

Imagining Feminist Futures After COVID-19 Workshop

Scanning the Horizon, International Civil Society Centre

February 2021

	DAY 1	
15 minutes	Welcome, Introductions and Centering Exercise	Zoom
15 min	Housekeeping, Ice Breaker	Miro
30 min	Sense-making with Global Trends + Privileging Forces	Miro + Breakout Rooms
05 min	Break	
05 min	Futures Wheel Explainer with worked example	Miro
30 min	Futures Wheels Exercise	Miro + Breakout Rooms
20 min	Futures Wheel Report Back	Miro
	DAY 2	
10 min	Welcome and re-settling	Zoom
05 min	Review futures wheels (individual reading)	Miro
20 min	Futures Wheel Discoveries	Miro + Breakout Rooms
15 min	Imagining Feminist Futures Scenario Writing	Miro + Breakout Rooms
15 min	Imagining Feminist Futures Report Back	Miro
05 min	Break	
25 min	Tips and Q&A on methodology and facilitation	Zoom
20 min	Reflection on methodology and potential uses	Zoom
05 min	Close	

This workshop is part of Imagining Feminist Futures After COVID-19, a project coordinated by IWDA with support from actors across the feminist movement. This methodology has been designed for feminist organisations, networks and activists who wish to explore ways that different futures could develop, given what we know now about present-day trends, power structures, and our collective desire for a better world. Please share any feedback on the workshop with your facilitator.

The materials in the workshop were designed for a global audience. We invite you to bring your knowledge and experience to this process by considering the trends, bringing up issues that may have been missed, and contextualising them within your experience. There is also a “parking lot” to the upper right of this section, for adding ideas that you wish to take forward in other ways.

After this workshop, the final Miro board will be captured as a PDF to be shared with all participants and published online alongside the outputs of other workshops to build a diverse, vibrant and multifaceted picture of possible feminist futures. **Participation in this workshop indicates your consent for the outcomes to be used in this way.** Please speak with your facilitator if you have any questions.

Finally, we invite you to come to the workshop with the principles of respect and assumed good intentions. Remember to create space for everyone to have a say, including participants who are not working in their first language, or have other access requirements.

Our hope is that this methodology can support you to explore new ways of thinking and consider new possibilities for multiple, possible feminist futures in our post-COVID world.

Blue Team

Take about 20 minutes to discuss the trends allocated to your group:

1. How do you see these trends playing out in your context? (Capture any amendments or context info on a sticky note and attach it to the trend)
2. What would our post-COVID future of 2030 would look like if each trend persists? What if these trends rise or diminish in scope? What if they disappear?

After about 20 minutes, scroll further left to see the list of Privileging Forces and for the final 10 minutes discuss:

1. How are these forces influencing or impacting the group of trends?
2. Are there strategies in place now for pushing back against these forces? Could new forces emerge post-COVID?

Challenge - opportunities to think far ahead into the future, new openness and understanding of complex and multi-dimensional aspects of inequality - small window only whilst there is this common threat? Backlash/whiplash - where will it land? Are there actual lasting shifts in underlying values happening? Rose tinted spectacles as a sector.

Women's solidarity as a particular thing to build - not just about political but also spontaneous community leadership - opportunity to shift the narrative on wellbeing and solidarity

Team of teams - US military thinking, leveling the playing field in terms of information - management/leadership style women and minority voices in more decentralised structures - little pieces together as way of creating things. Co-creative/creativity.

Digital knowledge-based economies, some groups without access to those - what is happening to you? Women particularly affected. Economies will continue to move online. Concentration of wealth, greater divide: digital technologies equitable access

New Faces of Change

Women are leading the charge as the face of change in politics, care, and civil society, with other segments following close behind. Women, minorities and historically-excluded voices and communities are gaining greater leadership prominence, both through rising through formal and informal channels. Organisations and institutions that aim to be fit for the future need to ensure greater diversity and inclusion at leadership levels and re-imagine the leadership skills required for 21st century organisations.

