

# THE GAME *Join*

Erasmus+ project (2022-2024)

Our mission is to encourage  
**GIRLS AND YOUNG WOMEN**  
to try male-dominated professions  
and thus improve their situation  
on the labour market.

We have developed **a simple tool**  
with game frames that can be used  
by girls and young women  
within their familiar environments.

This publication is a part of an EU-funded project called „Join the Game”,  
which is created by partner organisations from Spain, Poland, Croatia and Belgium.

# GUIDE *lines*

The game guidelines are a universal tool developed together by youth leaders who participated in the „Join THE GAME” project. They are intended to challenge young people’s views on gender roles in the professional world.

The structure of the game responds to the needs of young women. Using the design thinking method, we identified the following needs: **building self-confidence, having access to resources and role models, and being supported in self-actualization.** Overall, „Join THE GAME” attempts to answer the following question:

*How can we help young girls with navigating gender stereotypes so that they can use their potential in professional careers?*

These guidelines can be adapted to different groups and needs.

For more tips, tools and instructions, see other „Join THE GAME” documents.

# GUIDE *lines*

This game is an innovative way to help girls and young women discover female role models who, despite all odds, have succeeded in different masculinized professions.

Playing the game is a collaborative effort that is meant to **INSPIRE AND TEACH ABOUT STRONG WOMEN** from different EU countries, origins, and realities by creating different kinds of history lessons. Another goal is to introduce girls and young women to female role models from different backgrounds (ethnicity, sexual orientation, etc.) who have achieved remarkable feats in particularly difficult circumstances in order to help them navigate through gender stereotypes. That way, they can apply their full potential in the professional career.



## SET

### *Set* FOR 1 GROUP:

- 1 map (with a marked meeting point)
- 8 tasks
- Instructions for players

### *Set* FOR GAME MASTER:

- Instructions for the game master
- Questions for discussion

# GUIDE *lines*



## *Instruction* FOR THE GAMEMASTER:

1. Carefully read all provided materials, including the plan preparation.
2. Preparation:
  - Print tasks, and instructions for the players – one set for one team (more than one copy!).
  - Place printed tasks in the game area (more than 1 copy of each task)
  - Put the information where to find the tasks and the meeting point (for when you are finished) on the map.
  - Print the map.
  - Prepare sets for teams (instructions for players + the map).
3. Think about how to celebrate after the game – you can prepare prizes.
4. Prepare a space for the game and a meeting room – with a help of a safe space checklist.
5. Explain the instructions to players before you start the game. Make sure they understand how to switch roles between the tasks and know how to use an online translator (it will help them find answers).
6. When every team goes back to the meeting point – check if the answers are correct and celebrate with them.
7. Start a discussion. Make sure that everyone has time to speak.
8. If needed, use the prepared questions and adapt them to the needs of your group.
9. Remember the recommendations of the safe space checklist.



## *Discussion*

- How did it make you feel when you discovered women's stories?
- In your opinion, what kind of obstacles did these women have to face?
- Why do you think they had to face them?
- How do you think you would react in a similar situation?
- Think about your surroundings – who would you be willing to ask for help?

### ADDITIONAL QUESTIONS

- Do you have an example of a challenging situation in your life? How did you solve it?
- Who was your favourite character in the game and why? Do you have other examples of inspiring women?

# GUIDE *lines*



## *Introduction*

### Welcome to „Join THE GAME”!

We are living in the „men’s world”!

As the history books say, men are the change makers. The point is – that’s false! Women’s participation was, and still is, often times invisible, however extremely significant. Let’s find out more about life of the women who have notably influenced the world around us.

The goal of the game is to **LEARN ABOUT MEMORABLE WOMEN** through hidden questions.

Use the map, hints, internet and your own capabilities. Have fun!



## *Introduction*

1. In order to play this game you should have a phone with an internet connection and a pen.
2. Use the map to go from one point to the next one.
3. Find the first task and solve it.
4. Write the answers on the map.
5. On the back of a task card you can find a hint for the next task location.
6. Remember to leave the task on the same spot you’ve found it!
7. Remember to switch the roles (reader, navigator, researcher) between members of your team.
8. When you solve all tasks, find the meeting point for the next step – discussion.
9. Have fun!

