

SALA DE REUNIÃO

Gamefication in gender
equality within
organizations

rulebook

Execution



Supporters of FIS 13



Instituto C&A 25 anos



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0. SUMMARY

Players: 8 to 10

Age: 8 to 88

Duration: approximately one (1) hour

1. FIRST INSTRUCTIONS

1.1 Instructions for the beginning of the game

It is very importante to never reveal to the players **any information** about the game **before** they start building the characters. **Do not** show the game board, the game's topic or any other information that could influence the character building.

It is recommended that the facilitator reads the section "Debriefing" with particular attention.

1.2 Instruccion about the number of players

The game was planned to be played from 8 to 10 people. Ten is the ideal number.

Instructions for playing with less than 10 players:

- With 9 players: removes the marketing manager and the Profile 7
- With 8 players: remove the marketing manager and the marketing director, as well as the Profiles 2 and 7.

2. PRE GAME: BUILDING THE CHARACTERS

2.1 Building the characters

Each player will receive a character profile, and build its physical appearance.

Players must build the character using based on the masks available on the table.

Besides that, the players have to give names to their characters, write them on the tags and put them somewhere visible for the rest of the players.

Step by step

1. Mix the profiles and give one to each player
2. Mix the "face", "body" and "legs" images and put them on the table
3. Give one tag to each player
4. The players will have 2 minutes to build their characters, both image (face, body and legs) and name.

2.2 Presentation

Now that the characters are characterized and named, each player must present themselves as the character. From now on, it is important that the facilitator calls everyone by their character's name. This is the start of the game.

Remember to tell the players to present themselves sticking to what's written on the profiles, without coming up with new information.

Each player has one minute to present itself.

The facilitator gives the free space table to the players, in case they want to take notes about the other characters.

3. FIRST STAGE: CHARACTERS ALLOCATION IN THE CHART

 The facilitator announces that the players are workmates at RUB.

3.4 Instruccion for the character allocation

Allocation will occur by hierarchical levels. First, everyone will run for the presidency, then the board positions, and finally the management positions.

It is important for the Facilitator to mark the time, announcing its passing to the players, so that this time pressure will remain hovering.

3.4.1 Allocation of the Presidency

The players will have 5 minutes to decide the position of the presidency. At the end of this time, everyone will vote to decide, by simple vote (the candidate with more votes is elected to the position; everyone can vote, including those who have applied for the position). If the tie remains, the facilitator will choose choose a president, according to internal confidential criteria.



Confidential Criteria: The facilitator must choose between the candidates for the presidency, in the following order: **white man> white woman> black man> black woman.** **IMPORTANT:** If the facilitator has to choose through the above criteria, what counts is NOT THE CHARACTER, but the PLAYER behind the character.

IMPORTANT: If two or more players meet the same requirement (eg both are white men), the facilitator must choose for president that player who, in his / her evaluation, will make the game more "interesting".

* Revealing Unconconscious Biases (the facilitator must not reveal this name to the players)

3.4.2 Allocation of the Directory

The players (including the president, who also votes) will have 5 minutes to decide all the directors. At the end of this period, everyone will vote for each board position.

Defeated candidates can not apply for another Board position.

If there is only one candidate for the position, there is no need to vote: it belongs automatically to the candidate.

Positions that have two or more applicants will be voted. The president coordinates the election, calling one of the people to vote and instituting a voting sequence. In case of a tie, the president has the casting vote.

If one of the positions of the board is not claimed by any candidate, at the end of the composition of the Board, the president will compulsorily appoint one of the players to occupy the position (provided that this player has not been named to another position).

3.4.3 Allocation of the Managers

At this point of the game, there will be 5 players for 4 positions (if they are playing 10), or 4 players for 3 positions (if they are playing 9), or 3 players for 2 positions (if they are playing in 8).

The players (including the president and the directors) will have 5 minutes to decide all managers. At the end of this period, there will be a vote to decide each of the positions.

If there is only one candidate for the position, there is no need to vote: it belongs automatically to the candidate.

Positions that have two or more applicants will be voted. The Human Resources Director coordinates the election, calling one of the people to vote and instituting a voting sequence. In case of a tie, the Human Resources Director has the casting vote.



