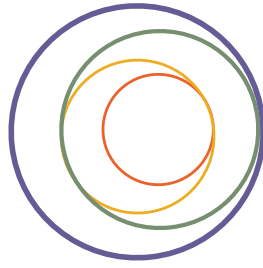# not a toolkit!

Fair Collaboration in Cultural Relations

A ReflAction

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For the development of the Fair ReflAction Game we built on the work created by Dorota Ogrodszka, Aniko Racz, Doreen Toutikian and Konrad Gadzina for the Gamified Workshop Toolkit, part of the RESHAPE project and licensed under the *Creative Commons License Attribution- ShareAlike 4.0 International (CC BY- SA 4.0)*

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The Fair ReflAction Game was inspired by the Gamified Workshop Toolkit as part of the RESHAPE project created by Dorota Ogrodszka, Aniko Racz, Doreen Toutikian and Konrad Gadzina

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FAIR REFLACTION GAME

INTRODUCTION

Our values reflect how we see the world and how we sense what is right and wrong or what "ought" to be. Our value system is influenced by experiences, our cultural, social and educational contexts and our upbringing. Values influence worldviews, attitudes and also inspire behaviours and actions. Values provide a middle way between being prescriptive and aspirational. They emerge and crystallise through engagement and discussion. Values at personal level can differ from values at collective level. How are our personal values aligned to our organisational values and vice versa? How do we think about values, act upon them, feel and live them and put them into practice.

The ***global context of inequalities*** pushes us to question our values in relation to fairness, interrogating the way we think, act, and behave towards others. Therefore, in international cultural cooperation it is crucial to not only re-evaluate one's own values but also discuss them openly with partners we want to embark on a journey with.

What value systems do we have and how do they affect our approach? Are our values implicit or explicit? Do we walk the talk of the values we say we are adhering to? Do we know what values are important for our partners? Have we ever came across conflicting values? How do we find a common ground or decide not to engage in a collaboration? Once we agree on common values, what do we do to assure a reflection is put into practice?

Reflection
+Action
=
ReflAction

FAIR REFLACTION GAME

WHAT IS THE FAIR REFLACTION GAME?

The Fair ReflAction Game is developed to reflect on values underpinning fairness in international cultural relations and question how those values are influencing certain behaviours when facing dilemmas.

The Fair Reflaction Game is inspired by the *Gamified Workshop Toolkit: Values of Solidarity* of the *Re-shape project*, which focused on re-shaping the nature of cultural collaboration between MENA region (Middle East and North Africa) and Europe. We acknowledge the work of the creators of the Gamified Workshop Toolkit, Dorota Ogrodszka, Anikó Rácz, Doreen Toutikian and Konrad Gadzina, as part of the three year Re-shape project aiming to initiate, develop and implement the idea of Values of Solidarity.

The Fair ReflAction game is further built on the input we received in the process of engagement (desk research, roundtables, survey, interviews) for this initiative and on the professional experience of the team. It is adapted to the context of international cultural relations projects with a focus on experience of working with or in EUNIC member organisations.

It is a tool to encourage reflection, question attitudes and develop action related to values which underpin fair cultural relations projects. It intends to help EUNIC members and partners to share what values are important in their collaborations, to understand how others are thinking and what is important in collaborations. The game also supports reflection on dilemmas, which are derived from real scenarios experienced in the process of cultural relations projects that lead to unfairness.

HOW TO PLAY THE GAME?

- This game can be played within your organisation or with partners. It can be used if you re-evaluate values underpinning your strategy or at the start of a collaboration with partners to ground the projects in values that you mutually identify with.

- The game is best played with a group of four to six people maximum. The objective of the game is to have a dialogue and learn through joint reflection, hence we advise to play it in a small group. It could also be played alone, as a personal reflection exercise but will miss the richness coming through interaction. It is therefore best played with a facilitator.

- There is no set time for the game as it depends on the number of players and the number of cards you want to play and discuss. There is guidance for the time needed to discuss each card in the game. Therefore it is best if you decide how much overall time you want to spend on this exploration and appoint a timekeeper in the group.

To play the game you need the
Value cards: *There are 21 values that relate to fairness*

Ways of cards: *Per value there are 4 cards to reflect on: Ways of thinking, doing, sensing and being*

Dilemma cards: *There are 27 dilemmas cards which are situations or scenarios one finds oneself in when doing collaborations in cultural relations*

The game can be played in 3 phases.
Phase 1 is to reflect on values
Phase 2 is to reflect on values and dilemmas.
Phase 3 is to reflect on prioritisation of values.

Phase 1
Choosing Values

Step 1
- The 21 Value cards are placed with the values clearly visible.
- The Ways of cards are stacked on the side - each value has 4 Ways of cards.

Step 2
- Each player must select 3 values regarded as important in fair collaborations. This happens in silence.
- Each player needs to reflect on why they selected those values. They can do that by thinking about an experience, a story, a feeling, a behaviour related to the value or how this value is put in practice.
- This step takes about 3 minutes per card to allow for enough time to select and reflect.

Step 3
- Each player takes turns to show the cards and share in group why those values were selected.
- This step takes about 1.5 minutes per card.
- Optional: After all players shared their values, the group can spend additional time to ask each other questions and discuss.

