

10 minutes	Welcome, Introductions and Centering Exercise	Zoom
10 min	Housekeeping, Ice Breaker	Miro
30 min	Sense-making with Global Trends + Privileging Forces	Miro + Breakout Rooms
05 min	Futures Wheel Explainer with worked example	Miro
30 min	Futures Wheels Exercise	Miro + Breakout Rooms
15 min	Futures Wheel Discoveries + scenario	Miro + Breakout Rooms
15 min	Report Back	Miro
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.

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.

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.

- *Write your name and 1-3 words that describe what 'feminist futures' means to you personally.*
- *Change the color of the sticky note to match your favourite colour.*

Liam - Equal Rights

Indira- end of body exploitation

Universal Emancipation

Shannon: removal of gendered systems/structures

Tiger- chances, freedom, justice

Lucy abolition of oppressive systems

Brigid - equality

Celia Lhaleska - end of gender violence

Minglun - safety

Narelle - empowerment, choice, and equity

Arrienda - Equal Opportunities & Roles

Alex- sustainable future

Sanha / Justice (Being legally protected)

Emilline- Being acknowledged

Courtney equality

Lene no gender lenses

jannah - empowerment & equality

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?

Patriarchy

TREND | SOCIAL

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 lead organisations.

Women leaders have shown that the 'nurturing role' of women are an advantage during a pandemic and now will be seen as not just filling in quotas but as better crisis managers (than men)

TREND | SOCIAL

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.

- domestic violence increasing due to the adverse effects of home lockdowns etc.
- locking down specific postcodes or public housing and justifying over policing
- border closures controlling mobility

Patriarchy
Colonialism:
police presence
Classism/class
privilege

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.

While technology good for organizing and connecting, other NGO's from developing country have hard time to access higher or larger organization

lack of technology-->
lack of engagement from local participation

cater to western feminism than 3rd world feminist

class
privilege

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.

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.

Class
Privilege-
Eliminating
prejudice is
important

TREND | STEEP CATEGORY:

[Add a trend]

Description of trend.

Unpredictable weather patterns are clearly affecting the lives of farmers in Indonesia. Farmers depend heavily on the nature --> many losses due to nature, loss of interest by the youths in villages to engage in agricultural sector. If technological progress and research is slow, we may lose many of our fields and experience a great decrease in yields in 2030

Green Team

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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.

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.

shared housing
as an alternative
leading to
challenges in
healthcare

densely
populated
areas -->
outbreaks

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.

governmental/
societal
obligation to
provide
housing

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.

lack of social
welfare -->
increasing
homelessness

Regional areas may be
more affected due to
ltd stock and increased
rents and less
employment
opportunities

LGBTQ+ people who
live with their family
members might
have to come out -
more conflicts -
homelessness

if continuous -
people stress on
shared apartments,
balance between life
and work - even
affect the birth rate

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.

TREND | STEEP CATEGORY:

House Precarity for at Risk Populations

1) Financially difficult - not
enough welfare support
during covid - money hard
to cover rent & food.
Puts Women & children
under difficult situation.
CELIA

2) post covid future: if it
rises it could lead to
homelessness, financial
insecurity, difficulty finding
adequate housing, rent
prices rising makes it
unaffordable for people.

Part 2 Question 1:
prejudice against
cultural diverse
people accessing
accommodation

Pink Team

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TREND | SOCIAL

Rising Partner Violence

Lockdowns have raised concerns about escalations of violence against women inside their homes, but there are other, possibly darker ways in which patterns of violence are shifting. An uptick in revenge porn has been noted in some countries, possibly due to the fact that the options for control by perpetrators who are not in the same place decrease. Addressing this issue will require thinking beyond shelters for women and the physical dangers for women in their own homes and considering how to shift the underlying gender norms that exacerbate these situations.

patriarchy: giving men power to abuse women. especially with the constant lockdowns, it became harder for women to seek help.

