

HOW TO PLAY EQUALITY AT STAKE

You can play the Equality at Stake learning game on your own or together with your team at work. These instructions cover both scenarios. Internet Explorer does not play the game's sounds. Please use Chrome, Firefox or Microsoft Edge instead.

How to play the game as a team?

You can use the game to support orientation or training, or play it alongside your work to understand equality and non-discrimination even better. If you are a supervisor or a team leader, you can bring the game to a weekly meeting, for example, and use it as a conversation starter or a training session. Take some time to consider whether your unit or team has discussed your organisation's equality policy and the ways your work should reflect it. If not, it is a good idea to discuss these topics before or after the game.

How to play:

1. Ensure that everyone has a laptop or shares a laptop with someone else.
2. Ask the employees to play through the game alone, in pairs or in small groups. The game is [here](#).
3. After everyone has completed the game once or several times, discuss the following questions in small groups:
 - What did you think while playing the game?
 - Did it give you any new perspectives on your work? If yes, please describe them.
 - What kind of equality and non-discrimination challenges do your customers encounter? How can you support them?
 - Do you have enough information about the ways gender equality is linked to your work? If not, where could you find further information?
4. Ask each small group to share their thoughts with the others.
5. To conclude, come up with ways to actively promote equality and non-discrimination in your daily work.
6. After having this conversation, it is a good idea to familiarise yourselves with the equality and non-discrimination policies of your organisation to learn more about these matters. The [Ombudsman for Equality](#) and the [Non-Discrimination Ombudsman](#) also provide information and support.

Addressing prejudice

The game addresses prejudice. It may therefore cause strong feelings such as irritation, confusion or sorrow. Everyone should have the opportunity to talk about the feelings sparked by the game in a safe environment, without getting judged. It is a good idea to reflect on your feelings together.

- Everyone is prejudiced
- Prejudices are attitudes formed by our social environment, culture and experiences, and they can be changed.

- Prejudices are unfounded, negative preconceptions that we form about other people or groups.
- Prejudices are not dangerous unless they start affecting the way we act.
- The most important thing is to recognise and admit your own prejudices.

How to play the game alone?

You can play the game alone and discuss your experience afterwards with a colleague.

Here are some questions to consider after playing the game:

- What did you think while playing the game?
- Did it give you any new perspectives on your work? If yes, please describe them.
- What kind of equality and non-discrimination challenges do your customers encounter? How can you support them?
- Do you have enough information about the ways gender equality is linked to your work? If not, where could you find further information?
- Has your unit discussed your organisation's equality policy and the ways your work should reflect it? Come up with ways to actively promote equality and non-discrimination in your daily work.

Good to know about prejudice

- Everyone is prejudiced.
- Prejudices are attitudes formed by our social environment, culture and experiences, and they can be changed.
- Prejudices are unfounded, negative preconceptions that we form about other people or groups.
- Prejudices are not dangerous unless they start affecting the way we act.
- The most important thing is to recognise and admit your own prejudices.

It is a good idea to familiarise yourselves with the equality and non-discrimination policies of your organisation to learn more about these matters. The [Ombudsman for Equality](#) and the [Non-Discrimination Ombudsman](#) also provide information and support. Further information about occupational segregation is available on the website of the [Centre for Gender Equality Information](#).