Step 4
- Each player picks one Ways of card relate to one of the values another player has chosen and reads aloud the question on the card. *eg. one of the players chose 'solidarity', 'openness' and 'dignity' as 3 core values. The other player selects a 'Ways of doing' card for 1 card, eg. solidarity and reads the question aloud to the other player who answers the question*.
- The player whose Value card has been chosen takes about 2 minutes to share a reflection about the question posed from the Ways of card.
- Optional: After all players share their cards, the group can spend additional time to discuss and ask each other questions.

Phase 2
Values and Dilemmas

Step 1

- All 21 Value cards are displayed in a clear visible way.

- The 27 Dilemma cards are put on a stack next to the Value cards , facing down so only the number displayed on the card is visible. The other side of the Dilemma cards shows an example of a situation or scenario that may occur in a collaboration, reflecting situations where at least one of the values presented in the game is clearly reflected or compromised.

Step 2

- Each player picks a number between 1 and 27.

- Each player takes turns to read the dilemma shared on the reverse of the card aloud and reflects about what this dilemma means for each of them. In some scenarios the role/side is not always specified. Players can empathise or consider other viewpoints. If the role is specified, players should think about their positionality.

- All players have a short conversation together about the dilemma

- This step takes 5 minutes per Dilemma.

Step 3

- Once the dilemma has been discussed, the players discuss together what values have been presented or compromised (and why) in the dilemma.

- The players come to a common agreement about the main values connected to this dilemma (note: several values can be identified to the same dilemma).

- The players discuss together how the dilemma should be resolved and what action can be taken.

- The players move to the next dilemma picked by one of the players and repeat the same process.

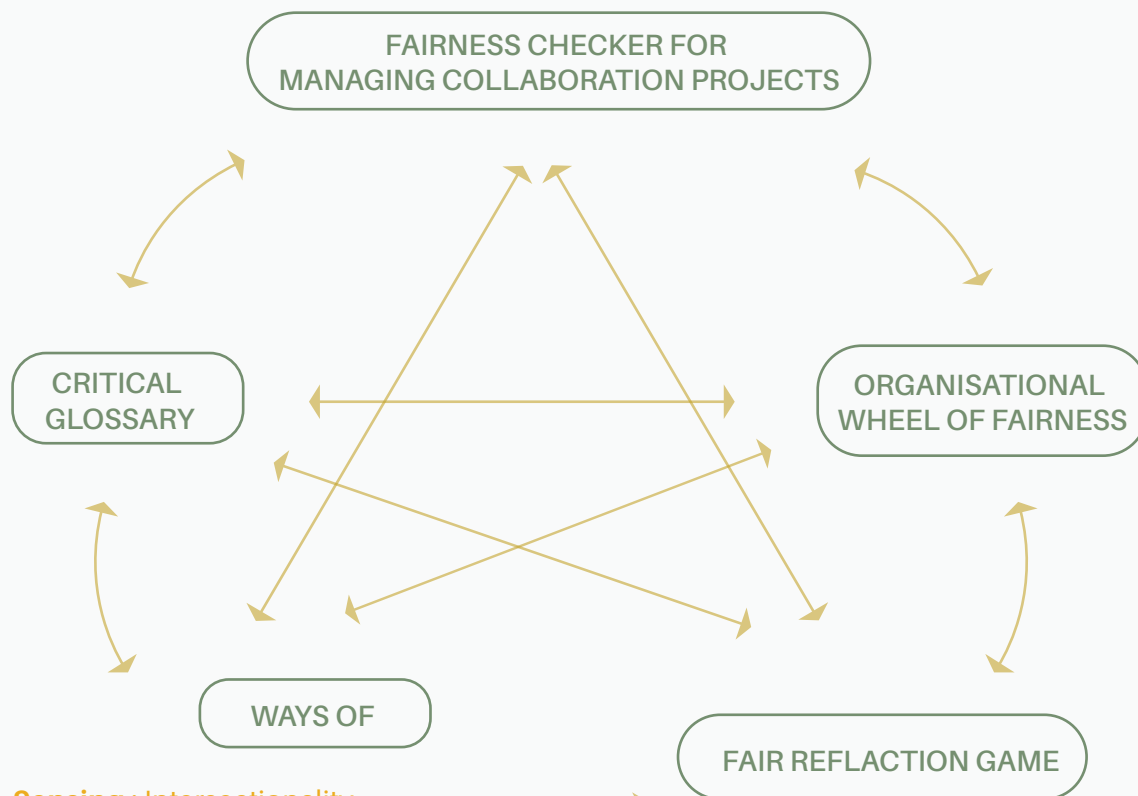- This step takes about 5 minutes per dilemma card.

Phase 3

Prioritising Values

- The 3 values the players picked in Phase 1 are displayed all together. There is no problem when players pick the same value.

- Each player reflects individually if and how the values displayed are currently reflected in the organisation they work in.

- The players discuss together which 3 to 5 values they would prioritise in their organisation and why.

- If players are from the same organisation they can reflect on common values they would prioritise.

- This step can take at least 20-30 minutes.

Click here to get the downloadable cards

Each component of the *Not a Toolkit! Fair Collaboration in Cultural Relations : A ReflAction* is connected to all other components. After finishing your reflAction journey in this section continue journaling in the next part.

FAIRNESS CHECKER FOR MANAGING COLLABORATION PROJECTS

CRITICAL GLOSSARY

ORGANISATIONAL WHEEL OF FAIRNESS

WAYS OF

FAIR REFLACTION GAME

Sensing : Intersectionality
Thinking : Decolonisation & Racism
Doing : Fair Evaluation
Connecting : ReflAction
Sensing : Injustice
Thinking : Climate Emergency