out where the police are searching for condoms. Those of you sex workers caught with condoms will have to draw a card from this deck (*point to the consequence deck*) to learn the consequences of the police finding condoms on you. When the police leave, you'll have the opportunity to meet clients. For those of you who had your condoms taken away by the police, you'll have to make a difficult decision about whether the risks of unprotected sex are worth taking, keeping in mind the financial and health goals you need to reach by the end of the game.

Okay, I think we're ready to begin. The rules will become much clearer as we go. Please take a moment to introduce yourselves at your tables, including who you are and your personal goals. (*If you are using nametags*) Don't forget to put on your nametag so we know who's who.

This is an interactive game, so we encourage you to interact with each other and work together if you can. We'll come back together as a big group at the end to hear how you did. Good luck!

*Table facilitators have players share their profiles at their tables. If you are short on time, players can just say their character's name, gender, and personal financial goal.*

## BASIC ROUND STRUCTURE

1. Facilitator announces the round.  
Example: "This is now Round 2."
2. Each player flips over a **persona** card and reads it to the group (except in Round 1 where they only read their bigger profile card). Each player resolves any event that is written on his or her persona card.
3. Facilitator flips over an **outreach worker** card and reads it to the group.
4. Each player who has a condom must place each of his/her condoms on a **hiding location** card of his/her choice.
5. Facilitator **spins the search wheel** to find out where the police are searching for condoms this round.
6. Players caught with condoms must take a **consequence** card and do as it says.
7. Facilitator places 1 **money** card face up in front of players who are still able to work (not in jail or at home).
  - » Players decide if they want to **accept the client** for the amount of money offered.
  - » Players who want to take a client can keep the money card and **must turn in a condom or else take an exposure token**.
8. Reset before the start of the next round.
  - » Facilitator removes unclaimed money cards and puts in money discard pile.
  - » Facilitator collects all home/jail cards.
  - » If a player still has a condom in his or her possession then he or she may keep it to use in the next round.



# STEPS FOR EACH ROUND

## 1. FACILITATOR ANNOUNCES THE ROUND

- The facilitator announces which round it is and periodically reminds players what their objectives are. Example: “This is the first of 6 rounds. Remember, you want to achieve all your goals by the end of the round 6!”
- The facilitator should know what each player’s specific personal goal is (see “character summaries” section as a guide) and should remind each player that he or she needs to earn enough money to “send children to school” or “pay for rent and food.”
- The facilitator should ask players how much money they have at the start of rounds 2, 4, and 6. (This reinforces to players how close or far they are from reaching their financial goals and may increase pressure to take on more risk.)

## 2. PLAYERS REVEAL SOMETHING ABOUT THEIR CHARACTER

- *Starting with Round 2*, the facilitator asks each player to pick up a persona card from the top of his or her persona deck and read it aloud. A player should volunteer to go first and then, in clockwise order, all other players read their persona card aloud.

There are 4 types of persona cards (sample set shown on the bottom right):



**Empowerment** (2) – Allows the player to take a positive action to help him or herself. To be used once at any time in the game.



**Extra condom** (1) – This particular empowerment card can be used as a condom once at any time in the game.



**Neutral** (2) – These cards provide narrative that develops the character’s story. Players do not take any action with these.



**Police event** (1) – The player has a run in with the police (separate from the condom search event) that has a consequence for the player. Police event cards must be addressed immediately.

## CHARACTER SUMMARIES

**JoJo** (transgender female)  
is supporting herself and her boyfriend and saving for hormone replacement therapy

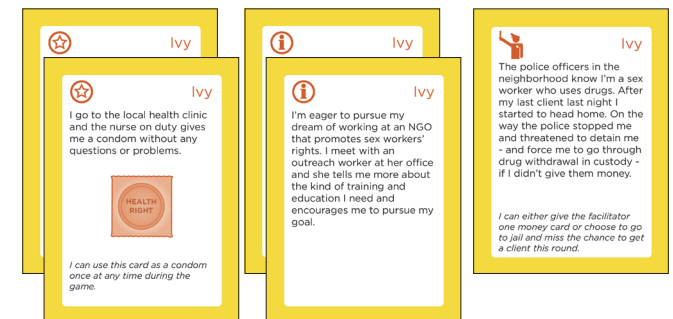
**Naomi** (female)  
is trying to pay for her daughter’s school fees and household needs

