Imagining Feminist Futures After COVID-19 Workshop (90 mins)

IWDA leadership and managers team meeting

November 2020

5 minutes	Welcome and Centering Exercise	Webinar platform
5 min	Housekeeping, Ice Breaker	Miro
10 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
5 min	Instructions for next steps	Miro
15 min	Futures Wheel Discoveries	Miro + Breakout Rooms
10 min	Imagining Feminist Futures Scenario Writing	Miro + Breakout Rooms
05 min	Close	

Blue Team

Consider possible post-COVID impacts of your trend over the next ten years, from now to 2030. Start with first level impacts and work your way out from the center. You can add more stickies if needed.

Consider what might happen next year? What happens after that, in 3-5 years? What might it look like by 2030?
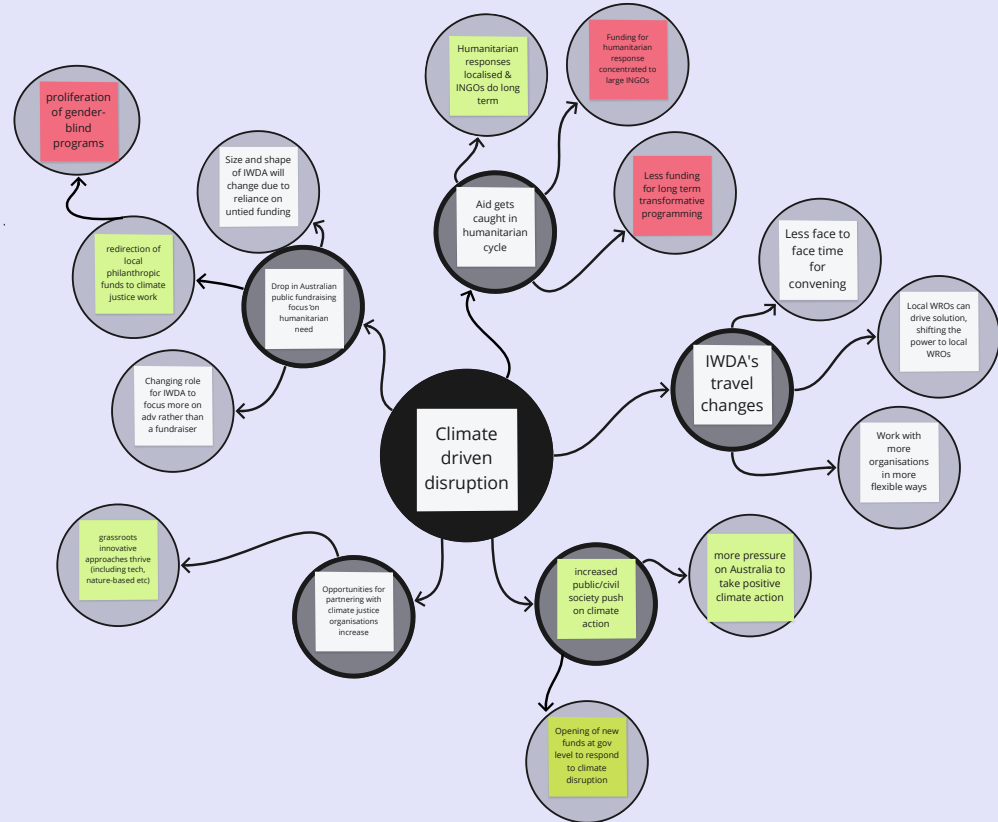
Remember, some impacts are positive, some negative. There can be multiple impacts from each level, and they do not have to exist in the same possible future.

Think about each thread of connected impacts as possibilities. What happens if the initial impact has an opposite effect? What action might be necessary to counter or mitigate a negative impact at the next level?

If you need inspiration, think about STEEP + V: What are the...

Social, Technological, Environmental, Economic, Political, Values

...implications of this trend?