TREND | POLITICAL

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 harden, leaving even centrists increasingly disconnected from political discourse. However, it also provides an opportunity for more positive humanitarianism - and radical hope.

patriarchy: men has been controlling most of the conversations that the society has been hearing, hence, perpetuating the already existing inequality that women and girls are experiencing till this current day.

TREND | SOCIAL

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 around the globe and retaining focus on this campaign in the post-COVID world will take commitment and planning, but the good will for this effort is strong.

class privilege; voting rights for women of colour is limited, hence reducing political participation of women citizens, not allowing women's voices to be heard

inaccurate data is allowing more flawed policies (catered to different genders) to happen. the male norm is used in planning and analysis, therefore causing harm to women (since their lives are not accounted for).

TREND | TECHNOLOGICAL

Open Data VS Owned Data

The open data movement has provided citizen populations and non-expert groups access to vital geographic, demographic, technical, and other forms of information, at low or no cost. Open data and crowd-sourced intelligence provides the ability to ensure participatory action with much more agile and inclusive methods. Conversely, massive digital platforms are manipulating individuals by using their data - collecting data, selling data, analyzing behaviours and categorising to target the right audience with the right content (campaigns, etc.) Social credit schemes expanding and becoming more invasive will have a direct impact on people, particularly those who have little or no digital footprint due to poverty, refugee status, or being an undocumented immigrant.

TREND | ECONOMIC

Sharing and Peer Economies

New business models and reinvigorated modes of collaboration enable individuals and organisations to develop stronger peer-to-peer transactional systems, from profit-making businesses, to resource and asset sharing. The circular economy is projected to add US \$1 trillion per annum globally to the world's economy, but beyond hard economic terms, sharing models have opened up opportunities for sharing of labour and resources, such as timebanking and community currencies, and community assets like shared kitchens, and networks and platforms for open access.

TREND | STEEP CATEGORY:

backlash against women's rights

passing restrictive laws like banning abortion and voters suppression

Yellow Team

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TREND | SOCIAL

Resegregating Schools

Each country and region will find their own ways of reopening schools, but the need for social distancing may lead to systemic segregation as a way to differentiate and separate students, e.g. those considered to be of value versus those considered to be of less (or no) value. There will be multiple versions of this: public/private, boys/girls, school choice and voucher programs, but each will discriminate (intentionally or unintentionally) against some part of the population. The educational rigor and non-discriminatory policy will be simultaneous establishment of "white-flight" schools in the Southern US in the 60s and 70s.

Ableism

Segregation - potentially disabled folks who can't gain access to venues or institutions because they can't medically have the vaccine?

TREND | SOCIAL

Marginalized Groups Gain Visibility and Attention

Many governments around the world continue to deny human and legal rights to marginalized groups such as LGBTQ+, minority or immigrant populations. COVID has pushed the general public to acknowledge the wide disparities of living and working conditions for immigrant workers and citizens in places like Singapore and UAE. In the US Black mortality rates are much higher than Latinx or whites in the USA. Exposing these differences forces the public to face these disparities and come to grips with how deeply these systemic prejudices run within their own communities, regions and

Pandemic has highlighted cracks already in system e.g. in US - access to healthcare, Aus - conversations about people living in housing commissions where due to close living conditions became hot spots. They were then locked down and policed more than general community. This inequality then gain visibility and attention on news/social media. Sole mothers are often in these low SES communities.

Displays class privilege.

COVID has highlighted and increased attention on Indigenous Australian rights as Indigenous Australians are more likely to contract the virus as a result of poor health systems, and also racism against Indigenous Australians has become more prevalent and highlighted as racist individuals are frustrated with economic instability and recurrent lockdowns and take it out on Indigenous Australians.