**Billy** (male)  
is trying to repay a loan from his cousin and pay his rent

**Suzy** (female)  
is saving for hair salon and supporting siblings

**Ivy** (female)  
is an aspiring outreach worker trying to pay back a loan from a friend and save up to take a computer course

**Danny** (transgender female)  
is saving for basic needs and rent for a room



The text at the top of each persona card provides a little more information about each player's character and the situations he or she has faced.

At the bottom of the empowerment, extra condom, and police event cards is text in italics that tells players how this card affects their character in the game.

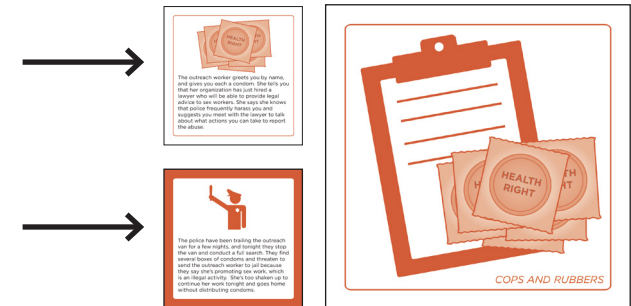
When it is a player's turn to read his or her persona card, he or she must read the narrative text at the top aloud and can choose whether to also read the game effect text located at the bottom of the card.

### 3. DETERMINE IF OUTREACH WORKER DISTRIBUTES CONDOMS

- The facilitator flips up a card from the outreach worker deck and reads the text aloud to all players.
  - » If the card **has a condom** image on it, then the outreach worker was able to successfully provide free condoms to the sex workers. The facilitator takes the condoms from the bucket and gives each player the condom marked with his or her character's name and color (or gives a blank condom to any player who already possesses his/her labeled condom).
  - » If the card **does not have a condom** image on it, then the outreach worker has been harassed by the police. Players do not receive a condom from the outreach worker in this round. The facilitator should remind players about their difficult choice, now that they don't have a condom provided by the outreach worker. Facilitator can say, for example: *"You do not have a condom so think about how much risk you're willing to take in order to achieve your financial goals."*



**TIP:** Players should always read aloud the top text. It is also good in the first few rounds for players to read the bottom text, but since it is the same text for each type of card, it may feel unnecessarily redundant to keep reading this bottom text.



### 4. PLAYERS HIDE THEIR CONDOMS

*This step happens if at least one player possesses a physical condom (not including the extra condom persona card). Skip this step if no player possesses a physical condom.*

