

## Appendix: Definitions

Have you ever had the realization that each random passerby is living a life as vivid and complex as your own? That's called 'sonder'. The way we behave, think, and look is determined by a countless number of factors, and Let's play equal definitely does not cover all of them. The game includes 5 main characteristics that shape a large part of your life. The table below includes some important definitions to stick to during the play.

Characteristic	Definition	Examples (non-exhaustive)
<b>Gender identity</b>	A person's deeply felt, internal and individual experience of gender, which may or may not correspond to the person's physiology or designated sex at birth (source: WHO).	Male, female, trans, intersex or non-binary.
<b>Sexuality</b>	A central aspect of being human throughout life that encompasses sex, gender identities and roles, sexual orientation, eroticism, pleasure, intimacy and repro-duction. It is experienced and expressed in thoughts, fantasies, desires, beliefs, attitudes, values, behaviors, practices, roles andrelationships. While sexuality can include all of these dimensions, not all of them are always experienced or expressed (source: WHO).	Homosexual, heterosexual, bisexual, asexual or queer.
<b>Formal education</b>	The highest educational degree someone has obtained.	<b>Primary</b> (primary education, lower secondary education)  <b>Secondary:</b> (upper secondary education, basic vocational training, vocational training, middle management and specialist education)  <b>Tertiary:</b> (associate degree, bachelor degree, master degree, doctoral degree) (source: CBS).
<b>Physical health</b>	The quality or state of being physically able. When someone is physically disabled, they have a condition that negatively affects their stamina, dexterity, mobility and/or physical capacity (source: AAUW).	Health issues
<b>Mental health condition</b>	Refers to mental disorders: (a clinically significant distur-bance in an individual's cognition, emotional regulation, or behavior), psychosocial disabilities and mental states associated with significant distress, impairment in functioning, or risk of self-harm (source: WHO).	Mostly stable

All source references can be found on the website of [www.letsplayequal.com](http://www.letsplayequal.com)



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# Let's play equal

The most unfair game in the world

## Game guide

Play time: 90 minutes | Number of players: 4-8



Scan the QR code  
to listen to this game guide

## Foreword

Wamkelekile, Dobrodošli, Yōkoso, Bienvenido, Welcome. Yes, you've got your hands on this game... What a privilege! Whatever your identity makeup, make yourself comfortable to celebrate diversity in our society in all its beauty and all its agony. In other words, sh\*t is about to get real.

Let's play equal and experience having privilege, or not having it at all. How does the hand we are dealt help or hinder us as we move through life? Let's see how it affects success, love, and your outlook on life. Above all, we'll have fun. Get competitive and be empathetic. Speak your mind and listen closely. It'll keep you on the edge of your seat. Promise.

Discuss, learn, reflect, and enjoy the win!



## For the moderator

This game is best played with a moderator who knows the rules before the play session starts. He or she performs the actions described in the blue sections, reads out the green sections to all players, explains the rules and answers questions that arise, and can intervene when discussions become too long.

## Preparations (moderator)

These preparations should preferably be done by the moderator before the other players arrive.

1. Place the game board in the middle of the table.
2. Shuffle the situation cards, the wild cards and the reality cards and place them in stacks on the designated spaces on the game board.
3. Select a number of character cards, equal to the number of players. When you play the game for the first time, select the characters with the lowest green numbers. (For instance: when you play with 5 players, pick the characters: ①, ②, ③, ④ and ⑤). This guarantees a well balanced mix of characters. Place the other character cards back into the box. When you play the game with players who have already played the game once, select the characters with the numbers in sequential order instead. Randomly allocate the characters to the players.

## Thumbs up

We all have our biases, even in this game. And we're putting them on the table. It's perfectly okay to feel a little uneasy, laugh, or even feel a bit ashamed. What's important is that everyone feels comfortable to speak their mind without fear of being judged. From now on, we agree to maintain this safe space together. Remember, there are no right or wrong answers and you're in charge of what you share. Thumbs up if you're in!

## Preparations (all players)

1. Your moderator will give you a character. Place your matching pawn at 'START'.
2. Get to know your character. Read the story and embody the character.
3. In turn, briefly share who you are with the other players.
4. Determine your character's starting position through the following table:

	One Step Forward	Neutral	One Step Back
<b>Gender identity</b>	Male	Female	Trans Intersex Non-binary
<b>Sexuality</b>	Hetero		Homosexual Bisexual Asexual Queer
<b>Formal education</b>	Tertiary	Secondary	Primary/none
<b>Migration background</b>	Native-Born	None	Person with migratory background
<b>Physical health</b>	Person without disability	Person with health conditions	Person with disability
<b>Mental health</b>	Robust	Mostly stable	Vulnerable

Options in the table are based on various sources: (WHO, 2023; CBS, 2023)

## Game goal


**Be the first to reach the envelope!**

## Gameplay

The player that has the best starting position starts. Then take turns clockwise. If there is more than one player at the top starting position, do a quick rock, paper, scissors match to determine who may start the game.

During your turn, you are called the active player and the other players will be the inactive players. The player with the best starting position rolls the dice. Take the steps and take the following actions, depending on the color of the space your pawn is currently standing on:

## Situation tile

 You encounter a real life situation. The identity makeup of your character will either impact the outcome of the situation positively, or negatively.

1. **Read:** Read the situation on the front of the card out loud. Then read out the characteristic on the bottom of the card. This tells you which characteristic of your character the outcome of the situation will depend on. Or wait; you don't recognize yourself in this situation? Pick another situation card, and see what happens!
2. **Vote:** Without discussion, all players determine whether the identity makeup of the active player's character will have a positive or negative effect on the outcome of the situation.
  - a. All players stick their hand out with the thumb pointing horizontally,
  - b. Together, count down from 3 to 0. At 0 every player votes by pointing their thumb up if they think the effect will be positive, or down if they think the effect will be negative.
3. **Discuss:** When players have conflicting answers, they may (shortly) discuss why they've chosen this answer.
4. **Move:** Read out the statistics on the back of the card. Then use the table underneath the text to determine if the outcome of the situation was positively or negatively affected by the active player's identity makeup.
  - a. Depending on the effect, move the active player's pawn:
    - If the outcome was **positively affected** place the pawn of the active player one step forward.

- If the outcome was **negatively affected** place the pawn of the active player one step backward.
- a. Only if the active player guessed correctly, they may throw the dice and move their pawn the corresponding number of steps forward.
  - b. Every inactive player that guessed...:
    - ...**correctly** places their pawn one step forward.
    - ...**incorrectly** places their pawn one step backward.

## Special situation: Encounter challenge

If you start your turn on a blue space that also holds one or more other players, your characters encounter each other and experience the situation together. Instead of following the normal rules for the situation, play an encounter challenge:

1. **Read:** The active player reads out the situation on the front of the card. The characteristic at the bottom of the card has no effect in this challenge.
2. **Convince:** Taking turns, all encountering players try to convince the other players why their character's identity make-up would have the most positive effect on the outcome of the situation.
3. **Vote:** The other players, who are not in the encounter, vote on which player's character they think would have the most positive effect on the outcome of the situation. They vote by pointing towards their chosen player, all at the same time.
4. **Move:** The player who gets the most votes may throw the dice and move their pawn the corresponding number of steps forward. The other encountering players don't move.

## Wild tile



This is an event which impacts multiple players in the game, if the outcome applies to them. The active player draws a wild card and reads it out loud. Move all characters that are affected by the wild card as the wild card describes.

## Envelope tile



When the first player reaches the envelope-icon on the board, open the envelope and read the text out loud.