Fragile pluralism - still polarised populist / progressive whiplash / reactions

Hard decisions with compassion and empathy by women political leaders during COVID - others lose credibility and esteem without empathy and holistic thinking

Interlinked - Challenges to civic space, Different and more resilient ways of organising - space for new types of leadership - more feminist but fragile

COVID as Cover for Human Rights Violations

Hundreds of people have been detained without proper health and safety measures due to fears that they are spreading coronavirus. The risk is that it becomes a self-fulfilling prophecy that justifies taking rights away from refugees and migrants through federal or military means by using COVID as cover for human rights violations.

GBV in domestic context too - shadow pandemic - set back further

TREND | TECHNOLOGICAL

Decentralised Networks

The internet provided a paradigm for several generations of distributed communication, computing and even organisational structures. From mesh networking, to blockchain, to cellular organisational patterns using open source tools, decentralised models have become more resilient options for organising and connecting. The opportunities to engage with civic actors virtually through online platforms provides access to a far greater reach of intellectual capital and resources than civil society organisations have traditionally had access to.

TREND | ECONOMIC

SRHR Reconsidered

Changes in funding and structural approaches for SRHR providers and policymakers have opened the door to social sector organisations taking a greater role in providing physical care and mental wellbeing support to women. At the same time, technology and economics are pushing new forms of care to the individual, from self-monitoring and distance medicine to the use of social channels for basic reproductive healthcare.

Telemedicine, digital access to accurate information, physical access to contraception, etc.

TREND | ENVIRONMENTAL

Climate-driven Disruption

Food and water security for communities will be a growing problem beyond any easy local solutions and is anticipated to drive future conflicts. The commodification of natural resources, the impacts of unpredictable rainfall patterns and droughts on agricultural productivity, increasingly fraught access to energy, and unsustainable waste management are fundamentally changing communities' ability to live well, to have secure livelihoods, and to weather external shocks. Climate change driven migration is further compounding these challenges and necessitates change in how resilience is framed and aid is being delivered.

Housing and built environment. Beyond COVID, economies collapsing, restart gender-fair, climate just economic models, economics of alternative technologies

TREND | POLITICAL

Immigrant Trafficking Becomes More Dangerous and Deadly

The pandemic has driven human trafficking further underground and created more dangerous situations for its victims. At all levels, those who are exploited find themselves more at risk of contracting the virus (or other diseases) due to lack of access to healthcare, nutrition and clean water. Those who work in sweat shops or forced labor may find themselves abandoned as black market economies shut down. Infection and death rates for victims will be high, and rarely documented. If and when a vaccine is created, those without access will die at much higher rates, increasing the demand for new workers, and potentially building demand for child workers who are believed to be less susceptible to the disease.

Where people get their information, Internet shutdowns

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the acknowledgement of colonialism and how it affects the work that organisations do.

TREND | ECONOMIC

Support Sources Dry Up

Widespread recession or depression will create cash flow pressures on orgs. Organizations will be required to do more with less as resources are shifted away from community-based causes to broader climate- or pandemic-related missions. Recruitment for volunteers dries up as people lose income and means to volunteer. To remain viable, organizations will have to make difficult decisions around their investments and other activities as pandemic and climate programs become more important for both developed and developing countries.

when systems do not work or governments do not deliver., the women step up to take care of the family. Women take responsibility.

TREND | SOCIAL

Refocus on Community

Economic and social stresses of the past decade have driven many communities to reconnect, re-develop, or develop brand new local resources, and focus on community powers for support and supply to those who live there. This has put a spotlight on deficits in social infrastructure, as well as new models, and sparked an examination of issues like public space, access to services, and strengthening of local communities.

focus on communities, they have become stronger and it has been recognised what they can do.

Role of woman in household centred- the carework burden

TREND | ECONOMIC

Post-COVID Economics

The long tail of post-recession austerity has meant not only a restructuring of public services, but has spurred a generational rethink around economic models and social contracts. Reconsideration of large scale public investment now sits alongside consideration of new relationships between public and private, the re-emergence of social models like cooperatives, universal basic income, and post-capitalist economics of sustainability and balance, such as with doughnut economics theory.

There is no acknowledgement or recognition of the responsibility that women are taking in this crisis.

TREND | SOCIAL

Housing Precarity for At-Risk Populations

The COVID pandemic has created particular stresses for populations who are homeless or at risk of eviction and is particularly disruptive for single-parent households in low-income employment. In certain regions, immigrant populations who live in one nation and provide funds for family in another are at high risk for COVID infection due to dormitory living in close quarters. Both of these groups will find their options for safe housing become more challenging as lockdowns and infection waves continue.

