

Inclusion toolkit game

Ariel Harlap, <http://arielharlap.com>

Last updated April 23rd, 2016

Inclusion toolkit / game

Requirements: Number of Players (3-7); Playing Time (Approximately 30 minutes); Age (12+).

Objective

This game can help you foster empathy and inclusion in your organization. Let it inspire you to review your policies and practices from an anti-oppression framework. Form a small group from your organization's board and staff. In subsequent games, include stakeholders from your community. As you dive in, remember that these are difficult conversations. So, be gentle and permissive of making mistakes. Take a timeout to address tensions should they arise. If you commit to working through challenging discussions as a group it will be the first step to creating a more inclusive organization and society.

Components

- Instruction booklet
- 55 characteristic cards
- 20 domain cards (2 of each)
- 10? blank characteristic cards

Description of cards

Characteristic cards

example image goes here

Characteristic cards represent specific facets of fictional personas, which may cause a persona to be disadvantaged by an organizational practice or policy.

Domain cards

example image goes here

The organizational domain cards describe particular domains or aspects of an organization, with some suggestions on policies or practices to consider within these.

- governance and leadership
- finance, operations, administration
- resource mobilization
- human resources management
- program management
- communication
- monitoring, evaluation reporting, and knowledge management
- advocacy, networking, and alliance building
- service delivery and quality assurance
- coordination and collaboration

Blank characteristic cards

Create your own characteristic cards!

Setup

To set up a game:

1. Shuffle the characteristics cards and play two sets of four characteristics cards face-up into the middle of the table. Each group of cards form the a persona. If a persona has multiple characteristics of the same category (e.g., young age and senior age), replace the second card drawn with a new card from the characteristics deck. Set the characteristics cards aside, you won't need them for the rest of the game.
2. Give each persona a name, write it on a sticky note, and read their characteristics aloud to the group.
3. Shuffle the organizational domains cards.
4. Deal each player one domain card, face down.
5. Place the remaining domain cards face down in the middle of the table as a draw pile.

Optionally, adding roles?

6. Shuffle the role cards.
7. Deal each player one role card, face up.

8. Each player reads their role card aloud. Each player also gathers any materials necessary to fulfill their role.

How to Play

The game is played in a series of rounds until all organizational domain cards are discarded.

During each player's round, play the following phases: 1. Opening 2. Ideation 3. Voting

Opening phase

During the opening phase, the player will: 1. Read their domain card aloud to the group. 2. Place the domain card face up in the discard pile.

Ideation phase

During the ideation phase, each player can perform any of the following actions: * Identify an organizational policy or process which disadvantages one or both personas. * Ask for the domain card to be re-read aloud. * Pass your turn.

If all players pass their turn, the group lose 2 points per player and the current round ends.

Voting phase

Take turns voting for the least inclusive or most unjust process or policy. When voting, choose the policy or process which you feel most deserves your organization's attention to address the issue. The group scores a point for every process or policy which got at least two votes.

End of a Round

The opening player, or a designated note-taker, jots down the process or policy which won the vote. Read the notes aloud so that everyone has a chance to add clarifying language.

The opening player's round ends. Play proceeds clockwise.

End of the Game

The game ends under the following conditions:

- The group reaches 10 points; everyone wins!
- A player abandons the game; stalemate!

See the section *After play*, below, for suggestions on how you can continue the process after wrapping up the game.

Things to keep in mind during play

- Avoid problem-solving during the game. If it does come up, acknowledge and record possible solutions. It will be easier and more useful to have those discussions after the game is over.
- Avoid getting competitive. Vote for ideas not for players. If people get competitive, read them this guideline: Work as a team to make your organization more inclusive.

After play

Make a plan as a group for what to do next. Key questions to address include:

1. Who do we involve in discussions on solutions to these imperfect practices? How can we involve them?
2. When can they start working on improvements?
3. What is a reasonable deadline for the working group to resolve or significantly improve the imperfect practice?
4. When do we check in as a group to assess progress? What do we expect to achieve by then?

Acknowledgements

I would like to acknowledge the inspirational work of staff at the Centre for Community Organizations (COCO-net.org) without whom this project likely would may never have been seeded.

Additionally, the following resources served as foundational research material and insightful perspectives in designing the toolkit:

- Inclusive Community Organizations: A Tool Kit, Ontario Healthy Communities Coalition, <http://www.ohcc-ccso.ca/en/inclusive-community-organizations-a-tool-kit>, last accessed April 2016.
- Organizational Capacity Assessment for Community-Based Organizations, USAID, <https://www.usaid.gov/sites/default/files/documents/1864/OCA%20Tool%20for%20Community%20August%202012.pdf>, John Snow, Inc., last accessed April 2016.

I would also like to acknowledge the awesome input of Kira Page during the early phases of designing the game.

Icon credits

Characteristics card back icons adapted from icons by Andreas Wikström Transgender icon created by TNS; Young icon created by Yi Chen, Senior icon created by Milton Raposo C. Rêgo Jr.; Young adult icon created by Yi Chen; Married same-sex partner icon created by chris w; Bisexual icon created by André Luiz Gollo; Homosexual icon created by Sergey Demushkin; Heterosexual icon created by Sergey Demushkin; Indigenous icon (native american friendship symbol) adapted from icon created by Olaus Linn; Adult icon (fireworks) created by Juan Pablo Bravo; Illiteracy icon adapted from book icon, and paraplegic icon created by Creative Stall; Blind icon created by Dmitry Baranovskiy; Divorced icon created by Emily Haasch; Schizophrenia, depression and anxiety icons created by Kelcey Hurst; PTSD icon adapted from bomb / anxiety icons created by Edward Boatman / Kelcey Hurst, respectively; Alcoholic icon adapted from beer / anxiety icons created by Ivan / Kelcey Hurst, respectively; English icon created by Marie-Noëlle; Native-english speaker, non-english speaker and english second-language speaker icons adapted from icon created by Ilсур Aptukov; Upper-class, middle-class and lower-class icons created by Jens Tärning; Religion category (pray & hijab) icons created by Cristiano Zoucas; Motherhood icon created by Thomas Helbig, adapted for no children icon; Citizenship category icons adapted from migrant icon created by Luis Prado; High school dropout (Dropout) icon created by Musavvir Ahmed; Irrelevant professional (property dealer) icon created by Creative Stall; Volunteer icon created by Nick Bluth; Inexperienced CV icon adapted from Get a Job icon created by Guilherme Simoes; Suburban icon adapted from House icon created by James Fenton; Urban icon adapted from City icon created by Fabio Mittini; Rural icon adapted from Barn icon created by anbileru adaleru; Police Surveillance icon created by Dan Hetteix; Prisoner icon created by Luis Prado; Backpacker icon created by Universal Icons from Noun Project.

Licence

This work is licensed under a (Creative Commons Attribution-NonCommercial-ShareAlike 4.0 International License)[<http://creativecommons.org/licenses/by-nc-sa/4.0/>].