# TASKS

# Join THE GAME

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## TASK 1

**ANNA ALBOTH** organized a peaceful march from Germany to Syria to express solidarity with those fleeing the war. The initiative was nominated for the Nobel Peace Prize in 2018. What countries did the march route pass through? People from how many countries took part in it?



## TASK 2

**ALEXIA PUTELLAS** is currently the best female football player, as she won the 2022 Ballon d'Or. Since when have women had their football league in Spain? And when was female football introduced as a European Competitive Sport? Finally, how many years have passed between the first male and first female Ballon d'Or awards ceremonies?



## TASK 3

**LOLA MANSOUR**, Belgian judoka and gold medalist at the 2010 Summer Youth Olympic Games, suffered a severe concussion during training, which forced her to stop practicing judo for several years. What activities did Lola begin to spend more time on after her injury?



## TASK 4

How many hours did the world's first near-total face transplant take by **MARIA SIEMIONOW** who became the first transplant surgeon to do such type of a procedure?



## TASK 5

What does **CARLA SIMÓN** do for a living? Which award (and for which movie) did she win in 2022? How many women have won the Short Film Golden Bear since the year 2000?



## TASK 6

How many medals did **JANICA KOSTELIĆ** win during Olympic games?



## TASK 7

Which year did **DANICA KRAGIC** receive the "Al Swede of the Year"?



## TASK 8

**MARIE-PIERRA KAKOMA**, also known by her artistic name Lous and the Yakuza, is a Belgian-Congolese singer, rapper, songwriter and model. What career would Marie-Pierra's family have preferred for her?

## ANSWER 1

It was attended by 3.5 thousand marchers from 62 countries who crossed the borders of 12 countries during 232 days of marching. The route of the march ran from Berlin in Germany through the Czech Republic, Austria, Slovenia, Croatia, Serbia, Macedonia, Greece and Turkey to Aleppo in Syria.

## ANSWER 2

The Female Spanish Football league has been active since 1988, and female football was introduced as a European Competitive Sports in 2001. 62 years have passed between the first male's Ballon d'Or ceremony (1956) and the female's (2018).

## ANSWER 3

She published an award-winning novel about a young girl's journey to becoming a champion. In the wake of the #metoo movement Lola has become increasingly vocal about sexism and the invisibilization of women in high-level sport.

## ANSWER 4

The procedure took 22 hours.

## ANSWER 5

Carla Simón is a filmmaker and a screenwriter. She won the Golden Bear in the 72nd Berlinale Film Festival for *Alcarràs*. Six women have won the Short Film Golden Bear since the year 2000.

## ANSWER 6

Janica Kostelić one of the most prominent Croatian skiers who has won 6 Olympic medals. Although, it doesn't snow much in Croatia, the country did deliver a number of Winter Olympic medalists. Therefore, Janica Kostelić showed an enviable level of persistence, talent and effort in order to achieve incredible results in an environment where it is truly a challenge.

## ANSWER 7

She won the award in 2021 and received it for her work on artificial intelligence. Danica Kragić was born in Rijeka, Croatia and is a Vice-Dean at the Faculty of Computer Science and Communication at KTH Royal Institute of Technology in Sweden, Director of the Center for Autonomous Systems and a member of the Swedish Royal Academy.