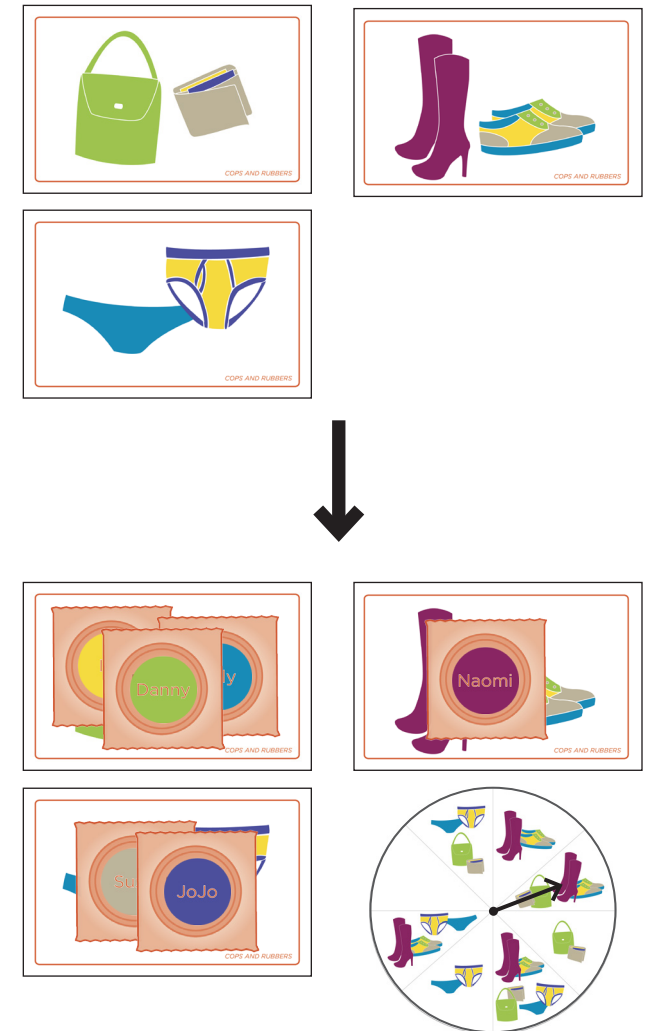
- *Only in round 1:* The facilitator tells players while pointing to the 3 location cards: *"Based on our research, these are three places where sex workers hide condoms: in their purse or wallet, in their shoes or boots, or in their underwear. Where would you like to hide your condom?"*
- Each player decides where to "hide" his or her condom by placing his or her labeled condom on one of the search location cards:
  - » purse or wallet
  - » shoes or boots
  - » underwear

## 5. DETERMINE IF THERE IS A POLICE SEARCH

- *Only in round 1:* The facilitator tells players: “In many countries around the world, police target sex workers by following them and harassing and then searching them, many times illegally. The police hope to find condoms so they can claim that they are evidence of prostitution. Let’s find out if the police decide to harass and search players this round.”
- The facilitator flicks the spinner on the search wheel.
- If the spinner points to a **blank segment**, then the police decide to leave all sex workers alone this round. The facilitator tells players, “The police decide to take the night off from harassing sex workers. You are free to go about your work hassle free.” Proceed to Step 7.
- If the spinner points to a **segment with an image**, then the police are following and searching sex workers. The facilitator tells players, “The police are stopping and searching sex workers for condoms in their [list location(s) that appear on the selected segment].”
  - » All players who have a condom on a location card that matches a location on the selected wheel segment must do Step 6. The other players do nothing until Step 7.
  - » The facilitator identifies who must face the scrutiny of the police by saying, “[List the names of all characters that have condoms in the selected locations] have been caught with condoms by the police. We will now find out what the consequences are for these players.”

## 6. DETERMINE THE CONSEQUENCES OF SEX WORKERS CAUGHT WITH CONDOMS

- *In the first round where a player is caught:* The facilitator should say the following, “If you were caught with a condom by the police, you must take a police consequence card, read the top text aloud and then do what it says in the middle of the card. Some cards give you a choice of actions to take, in which case you must make a choice. Before you discard this card, please read aloud the quote or statistic written at the bottom of the card. These are all real and related to findings from the Open Society Foundations’ research on the criminalization of condoms.” Having players read the quotes reinforces to them that these consequence events are based on real-life testimonials from sex workers.
- The facilitator hands a consequence card to each player who was caught by the police carrying a condom in Step 5. Each of these players should take a turn reading his or her consequence card aloud.
- Each consequence card has 3 sections:
  - » The text at the top describes to a player what has happened to his or her character after getting caught with a condom by the police. This should be read out loud.



Search example:

Ivy, Billy, and Danny have their condoms on “purse/wallet”. Naomi has her condom on “shoes/boots”. JoJo and Suzy placed their condoms on “underwear”. The spinner lands on an image with “purse/wallet” and “shoes/boots”. Therefore, Ivy, Billy, Danny, and Naomi are stopped, searched, and caught with condoms by police and must do Step 6. JoJo and Suzy were not caught with condoms so they can keep their condoms and skip Step 6.