Displays structural racism

TREND | ECONOMIC

Economic Stress for Working Women

Despite some countries providing furlough payments and government salary support, many women have found that working from home is especially detrimental for their careers. Even those without school-age children are finding that the ability to focus on work/research/studies is diminished, and that in heterosexual couples, the household workload defaults primarily to women. Those deemed essential workers must go to work or they will be fired, despite the real fears of contracting and bringing it into their homes. In repeating cycles of COVID this will cause long-lasting damage for women, both economic and personally.

Patriarchy

-(Under)employment - unpaid labour divisions growing - but men's awareness of this issue is as well could stay the same...

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.

Illegal businesses do not follow workers healthcare rules etc - pandemic will exacerbate pre-existing inequalities and health problems

Increase in the number of women exploited as part of such rackets

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.

Supply chain relying on globalised capitalist system continue to exacerbate the environment. => Self-sufficiency at national level - tariff war

COVID has led to a breakdown of electricity supply in Malawi, economic hardships leading to households not having access to electricity and setting back the development of the electricity grid by years. This leads to women having a greater burden of care as no electricity = use of harmful alternatives (i.e. candles and paraffin) which means women disproportionately feeling the effects of lung diseases

TREND | STEEP CATEGORY:

[Add a trend]

Description of trend.

Blue Team

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

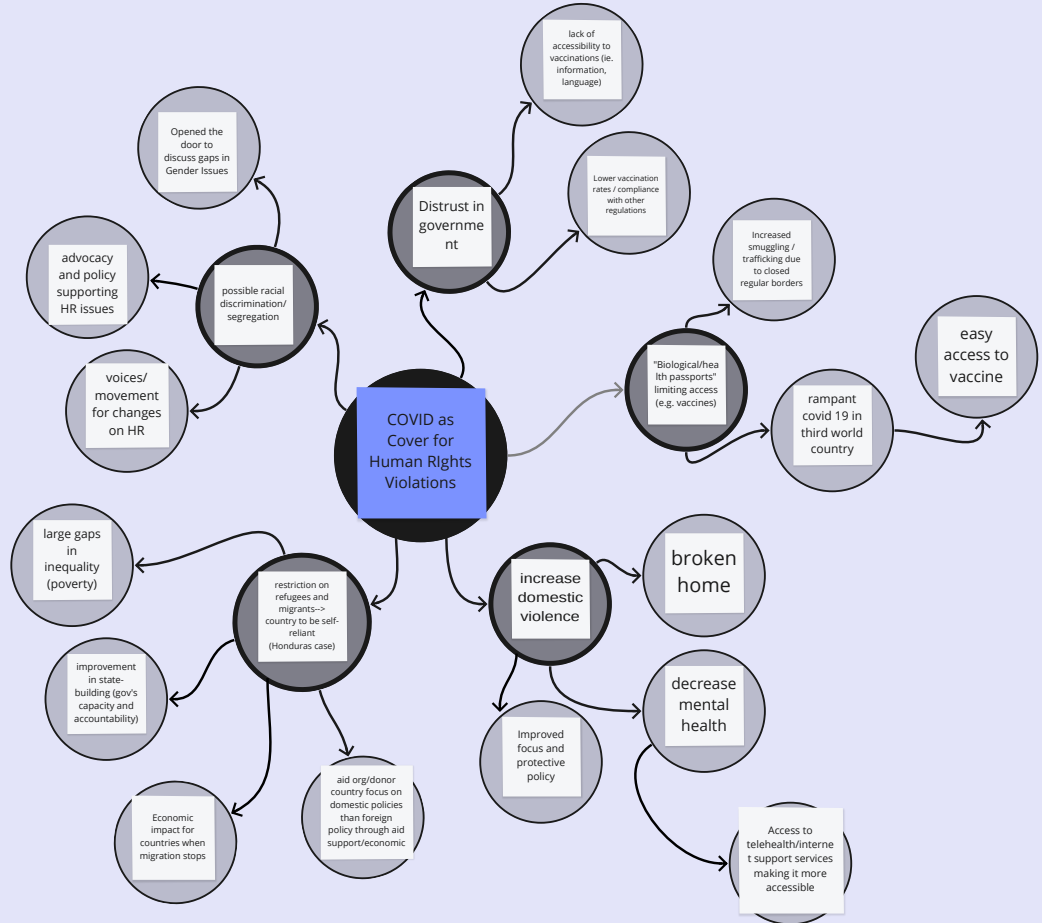
Consider the possible post-COVID impacts of that trend from now to 2030.