TREND | VALUES

Falling Trust in Institutions

Trust in public institutions, government, business and media have been falling for most of the last decade, a shift that has accelerated in recent years, weakening the value of authority and information. This has extended to the third sector as well, as a result of scandals at several major international aid, and faith-based organisations, which have dented trust and undercut funding from public and private sources. This damaged trust has triggered new efforts around transparency and governance, and also opened the door to new entrants, and more localised efforts to rebuild community trust.

how capitalism has a strong influence on almost all of our trends.

TREND | ENVIRONMENTAL

Rolling Systemic Disruption

Climate disruption and breakdown of supply chains, including food, energy, and clean water are making natural resources more costly to acquire globally. The pandemic has made this breakdown exponentially worse. Understanding and anticipating how to mitigate these rolling disruptions will be a top priority over the next ten years. This will have especially devastating impacts on those who are particularly vulnerable - the elderly, those with disabilities and those living in dense, built environments.

Pink Team

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Blue Team

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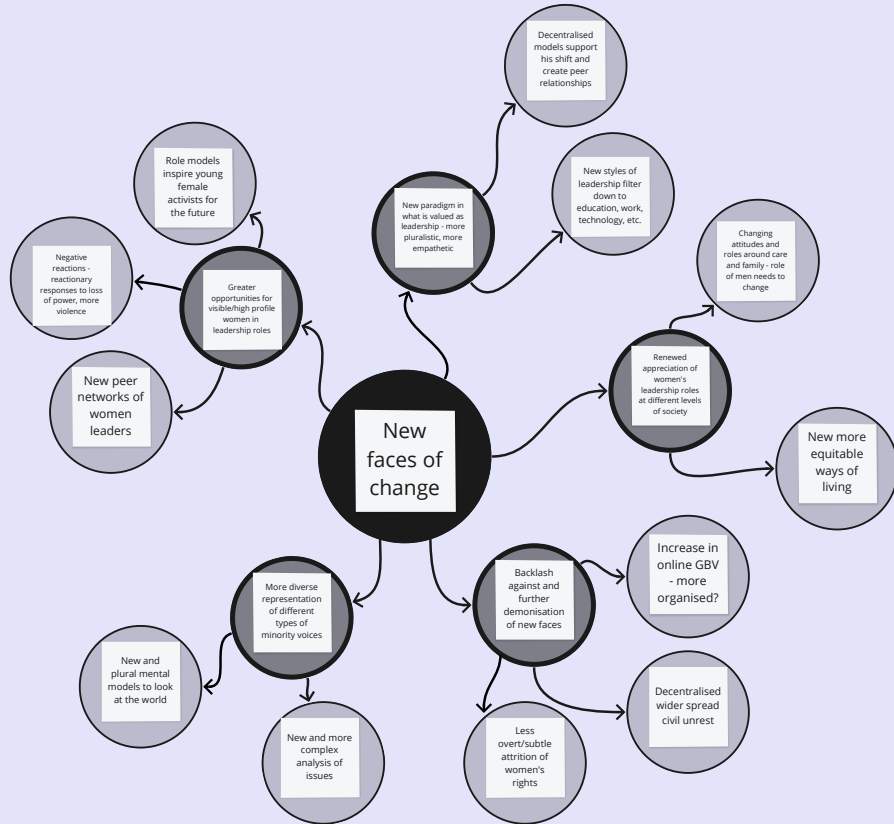
Consider the possible post-COVID impacts of that trend from now to 2030.

What might happen next year?
What happens after that, in 3-5 years?
What might it look like by 2030?

Remember, some impacts are positive, some negative. There can be multiple impacts from each level, and they do not have to exist in the same possible future.

Think about each thread of connected impacts as possibilities. What happens if the initial impact has an opposite effect? What if someone good comes out of something terrible, or the other way around?

Start with first level impacts and work your way out from the center. You can add more sticky notes if needed.