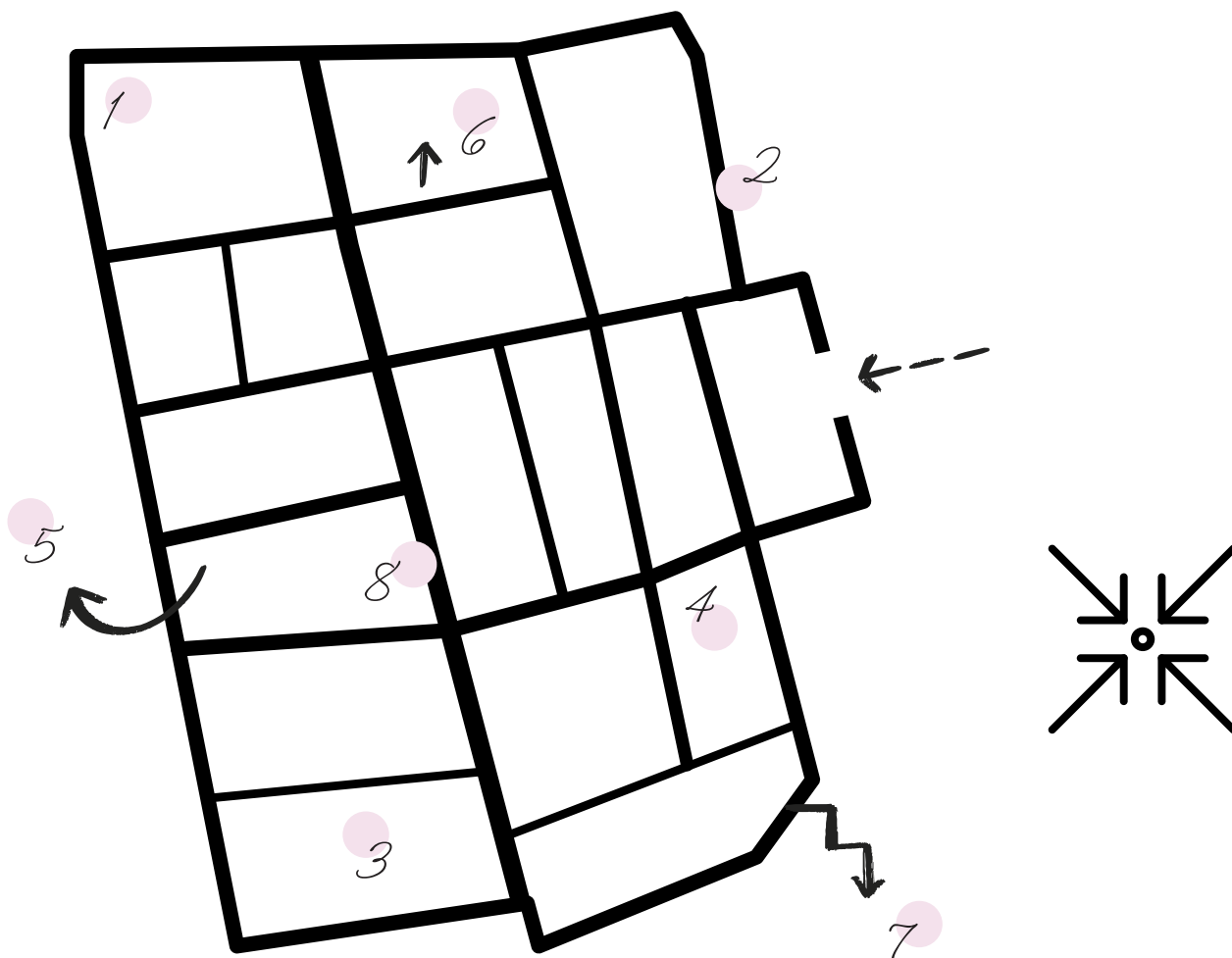
## ANSWER 8

Marie-Pierra Kakoma, also known by her artistic name Lous and the Yakuza, is a Congolese-Belgian singer, rapper, songwriter and model. Her doctor parents wanted their daughter to become a doctor as well. Marie-Pierra insisted on her dream of becoming a singer through times of adversity, including homelessness, and eventually achieved international recognition.

# MAP

Join **THE GAME**

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## CREATING A MAP

**THIS IS AN EXAMPLE OF THE MAP.**

MAKE SURE TO MARK THE MEETING POINT AND ALL PLACES WITH TASKS.

The game area can be a room, a building (school, library), a park - anything as long as it is a **safe space to play**.