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.



Green Team

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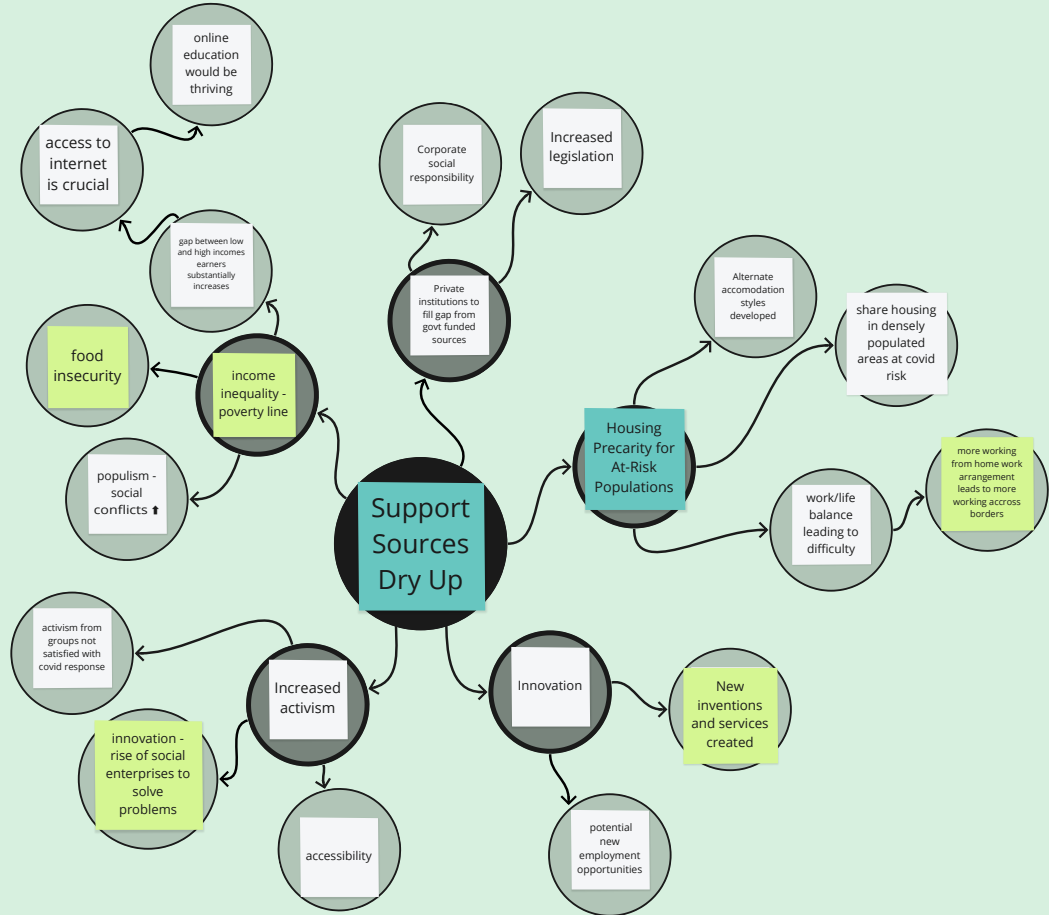
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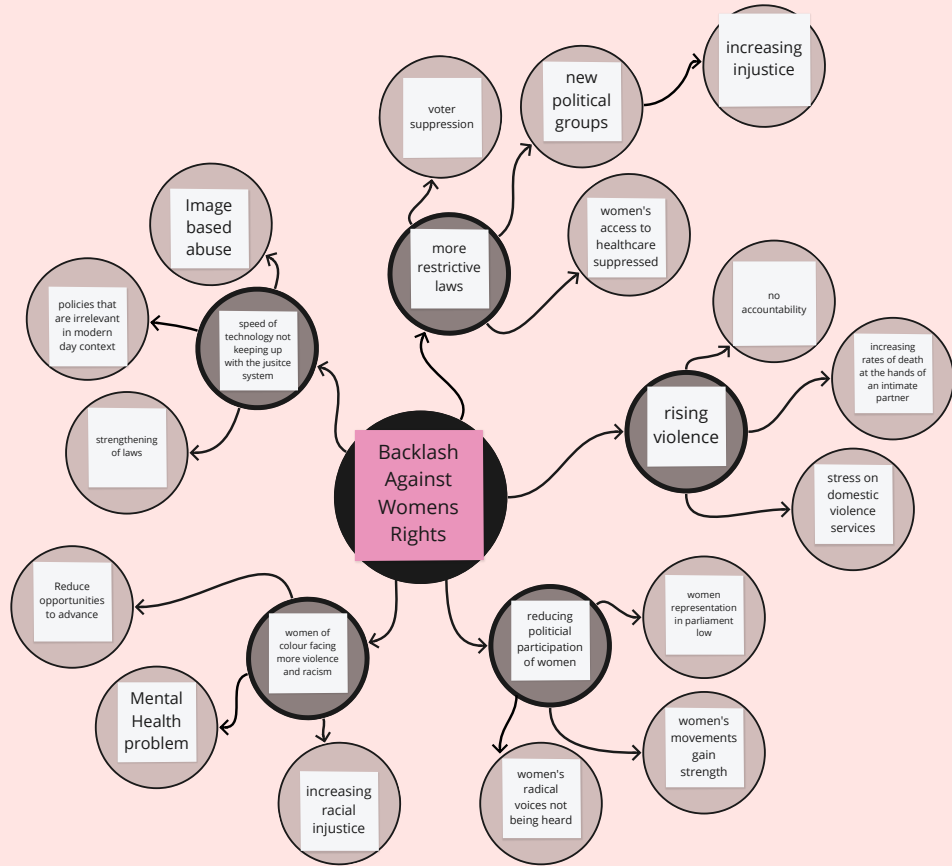