Climate driven disruption

proliferation of gender-blind programs

redirection of local philanthropic funds to climate justice work

Changing role for IWDA to focus more on adv rather than a fundraiser

Drop in Australian public fundraising focus on humanitarian need

Size and shape of IWDA will change due to reliance on untied funding

Humanitarian responses localised & INGOs do long term

Funding for humanitarian response concentrated to large INGOs

Aid gets caught in humanitarian cycle

Less funding for long term transformative programming

Less face to face time for convening

Local WROs can drive solution, shifting the power to local WROs

IWDA's travel changes

Work with more organisations in more flexible ways

grassroots innovative approaches thrive (including tech, nature-based etc)

Opportunities for partnering with climate justice organisations increase

increased public/civil society push on climate action

more pressure on Australia to take positive climate action

Opening of new funds at gov level to respond to climate disruption

Green Team

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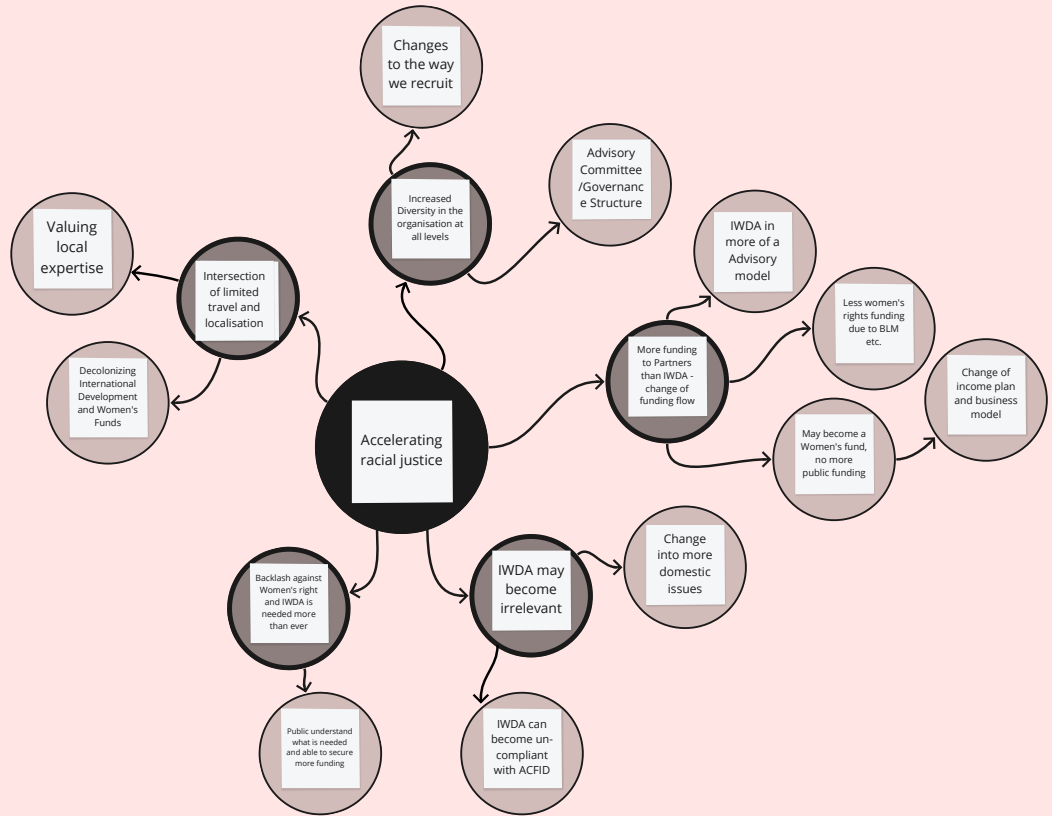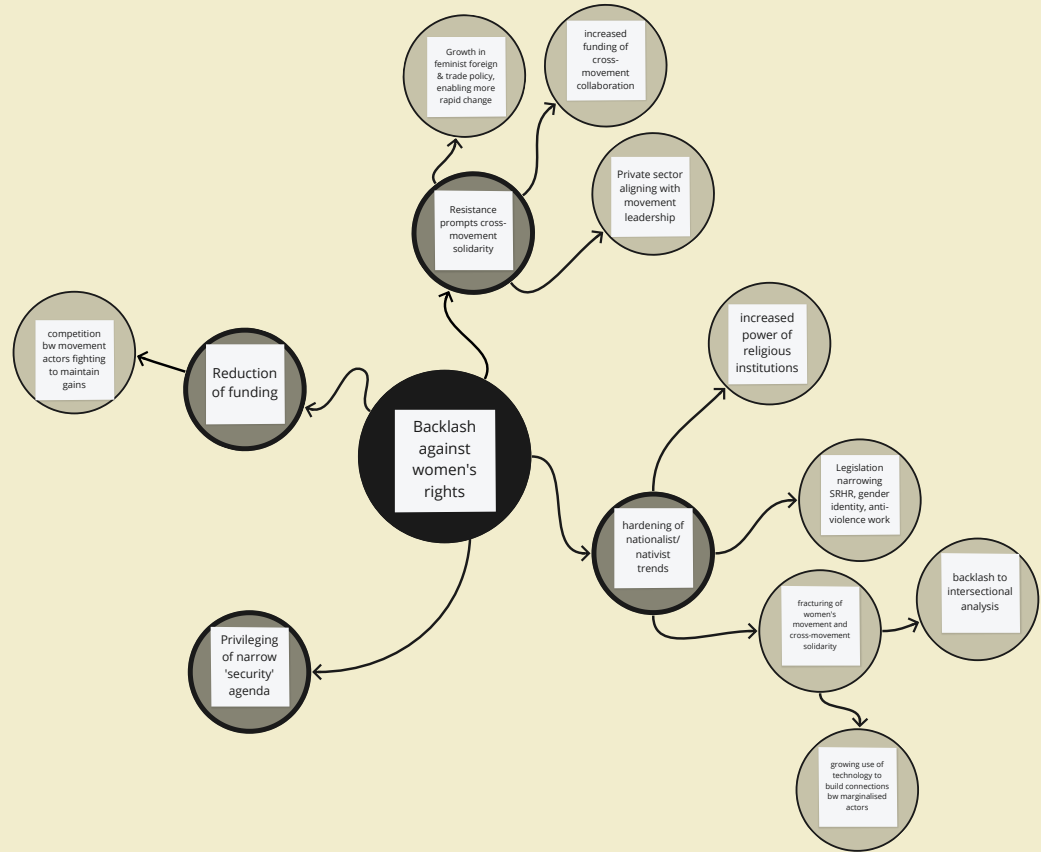
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Feminist policy alternatives have a new audience more willing to listen