- » The text in the middle tells a player what he or she must do before moving on in the game. The player must always hand over his or her condom and then he or she must either pay some money or spend this round at home or in jail. The player can read this out loud or just share with other players what action he or she is being required to take.
- » The text at the bottom is a quote or statistic about the criminalization of condoms from Open Society's Criminalizing Condoms study.

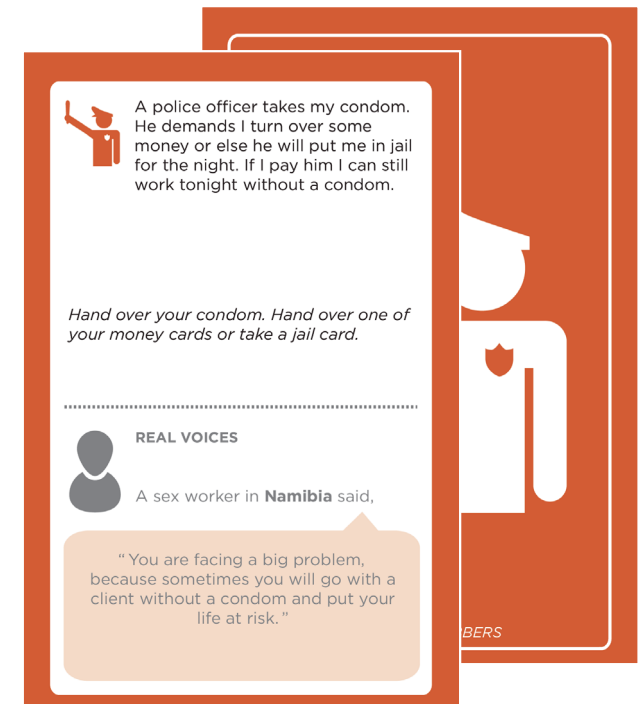
The player must do what the card says. Once a player's consequence card is resolved and the quote at the bottom of the card has been read, then the player can give the card to the facilitator, who will put it in the consequence discard pile.

The effect of each type of game consequence is as follows:

- » If a player chooses to or is forced to give money to the police, then the player should give one of his or her money cards to the facilitator. Players typically choose to give a card of the lowest value in his or her hand. However, if the card says, "Hand over the last money card you earned from a client" then the player has no choice and must give the card he or she received from his or her last client to the facilitator.
- » If a player chooses to spend or is forced to spend this round in jail or at home, then the facilitator places a jail/home card with the relevant side facing up in front of this player. This card indicates to the facilitator that this player should not be dealt a money card when clients come by in Step 7 of this round.
- » If a player uses a persona card in order to avoid the consequence of being caught by police, he or she must discard this persona card by handing it to the facilitator.

## 7. GET CLIENTS

- The facilitator announces this step by saying, "Okay now it's time for those sex workers who are not stuck in jail or at home to work to get clients and earn money towards each of your financial goals. Remember, if you do not have a condom at this time, you may accept a client, but you'll be taking on some risk by having unprotected sex."
- *In round 1 only:* The facilitator should continue to say, "If you decide to accept a client without using a condom then you must take an exposure token. You'll find out at the end of the game if this exposure had any serious health consequences."
- The facilitator deals 1 money card **face up** to one player not in jail or at home and asks if he or she wants to take the client to earn the amount of money marked on this card.
  - » If the player accepts the client and decides to use a condom, the player must put his or her condom into the bucket before taking the money card.
  - » If the player accepts the client without using a condom, the facilitator must give the player an exposure token before the player takes the money card.
  - » If the player decides not to accept the client, then the facilitator takes back the unaccepted money card and adds it to the money discard pile.