The way your map looks should depend on your assessment and knowledge of the group and the space. Make sure participants can find the tasks easily! The aim is to focus on women's stories - hidden tasks are just an additional element to make the game engaging and fun.



## **LET'S** *create safe spaces!*

This tool is intended to help establish environments that are safe and generate curiosity. It has been developed as part of the Erasmus+ project „Join**THE GAME**” which aims to encourage girls and young women to explore masculinised professions. Depending on your needs, the tool can also be adapted for other purposes.

**SAFE SPACES** can be easily implemented in different types of settings (universities, schools, informal education facilities, youth centres, workplaces, etc.). This guide will help you do so!

### **The origins of the concept**

Originating from the women’s and LGBTQIA+ movements of the 1970s in the United States, **SAFE SPACES** were meant to protect marginalised groups from violations and provide an environment where like-minded people could meet and share experiences (Flensner & Von der Lippe, 2019).

**AND TODAY?** More recently, the concept has been taken up in higher education to cultivate positive and respectful learning environments that promote self-exploration and autonomy.

A safe space is a place where...

*...people are encouraged to speak their minds without fear of discrimination and to challenge the opinions of others with respect!*

### **GROUND RULES CAN HELP**

While open enough to include all kinds of perspectives, basic rules of conduct can help develop and sustain a safe space. The safe space facilitator will set the scene and act as a (conflict) moderator.

#### **Some examples of ground rules:**

- Only one person speaks at a time
- Respect the right of others to have a different opinion
- Acknowledge the views of others and present your own without imposing (e.g. „This view is widespread so I looked into it and found [counter argument]”)
- Avoid engaging in stereotypes
- Zero tolerance for hate speech and bullying behavior (e.g. eye rolling, name-calling, ignoring)
- Encourage participants to justify their arguments
- Encourage participation of all participants

# CHEAT *sheet*

## FOR SAFE SPACE FACILITATORS



- Is the location easily accessible (to people with different physical and/or psychological needs)?
- Is the space bright enough? Ideally, does it have access to a natural light?
- Is the space set up in a pleasant way (presence of plants, etc.)?
- Is the seating arrangement conducive to interaction and inclusion?
- Is the space sensory neutral (smell, noise, colours, etc.)?
- Is there a common agreement on ventilation and lavatory use?
- Depending on context, are drinks and snacks accessible?
- Is the space private enough to avoid outside disturbances?
- Are the surroundings of the space safe?

### PHYSICAL ENVIRONMENT



- Have you had time to get to know the group and the needs of the participants?
- Are you aware of social inequalities among your participants (e.g. ethnicity, sexual orientation, social class, etc.)?
- Do you know if any of the group members have experienced trauma and do you know the specifics of working with people who have?
- Do you know how to involve everyone in the discussion, including people who are afraid to speak up in front of a group?
- Do you use inclusive language (to reflect all genders, cultural and religious diversity, persons with disabilities, etc.)?
- Do you provide participants with role models in terms of gender, cultural background, etc.?
- Are you able to ensure equal space/time for the expression of different opinions in the group?
- Do you know how to manage difficult conversations/"unpopular opinions"?
- Have you established the ground rules for your safe space together with your group and come to a consensus?
- Are the rules you have established clear, specific and understandable?
- Have you thought about how to enforce these rules?
- Have you thought about how to set realistic expectations?
- Do you know how to maintain confidentiality and respect the privacy of participants?

### PARTICIPANTS

# CHEAT *sheet*

## FOR SAFE SPACE PARTICIPANTS



- Do you know and agree with the ground rules?
- Have you had the opportunity to co-create the ground rules?
- Do you feel safe to:
  1. ask questions
  2. share your ideas
  3. express your opinions honestly, even if it differs from others'
  4. express your feelings openly
  5. make mistakes
  6. express your identity?
- Do you feel equal and respected by other participants and the facilitator of the space?
- Are you satisfied with your participation in the group?

## AND REMEMBER:

active listening

assertiveness

respect for differences

empathy and kindness

*will take you a long way!*

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