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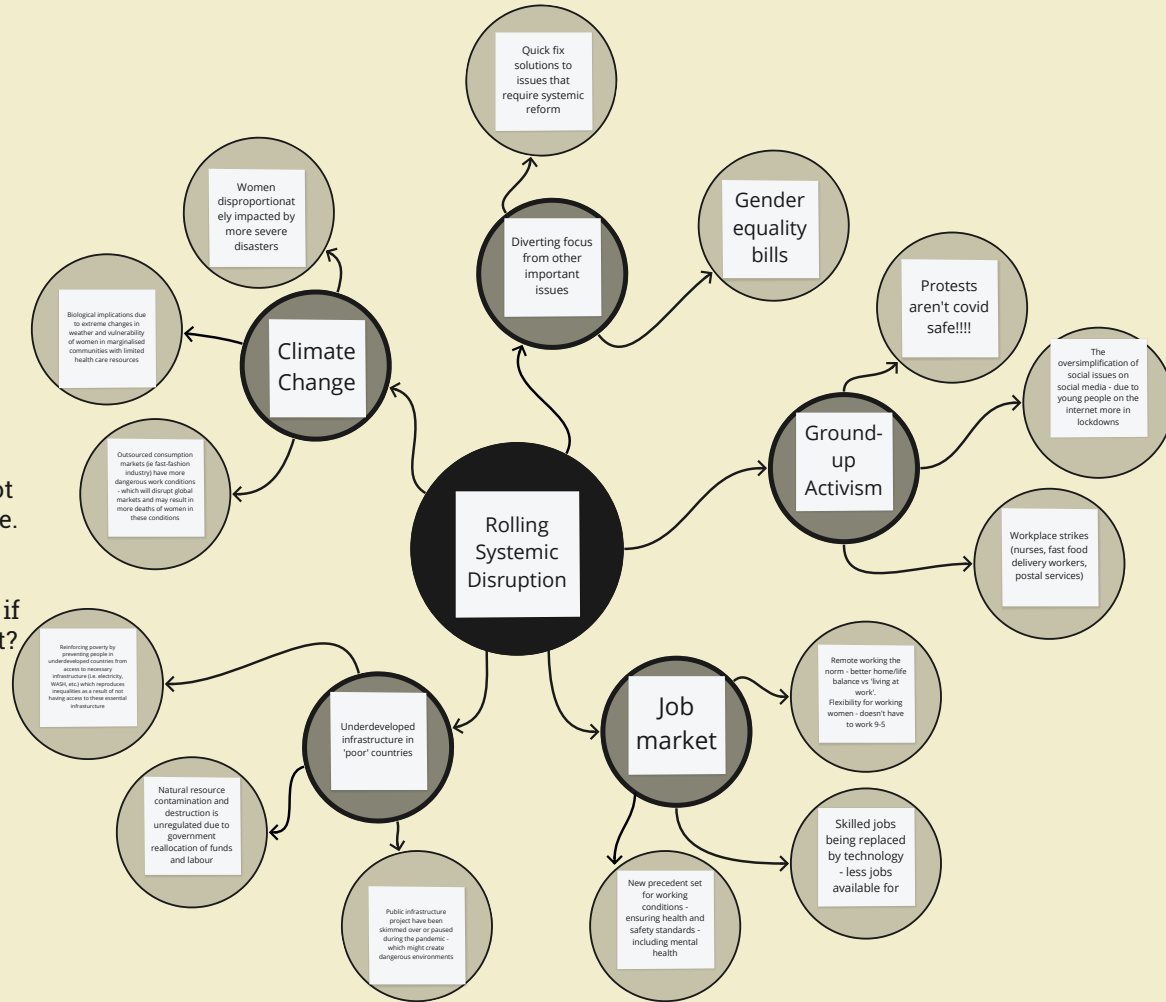
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Were there any surprising outcomes that surfaced in your Futures Wheel?