*Example of a police consequence card:*

*A player should read out loud the game narrative text (at the top of each card to the right of the police icon).*

*The player can read the game consequence text to himself or herself but should then share with other players what actions he or she must take. In the example here, the player must put his or her condom in the bucket and then must choose to give the facilitator a money card or receive a jail card preventing him or her from taking any clients this round.*

*Finally, when reading the statistic/quote at the bottom out loud, players should read everything (except the words "Real Voices") including "A sex worker in Namibia said."*

**TIP:** When players make difficult decisions, such as taking a client without a condom or not taking a client at all, the facilitator should ask, "What made you come to this decision?" This allows players to hear each other's thought process at critical points in the game.

- The facilitator repeats the above steps with each player who is not in jail or at home.
- After all eligible players have either accepted or declined clients, the round is over.

## 8. RESET AT THE END OF EACH ROUND

- All players are released from home or jail at the end of the round so the facilitator takes back all jail and home cards.
- If a player still has a condom in his or her possession then he or she may keep it to use in the next round.

Continue play for up to 6 rounds. The facilitator should remember to check in with players at the start of rounds 2, 4 and 6 to see how they are doing in meeting their financial goals.

## END OF GAME

- After the end of Round 6, the facilitator asks players to count up their money. In clockwise order, players announce how much they have earned and whether or not they achieved their goals. Players should state their specific financial goals one last time when announcing how they did.
- Players with exposure tokens must find out if any of their exposures due to having unprotected sex resulted in a sexually transmitted infection (STI). The facilitator says, “**Raise your hand if you have any red exposure tokens.**” The facilitator waits for players to raise their hands and then holds out the deck of 48 cards face down and says, “**Ok, for each exposure token you have, you must take a card from this deck.**”
  - » Each player receives from the facilitator **1 card for each exposure token** that he or she has. For example, if JoJo has 3 exposure tokens, then the facilitator gives JoJo 3 cards from the deck. Alternatively, JoJo can choose her cards from anywhere in the turned-down deck. Players may look at the cards they have received.
  - » The facilitator now shuffles face-down the 4 cards that were removed from the deck at the beginning of the game - 1 heart, 1 club, 1 diamond, and 1 spade – and asks a player (or game observer) to select one card and then show it face up to the group.
  - » If this selected card’s suit (diamond, heart, spade, or club) matches the suit of any card in a player’s hand, then that player developed an STI over the course of this game.
- The facilitator now says, “**If any of the cards in your hand are a [name the suit of the selected card] then unfortunately the circumstances that led you to have unprotected sex have resulted in you getting a sexually transmitted infection. This has prevented you from achieving your health goal.**”

If asked, the facilitator should confirm that the infection rates are not statistically based, since this would have been hard to do accurately based on differences associated with variables like gender and type of sexual act. The rates used are instead meant to illustrate potential health risks related to unprotected sex.

## END OF GAME DEBRIEF

The master facilitator (if you wish to do the debrief with all players) or table facilitator (if you prefer the debrief in smaller groups) can start by saying, “Now we’re going to take a few minutes to talk about our experiences in the game and what we’ve taken away from it. I’ll be interested to hear your responses.”

The facilitator can conduct the game debrief by asking the following:

- “First, raise your hand if you reached your financial goal of earning \$25.” (Wait a moment so people can see how many people raised their hands.)
- “Now how many of you avoided getting any sexually transmitted infections during the game?”
- “Would any of you like to briefly share your experience playing the game? How did you do? Did you have to make any tough decisions?”
- “Did anything surprise you about how the police officers behaved? Do you think they were doing their jobs?” [The facilitator should ask players to consider how legal frameworks, such as the criminalization of sex work, contribute to police actions that harm sex workers, including by contributing to impunity for police who abuse their power.]
- “In what ways do you think things would have been different for you if the police hadn’t been targeting sex workers?”
- “Raise your hand if you think you could have achieved your goal if it weren’t for the police interference? [Wait for players to raise hands.] Yes, you could have all easily achieved your \$25 goal if it weren’t for the police. Each round you only needed to earn an average of \$3.57 and the majority of clients were offering \$4 or more.”
- Remind participants that they can access more information including the Open Society Foundations report at: <http://www.opensocietyfoundations.org/reports/criminalizing-condoms>