Imagining Feminist Futures After COVID-19 Workshop

Scanning the Horizon, International Civil Society Centre

February 2021
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<tr>
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<th>DAY 1</th>
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<tr>
<td>15 min</td>
<td>Welcome, Introductions and Centering Exercise</td>
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<td>Housekeeping, Ice Breaker</td>
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<td>Sense-making with Global Trends + Privileging Forces</td>
<td>Miro + Breakout Rooms</td>
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<td>Break</td>
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<td>Futures Wheel Explainer with worked example</td>
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<td>Futures Wheels Exercise</td>
<td>Miro + Breakout Rooms</td>
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<td>Futures Wheel Report Back</td>
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<td>DAY 2</td>
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<td>Welcome and re-settling</td>
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<td>Review futures wheels (individual reading)</td>
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<td>Futures Wheel Discoveries</td>
<td>Miro + Breakout Rooms</td>
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<td>Imagining Feminist Futures Scenario Writing</td>
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<td>Imagining Feminist Futures Report Back</td>
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<td>Break</td>
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<td>25 min</td>
<td>Tips and Q&amp;A on methodology and facilitiation</td>
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<td>20 min</td>
<td>Reflection on methodology and potential uses</td>
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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.
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?
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.

**TREND | ECONOMIC**

**Support Sources Dry Up**

Widespread recession or depression will create cash flow pressures on organizations and likely requires them to seek new ways to access resources that are diverted 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 pandemics and climate programs become more important for both developed and developing countries.

**TREND | ECONOMIC**

**Rolling Systemic Disruption**

Climate disruption and breakdown of supply chains, including food, energy, and clean water, are making natural resources more costly. 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.

**TREND | SOCIAL**

**Housing Precarity for At-Risk Populations**

The COVID pandemic has created particular stresses for populations who are houseless or at risk of eviction and is particularly disruptive in high-density urban locations, especially those in the most vulnerable regions. In many of these areas, immigration 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 becoming 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 organizations, which have dented trust and undermined funding from public and private sources. This damaged trust has triggered new efforts around transparency and governance, and has lead the door to new entrants, and more localized efforts to rebuild community trust.

**TREND | ENVIRONMENTAL**

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**How capitalism has a strong influence on almost all of our trends.**
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TRENDS

Rising Partner Violence

Lockdowns have raised concerns about escalations of violence against women inside their homes, but these are often poorly defined in which partners of violence are shifting. An upsurge in intimate partner violence (IPV) has been observed in some studies. This trend is especially detrimental for their careers. Even those without school-age children are finding that the ability to focus on work and research is diminishing. In some countries, providing furlough payments and government aid to support women's wages has found that working from home is particularly detrimental for their careers. Even those without school-age children are finding that the ability to focus on work and research is diminishing. In some countries, providing furlough payments and government aid to support women's wages has caused long-lasting damage for women, both economically and personally.

Accelerating Racial Justice

In the wake of massive global awareness of the BLM movement, racial justice has become a universal cause. Accelerating the push to address racial inequities across the globe has brought in the wake - changing the underlying power norms that exacerbate these injustices. The open data movement has provided citizen populations and non- government, open-source data to access to vital geographic, demographic, technical, and ethical forms of information, at low or no cost. Open data and owned data platforms are merging to ensure participatory action on digital awareness and open access.

Backlash Against Women’s Rights

The growth and strengthening of populist political movements on both ends of the traditional political spectrum and rising anti-women sentiments from conservative religious groups has brought with it a polarisation of priorities, and created greater gaps in national and local consensus building. This polarisation has continued to hold sway, leaving women increasingly disconnected from political discourse. However, it also provides an opportunity for more effective communication - and radical hope.

Open Data VS Owned Data

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Perpetuation of inequality in health, wealth and environmental impacts

Investment into Gender policies

Funds being diverted from these causes

Encourage more community data collaborations.

Open access.

Future of shared economies

Sharing and Peer Economies

New business models and distributed grids of collaboration enable individuals and organisations to develop stronger peer-to-peer transactional systems, from profit-making businesses, to resource sharing and asset systering. The circular economy is propelled to add US $5 trillion per annum globally to the world’s economy, but beyond hard economic terms, a re-projected value for ecosystems, services, and biocultural heritage and resources, such as Mediakult and community currencies, and community assets like shared kitchens, and networks and platforms for open access.

Backlash here too

Economic Stress for Working Women

Despite some countries providing furlough payments and government aid to support women’s wages, many women have found that working from home is especially detrimental to their careers. Even those without school-age children are finding that the ability to focus on work and research is diminishing, and that in heterosexual couples, the household workload diminishes primarily to women. Those deemed essential workers must go to work or they will be fired, despite the real chances of contracting the virus and bringing it home. In repeating cycles of COVID lockdowns, women’s work and care responsibilities persist and have been noted in some countries, possibly due to the fact that the options for non-essential work are few and far between.

Rising Partner Violence

Perpetuation of inequality in health, wealth and environmental impacts

Is COVID a catalyst or more a magnifier of more structural causes of domestic violence?

TRENDS
Blue Team

Choose a trend from your section and move that sticky note to the middle of the Wheel.

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.
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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.
- Despite positive changes, women in leadership/they experience barriers (e.g., DV).
- Outcomes were optimistic, focused on pro worker policies (pay scale) which was not our goal. It's 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.
- 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 resistance? Is it sustainable? Do we need to prepare for something very different?
- What characteristics are being valued will change! How we measure "progress," "success," "good leadership!" - fundamental human view needs to change.
- Cooperations have less control over the economy. Openness and will from policymakers to have a shared economy.
- 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.

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

- New/horizontal power - circular, peer/decentralisation.
- Feminist Economy, Pluralism, Rethinking Binaries.
- Feminism 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?

- Principle power relationships 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?
Feminist Futures Principles

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

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

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

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

**Examine & Challenge Power**
Who holds the ability to influence and affect change.

**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.

**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**

**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.

**Race/Ethnicity**

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

**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.

**Ableism**

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

**Ageism**

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

**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.

**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'.

**Funding levers**

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

**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.

**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.

**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.

**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 interfered with will be better off or protected from harm.