not really

There can be Innovation outcomes can lead to potential employment opportunities for people.

No.

No

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

yes. Covid-19 is a reality-check.

increase of activism from women who are dissatisfied with the covid response.

Not really. Although there are policies leaning towards a feminist future, there are still lots of gaps not being accounted for.

Conditions for and attitudes to work have changed for the better

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

potential involvement of women in innovation e.g. she's a crowd social enterprise.

Better laws about equality

Moving away from the 5-day work week for the benefit of humans - mental, environmental, etc.

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

It may rise dialogues and advocacy for improvement, especially regarding gender inequalities and gender-relations

more funding needed to invest in women. Restructuring the gender power relations

Political consciousness and will

Gender equality re: housework and care economy - social standards need to change through revising education system to achieve this

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

growth in activist population, more equal opportunities and roles for men and women, more advocacy and support for gender equality in formal levels, more women representation in leadership level, global view/inclusive perspectives, inclusive government (govt for-all)

Green Team



Pink Team

drastic reduction in gendered violence, more women in parliament and power, more economic security (power in family, power to leave DV household, equitable family structure), equality in business and companies, programs to advance women in power, Neoliberalism dies and welfare states rule

Yellow Team

- Less tokenistic/simplistic acts of change (the women's summit)
- Increasing access to adequate infrastructure means increased opportunity for people within traditional societies to become financially secure which means by 2030 men won't undergo the frustration of failing to fulfil their traditional gender role as the primary breadwinner, and subsequently won't commit acts of domestic violence as a result of their frustration