



Implementation of effective practices for the development of students' emotional intelligence with particular emphasis on anti-discrimination activities at European universities

IMPROVING  
EMOTIONAL  
INTELLIGENCE



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# Introduction to the EQUNI Game

Welcome to the world of **EQUNI**, a unique board game that takes place in a university threatened by an invisible force - the **Monster of Discrimination**. This force lurks within the campus and operates in the shadow, affecting students and staff alike.

Your mission is simple but daunting: confront the monster. Alongside your team, you will navigate the university's haunted classrooms and halls, facing challenges that test your knowledge, courage, and empathy. With each task, you will expose the monster's grip and weaken its power. But beware, the more you hesitate, the stronger it becomes. Every choice matters. Work together to fight back, or watch the monster tighten its grip. The more EQUNI hearts you collect, the weaker the monster becomes, symbolizing a university becoming safer for everyone.

The fight against discrimination starts here.  
But time is running out. Good luck, and may both  
teams unite to make the university a safer,  
more inclusive place for all.  
Go forth and face the monster!



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# EQUNI Game Rulebook

**Objective:** The game provides an understanding of the phenomenon of discrimination and its impact. It aims to sensitize participants, particularly as observers, while also instructing on effective responses to discriminatory situations experienced on a micro scale within safe “laboratory” playing conditions. Furthermore, the game enhances awareness of one’s own needs and emotions, facilitating improved self-management through the cultivation of emotional intelligence, with a particular focus on empathy. These educational objectives are achieved through the use of gamification, optimizing the entire learning process to better suit the preferences of a contemporary audience. The invisible force metaphor, the Monster of Discrimination which should be fought in order to make the university a safe place for everyone, helps to explain the activities and the objective in the game.

**Number of participants:** 2-10 players (4-8 players recommended) divided into two groups, ideally of equal size.

**Average time of play:** 45-60 minutes (the players decide on the available time before the game starts).

**Game theme:** Two teams follow exactly the same path through a university and solve similar challenges at every location they visit. They answer questions or perform tasks and earn EQUNI tokens. Both teams cooperate to defeat the Monster of Discrimination. The image of a snake-like creature covered with tokens symbolizes this force. It serves both as the token bank and as a visualization of the game progress. Teams take tokens from the monster for correct answers (or task performed) or return tokens to the monster if the answer is incorrect (or the task is not performed). The more correct answers and tokens both teams earn, the fewer tokens will remain on the monster (indicating less discrimination at the university). Conversely, the more tokens on the monster, the less effective the teams are in combating the invisible force symbolizing discrimination at the university. A weaker monster also reflects increased awareness and improved skills to address discrimination in the real world. The game serves an educational purpose, and the lessons learned by the players can be applied in everyday life.



