



MOSAICITY game Facilitator' s Guide

1. Your Role

MosaiCity can be played independently, but a facilitator is highly recommended, especially with new or younger groups.

Your role is to guide the **process, not the decisions**. You should:

- explain the rules;
- create a respectful atmosphere;
- keep track of speaking time;
- make sure everyone follows the rules and has space to participate;
- remain neutral during proposals and voting;
- resolve unclear situations;
- issue fines if this optional rule is used;
- lead a short reflection after the game.

Do not decide what an "inclusive city" should look like. Let the players explore this themselves.

2. Prepare the Game

Before starting:

- know the rules and winning conditions;
- check all game components;
- arrange the City Board and cards so everyone can reach them;
- have a timer ready;
- decide whether Action Cards and Fines will be used;
- decide how long you can play.

A full game may take up to 3 hours. For a shorter game, use two buildings per sector or agree to complete only a selected number of sectors.

The game works best with around 6 players. For 2–3 players, play cooperatively without Baddies.

3. Introduce MosaiCity

Briefly explain that MosaiCity represents a city where people with different cultures, backgrounds, experiences and needs must live together.

There is no single "correct" city. Players should think and act from the perspective of their characters, ask questions, and make collective decisions through voting.

Remind players that:

- their character's opinion does not have to match their personal opinion;
- questions are allowed, but open discussion is not;
- everyone should respect the agreed rules and speaking time;
- once something is built, it cannot be moved or removed.

Do not give strategic advice about playing a Citizen or Baddie.

4. Support Character Creation

Each player draws a Profile Card and creates a name, age, profession, cultural background, customs and traditions, and interests.

Encourage players to think beyond appearance:

- What is important to this person?
- What might they need in a city?
- What could make their everyday life easier or more difficult?
- What traditions or habits might matter to them?

Be attentive to stereotypes. If someone makes a strong assumption based only on appearance, you can ask:

"Is this something you know about your character, or something you are assuming from the picture?"

The aim is not to forbid assumptions but to encourage awareness of them.

5. Keep the Game Flowing

Before starting, agree on **1, 1.5 or 2 minutes** of speaking time. Once chosen, the same limit applies to everyone.

Keep each turn in the same rhythm:

Situation → Proposal → Questions → Vote → Sector → Vote → Build

During the active player's speaking time, nobody interrupts.

Afterwards, each player may ask one question in clockwise order. Do not allow this stage to become an open debate. A useful reminder is:

"Questions only. You can express your final position through your vote."

Be neutral. Even if a proposal seems strange, let the player explain how it relates to their character. If the connection makes sense, let the group decide through voting.

For ties, follow the rules: first use any earned extra voting rights and, if necessary, Rock–Paper–Scissors.

6. Action Cards and Fines

Action Cards

Encourage cultural actions to be short, playful and respectful.

If players do not know enough about their character's culture to sing a song, describe a tradition, say a proverb, etc., do not force them to invent information. Let them adapt the action or share something from a culture they know.

Remember to record mentally or visibly who has earned an **extra voting right**.

Fines

If using Fines, explain this before the game.

Fines are for breaking the game rules, such as repeated interruptions, exceeding speaking time, ignoring facilitator instructions or deliberately disrupting the game.

Whenever possible, give a friendly warning first.

Never fine somebody because you disagree with their proposal, because their opinion is unpopular, or because they are playing strategically as a Baddie.

Apply the rules equally to everyone.

7. Handling Difficult Situations

A player cannot think of an idea

Ask:

- What might your character need?
- What could make their life easier?
- What might be missing from this city?

If necessary, allow them to draw another Situation Card.

A proposal seems strange

Ask:

"How would this help your character or the community?"

If the player can explain it, let the group vote.

Players keep rejecting everything

Remind them of their common objective:

"Consider not only whether this is your ideal solution, but whether you could accept it as part of your shared city."

Do not force them to vote yes.

Everyone agrees immediately

Do not create artificial conflict. Encourage players to use their questions to consider whether their characters might see the proposal differently.

Players accuse each other of being Baddies

Allow suspicions and bluffing, but do not confirm or deny anything. A selfish proposal does not necessarily mean that somebody is a Baddie.

A Baddie accidentally reveals themselves

If it happens early, you may redistribute the roles. If the game is already well underway, it is usually better to continue.

8. Sensitive or Discriminatory Comments

Remember that players are role-playing, so a character's opinion may not represent the player's personal beliefs.

If a stereotypical statement appears, use questions rather than immediately correcting the player:

- **"Why would your character think this?"**
- **"Could another person from the same background think differently?"**
- **"Are we talking about this character or assuming something about a whole group?"**

However, intervene immediately if comments become personal, humiliating or directly discriminatory towards another participant.

Respectful disagreement is part of the game. Personal attacks are not.

9. Observe the Learning

While facilitating, notice what happens beyond the game mechanics:

- Are players beginning to see situations from their character's perspective?
- Are different needs being recognised?
- Are quieter players being heard?
- Are players compromising?
- Are cultural assumptions appearing?
- Do players change their opinions after hearing another perspective?

These observations can be useful for the reflection afterwards.

10. Reflection After the Game

When the game ends, reveal the Baddies and their chosen sector and give players a moment to compare their suspicions and reactions.

Then spend approximately **10–20 minutes** reflecting on the experience.

You do not need to ask every question. Choose those most relevant to your group:

- How did it feel to play your character?
- Was it easy to think from another person's perspective?
- Which need or perspective surprised you?
- Did you ever change your opinion because of another player?
- Whose needs were easiest or hardest to include?
- What helped the group cooperate?
- What created conflict?
- Did the presence of Baddies affect how much you trusted others?
- Does anything that happened in MosaiCity remind you of real communities?
- What could make a real city more inclusive?

The reflection is where many of the game's learning outcomes—empathy, intercultural awareness, communication, cooperation and negotiation—can become visible and conscious.

Final Tips

Be neutral. Facilitate the process, not the city's decisions.

Be consistent. Apply the same rules and speaking time to everyone.

Allow disagreement. Different needs are at the heart of MosaiCity.

Ask rather than teach. Questions often create more learning than telling players what they should think.

Keep the rhythm. Do not let one proposal consume the whole game.

Protect people, not opinions. Ideas may be challenged; participants should be respected.

Leave time for reflection. The learning does not end when the winning side is revealed.

Build together. Think differently. Include everyone.

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