DRAMATIC PAUSE: FOR A FEW SECONDS, LET THE PLAYERS FEEL THE RESULT OF THEIR CHOICES, BEFORE ENTERING THE SECOND STAGE OF THE GAME.

4. SECOND STAGE: DISTRIBUTION OF FIXED REMUNERATION

This is the second stage of the game, in which players will distribute a fixed amount of money between themselves.

A year went by. The person who was unemployed developed and patented a fixed remuneration distribution methodology which, in the opinion of the company board, would solve the RUB compensation problem. Because of that, he was hired to implement his methodology, assuming the position of HR manager. The current Human Resources Manager, then, is fired.

The methodology is based on the premise that the more autonomous employees are to decide their own payments, the more satisfactory is the distribution perceived. In sequence, the salaries of all hierarchical levels will be discussed.

A) The president will automatically win a salary of 8 coins.

B) Next, the directors will make proposals on how to divide the 22 currencies among themselves. In the end, the President will choose the best of the proposals presented.

C) Next, the managers will make proposals on how to divide the 18 coins and will have 5 minutes to do so. In the end, the HR Director will choose the best of the proposals presented.

5. DEBRIEFING

For this stage, it is very important that the observers stay attentive to the speeches of the players, as at a future point they will need to present the issues, without naming the players, in order to guide the discussion.

There is a maximum time for the discussion of each question, and it is not necessary to tell people how long it takes. In case the conversation ends before time, go to the next question.

1) What characteristics defined the sex of your character? Because?

Let the players talk for 2 minutes

Falicitator reads the text about bias and characteristics: *"The automatic associations we make between characteristics and gender are based on social stereotypes, which are built within our minds and influence the way we judge the external world. Even though we are not conscious of many of them, they manifest in our daily actions. For example, when we think of scientists, the first image that comes to most people is the figure of a man, even if they consciously believe that both men and women can be scientists. These mental associations are called unconscious biases. They are important because they guarantee faster decision-making and understanding of the world in different settings, including organizational systems. Unconscious biases may, however, contribute to discriminatory actions as they influence stigmatized perceptions about individuals, disregarding their particularities"*

2) From that, what unconscious bias could be noticed during the speech?

Let the players talk for 2 minutes

Observer exposes the notes that made and takes up arguments and speeches of the players - WITHOUT EXPOSING ANYONE Observer exposes his notes and resumes arguments and phrases of the players – without exposing anyone

3) Which were the most important characteristics to allocate the higher positions? How was the distribution of gender and race in the organization chart?

Observe and problematize the distribution of race and gender in the two stages: the constitution of the characters and their allocation in the organization chart. Recalling that the distribution of the pieces that constituted the characters was 50% for both race and gender.

Extra question: in case the facilitator observes that one área is composed only by one gender, the following question should be raised: "Did you realize that the area (name of the area) is only composed of (women / men)? Why do you believe this happened? "

Let the players talk for 2 minutes.

4) Behind the characters, which people most influenced the discussion? What's their sex?

2 minutes.

5) Was there a different attitude between men and women?

2 minutes.

6) What does the chart look like if we look at the people behind the characters? / How would the chart look like if we looked at the people behind the characters?

2 minutes.

Extra question: In case the presidente is a MAN, the facilitator can ask the following question: "If the company had compulsory paternity leave, would there be any change in the course of the game? "

Facilitator reads the text about bias and maternity: *Studies show that characteristics such as sensitivity, emotion, intuition and perseverance are more commonly associated to women, and were even used in the past as a justification for women's position in private spaces, instead of public spaces or at work. In turn, labor markets and organizations were built by men and for men. In addition, the characteristics usually required by companies were associated with attributes traditionally thought to be men's, such as aggressiveness and assertiveness. The issue of motherhood is then seen as a further obstacle that demands adequacy in managerial processes, affecting mainly female employees, even though it is a question equally present in the life of both men and women.*

6. FINALIZATION

By the end of the game, show the estatistics of brazilian Market about gender. Show, on the game board, how the division of postiions, remuneration is in real life between men and women.

After that, the facilitator invites for a last activity, with the purpose of motivating everyone for action:

There will be a paperboard on the table, to be divided in three parts. In each one of them it must be registered:



WHAT A SHAME	GOOD THING THAT	WHAT IF
Existing problems that we are ashamed of	Percepcion that emerged during the gamification	Attitude to be taken from now on