Green Team

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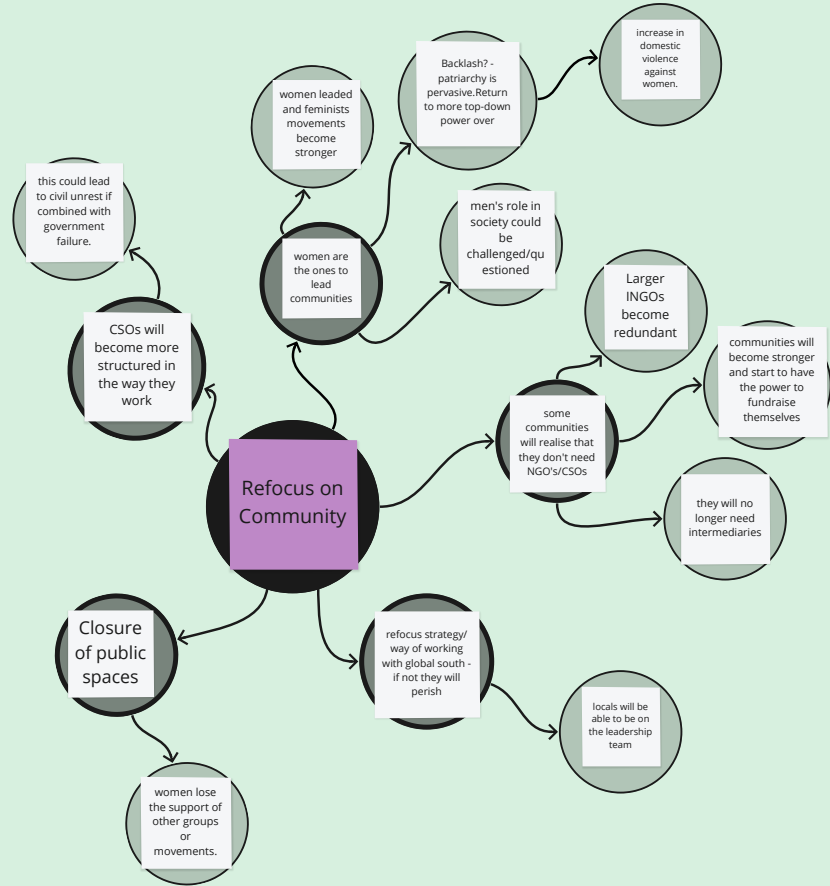
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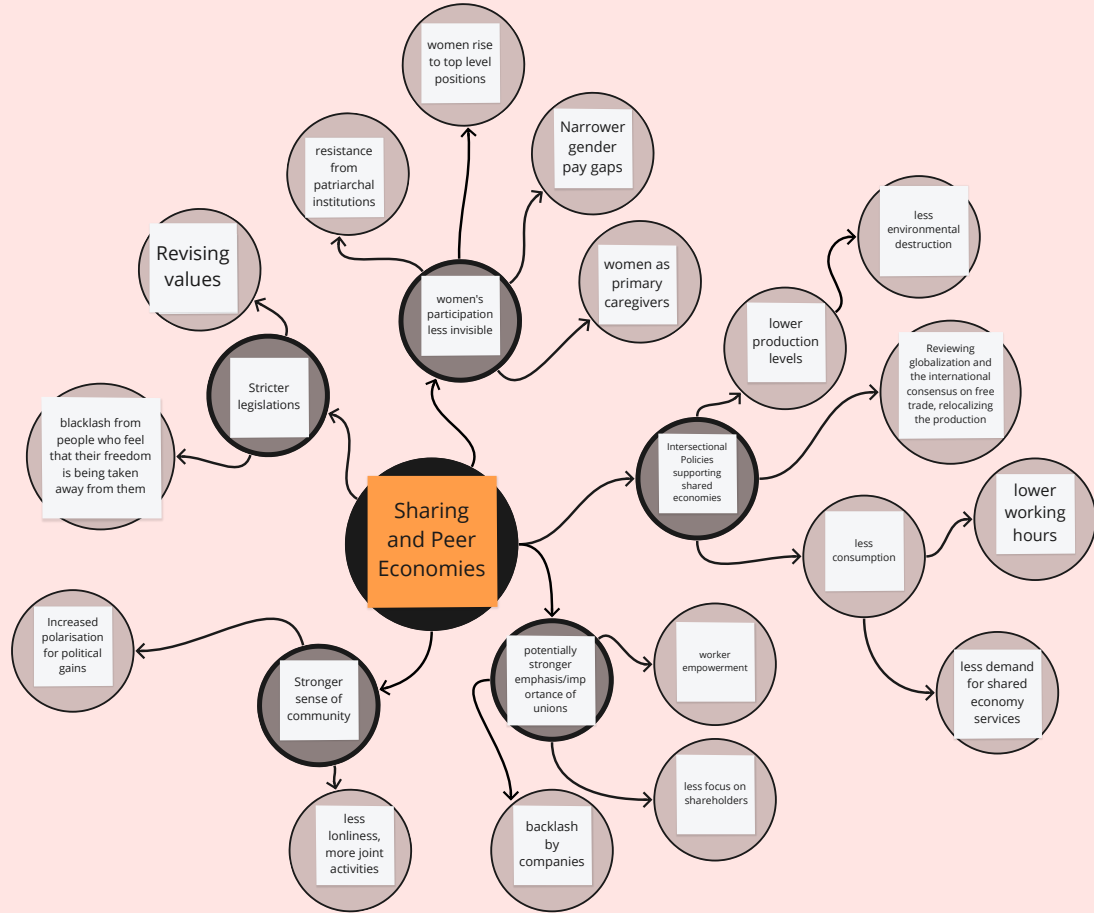
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Were there any surprising outcomes that surfaced in your Futures Wheel?