# Elements of the Game

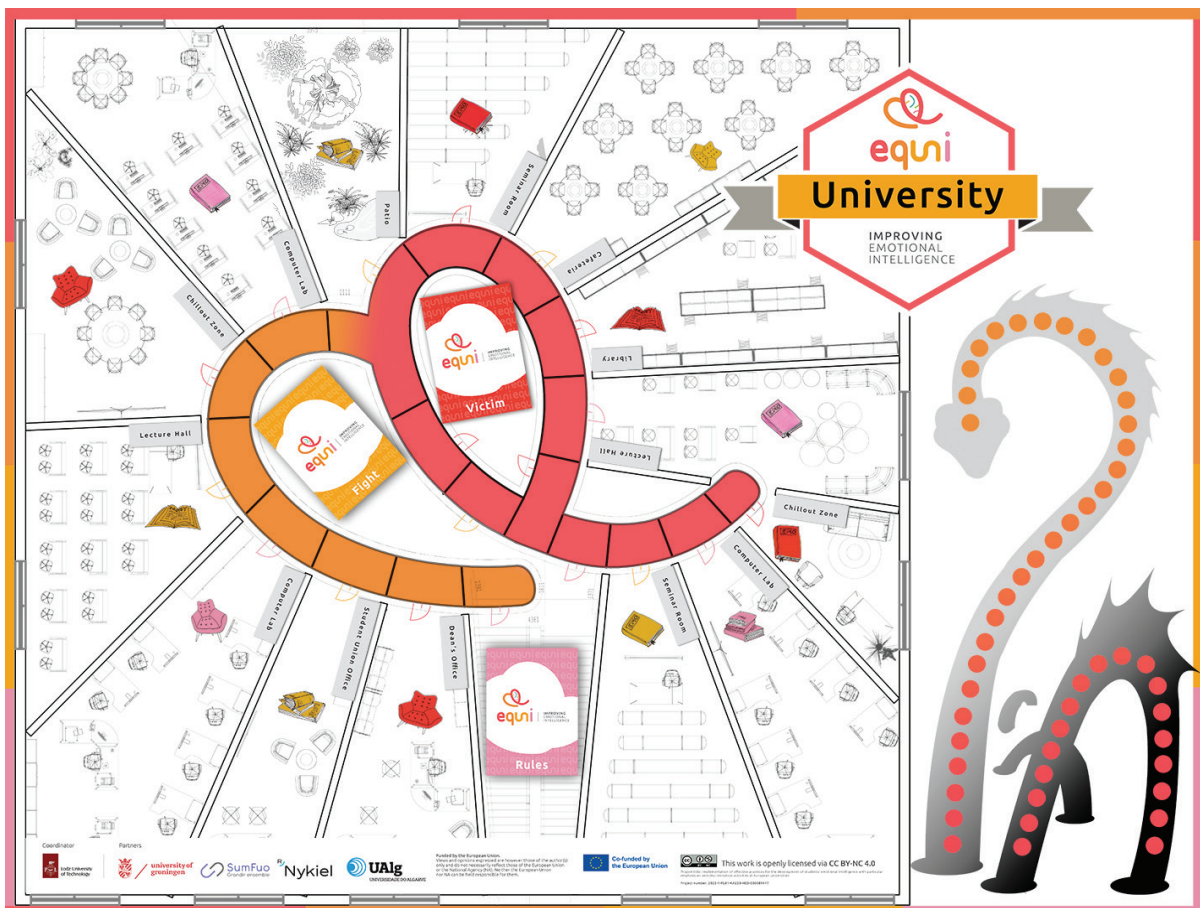
## I. Game Board with University Plan

The players move along the EQUINI heart.

There are 19 locations along the game path.

A pawn landing on a specific location obliges the team to perform a task from a pile of cards of the same colour as the item in the room assigned to that spot (e.g. red book = red card, yellow armchair = yellow pile, etc.).

EQUINI heart is an infinite loop with repeated sequences of activities. Locations can be revisited as time passes.



## II. Pawns

White and black pawns representing each team.

They are used to indicate the team's location on the board.



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### III. Avatars

The graphic elements of the avatars are subject to discrimination during the game - the appearance of each avatar includes one or two out of six specific visual characteristics corresponding with the discrimination dice (**pale skin, dark skin, glasses, beard, moustache, headwear**).

Each person draws their avatar at the beginning of the game and places it in a stand, positioning it in a visible spot.



### IV. Discrimination Dice

A dice with six elements related to the appearance of the avatar, each corresponding to a possible aspect of discrimination in the game (pale skin, dark skin, glasses, beard, moustache, headwear).

In the EQUINI game, discrimination occurs when the person whose avatar has the feature shown on the dice is excluded from the game for one turn (e.g., if 'pale skin' is rolled, all participants in the team performing the task whose avatars have this feature cannot assist their team in answering the question or completing the task).



## V. Tokens (50 pieces in the game set)

Each team receives 10 tokens (EQUNI hearts) as a starter pack.

At the start of the game, 30 tokens are placed on the Monster of Discrimination, visualized on the board.

During the game, teams collect the EQUNI tokens. They are awarded to a team for correctly answered questions or completed tasks, or deducted from a team for incorrect answer or if the task is not performed (the number of tokens awarded or deducted depends on the information included in the card).

Tokens for correct answers and performed tasks are taken from the bank (the monster on the board). Similarly, in the opposite situation – for a wrong answer – tokens are given to the bank.



## VI. EQUNI First Aid Kit

EQUNI First Aid Kit serves an educational role, making it easier to answer certain questions or complete certain tasks. Most importantly, it provides essential knowledge that participants can apply in real life.

Both teams receive their kits as starter packs. The kits can be used during the game to answer questions or perform tasks marked with a Kit symbol.

### **The Kit includes:**

- steps to follow when experiencing discrimination at the university,
- steps to follow when witnessing a discriminatory situation at the university,
- steps to follow when being an unintentional perpetrator of discrimination,
- list of emotions,
- list of needs,
- dictionary with definitions of terms related to discrimination.





## VII. Three Piles of Cards

Three types of cards are used in the game:

### Red Cards: "Victim"

These cards assign tasks to develop knowledge and awareness of discrimination within universities.



### Pink Cards: "Rules"

These cards assign tasks to develop knowledge about rules, policies and agreements to prevent discrimination or handle situations where discrimination occurs.



### Yellow Cards: "Fight"

These cards assign tasks to develop competences on responding effectively to discrimination by using emotional intelligence.



## VIII. Final Reflection on the Game

After the game ends, teams reflect on the game. They can refer to the final size of the monster. Below are some post-game questions that may prove helpful for players at this stage, e.g.:

- What is your general reflection on discrimination?
- What actions can you take to face/fight discrimination?
- Which of your skills can be used to fight discrimination?
- What have you learned about yourself in the context of discrimination?
- What was the most challenging moment of the game, and why?
- What emotions have you experienced during the game?
- What needs of yourself or others have you become aware of?
- What emotions and needs are experienced by those who discriminate/those who are discriminated/those who witness discrimination?
- Do you feel comfortable sharing your personal experience with discrimination?
- Have you ever knowingly or unknowingly discriminated against someone?



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