More positive than we thought, different levels of society beyond just individual leaders

focused on the positive sides of local communities have more power

despite positive changes (women in leadership/ they experience barriers eg DV)

Outcomes were optimistic, focussed on pro workers policies (pay scale) which was not our goal. Its about justice for the less privileged.

Did any threads on your Futures Wheel surface a path to a more feminist future?

Renewed appreciation of women's leadership roles at different levels of society

women start movements/ take on leadership roles

Intersectional policies supporting shared economies.

In that thread, what was the main difference in 2030?

Wider systems flexing to support greater leadership - care giving, food production

the binary system will disappear and the need to focus on women as gender category will change

what characteristics are being valued will change/ how we measure "progress"/"success"/ "good leadership" - fundamental human view needs to change

Less consumption due to a shared economy.

What change was necessary to lead to a more feminist future?

Different waves/generations of new faces - where is the newness? Is it sustainable? Do we need to prepare for something very different?

New identities of women leaders, role models as different levels of society - movement leaders

Shift in underlying values

changing and re-evaluating values

conversations with men etc but also showcase examples of where feminist leadership works

Cooperations have less control over the economy. Openness and will from policymakers to have a shared economy

What feminist principles could help underpin a more equitable + just future?

Feminist Economics
Pluralism
Examine and Challenging Power
Rethinking binaries

Feminist Economics
Pluralism
Rethinking Binaries

Feminist economy where we go beyond of production, promote the notion of care and fair paid work, notion of limits to what can be produced (planetary boundaries)

Are there any new feminist principles that may emerge in this future? Any that may grow less important?

'New/horizontal power' - circular, peer/decentralisation

Principle power relationship between producer and consumers, workers and employers. Feminist economy provides a shared and collective power. it's different from the structures now that binary.

Imagine yourself in the year 2030. A radical shift has taken place and a more equitable, feminist future has been realized.

What does this mean? What does it look like with regards to your trend and more broadly? How is it radically different from today?

Create a short description or "snapshot". Your snapshot could reflect new beliefs, norms, practices, policies, or models.

Where does your organization or network's work, or your own activism, sit within this new system?

Blue Team

There are different waves/generations of 'new faces' which we as civil society have helped grow, protecting from backlash with support and buffering mechanisms, and sustain into the future. There is renewed appreciation of women's leadership roles at different levels of society and wider social and economic systems have fully flexed to support this. New role models and identities of women formal and informal political leaders have inspired a new wave of young activists and leaders and demonstrated new models of leadership which are valued by society and filtering down through workplace and educational culture. Civil society is creating the spaces and support structures for these leaders, role models and leadership models to grow and be transmitted more widely in society. Civil society has helped share information and stories of these new faces so they are recognised in non-traditional centralised media channels and networks.

Green Team

More women have leadership roles in communities. Value systems are changing and hierarchy is broken down which leads to much more equal decision making. Systems are designed around needs for all rather than one particular gender. Shared power/ roles in communities that are more fulfilling/ come naturally to all. Power is not held by institutions. New norms shape communities. This shift will expand beyond communities, beyond regional even beyond national boundaries to create a new norm in our world order.

Pink Team

Happier and fulfilled people, alternative higher standard of living, people have access to basic needs. There are no donors as governments and other related entities support different causes (more local and regional groups receive) Shorter work week (4 days). More emphasis on work-life balance. Decision-making will be focussed on consensus rather than a top-down approach. Collective decision.

FEMINIST FUTURES PRINCIPLES

Principles and frameworks that support and enable a feminist future.

FEMINIST FUTURES PRINCIPLE

Intelligence Sovereignty

Intelligence sovereignty is about who owns the data, the knowledge, and the synthesized intelligence.

FEMINIST FUTURES PRINCIPLE

Feminist Economics

A growing alternative that prioritizes regenerative, caring, generous economic models. Feminist economics analyses the interrelationship between gender and the economy, taking into account the unpaid, non-market aspects of the economy. It examines the driving forces behind common dichotomies such as economic/social, paid/unpaid, productive/reproductive, masculine/feminine or public/private.

FEMINIST FUTURES PRINCIPLE

Rethinking Binaries

The need to consider those who are outside the binary frames often used to categorising people, and identities.

FEMINIST FUTURES PRINCIPLE

Examine & Challenge Power

Who holds the ability to influence and affect change.

FEMINIST FUTURES PRINCIPLE

Indigeneity

Indigeneity is the fact of originating or occurring naturally in a particular place.

FEMINIST FUTURES PRINCIPLE

Pluralism

Plurality refers to there being many world-views, and the need to seek beyond the normative (and dominant) ones.

FEMINIST FUTURES PRINCIPLE

Planetary Boundaries

Planetary boundaries aim to define the environmental limits within which humanity can safely operate. It is made up of nine identified processes, and systems that regulate the stability and resilience of the Earth System – the interactions of land, ocean, atmosphere and life that together provide conditions upon which our societies depend.

Privileging Forces are the established power structures within society that hinder equal progress towards feminist futures.

PRIVILEGING FORCE

Normativity

Belief system founded on the belief that there is a binary and default choice which is normal. e.g. Gender normativity, cisnormativity are examples of gender, and sexual orientation based normativity.

PRIVILEGING FORCE

Patriarchy

Patriarchy is a structural force rooted in the belief of male, heterosexual dominance and the devaluation of girls and women. It is a system for maintaining class, gender, racial, and heterosexual privilege and the status quo of power – relying both on crude forms of oppression, like violence, and subtle ones, like laws, to perpetuate inequality.

PRIVILEGING FORCE

Capitalism

Capitalism is the dominant economic system in the world today, and is defined as an economic system in which trade, industry, and profits are controlled by private companies, instead of by the people whose time and labor powers those companies, or by the state.

PRIVILEGING FORCE

Classism/Class Privilege

Prejudice against people belonging to a certain social class/Special advantage or entitlement as a result of one's identification with a particular social class

PRIVILEGING FORCE

Race/Ethnicity

Your identification to one or more social groups according to common racial, national, tribal, linguistic, cultural origin or background

PRIVILEGING FORCE

Colonialism

Colonialism is defined as "control by one power over a dependent area or people." This force seeks to go beyond physical settler colonialism to include its many legacies (e.g. colonizing of the mind) to also include modern day forms of 'colonization.'

PRIVILEGING FORCE

Ableism (physical, mental, intellectual)

Ableism is the systemic exclusion and oppression of people with disability, often expressed and reinforced through language.

PRIVILEGING FORCE

Structural Racism

A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity.

PRIVILEGING FORCE

Funding levers

This force seeks to interrogate how funding is used to force, control, manipulate, influence, reinforce power.

PRIVILEGING FORCE

Ageism

Ageism is the stereotyping, prejudice, and discrimination against people on the basis of their age.

PRIVILEGING FORCE

Colourism

Prejudice or discrimination especially within a racial or ethnic group favoring people with lighter skin over those with darker skin. There are many oppressive social, cultural, economic ramifications.

PRIVILEGING FORCE

Paternalism

Paternalism is the interference of a state or an individual with another person, against their will, and defended or motivated by a claim that the person interferred with will be better off or protected from harm