stable housing has positive impacts on mental & physical health. Reduces GBV

women are being paid more and in more secure fulfilling employment therefore able to reach full potential

Governments recognise that investing in social safety nets like housing & health are good ways to stimulate economy

women with greater social safety have more time to invest in art, activism, politics, community service & leisure etc.

Post-COVID 'building back better' moment

Reduction of poverty leads to greater engagement in community and family and social connection

Funding shifts to health and emergency

Support sources dry up

Movements more fractured due to competing for resources

less solidarity means successes are rolled back. we don't 'hold the line'

Progressive orgs fold

women in communities lose their support from WROs and are worse off

Increased competition for limited resources

Return to 'charity model' as opposed to transformative action

fewer resources for global south, more white imperial development

donors focus on BLM/racial justice

Opportunity to expand narrative out to global racial justice, decolonisation, shifting power back to indigenous peoples, reparations

More resources for global south movements

GS WROs become resource and money holders who re-grant to IWDA

IWDA no longer needed for accompaniment, so focuses on collaboration and advancing joint advocacy agendas with GS actors

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Changes to the way we recruit

Advisory Committee /Governance Structure

Increased Diversity in the organisation at all levels

IWDA in more of a Advisory model

Valuing local expertise

Intersection of limited travel and localisation

Less women's rights funding due to BLM etc.

More funding to Partners than IWDA - change of funding flow

Decolonizing International Development and Women's Funds

Change of income plan and business model

May become a Women's fund, no more public funding

Accelerating racial justice

Change into more domestic issues

Backlash against Women's right and IWDA is needed more than ever

IWDA may become irrelevant

Public understand what is needed and able to secure more funding

IWDA can become un-compliant with ACFID

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Backlash against women's rights

Resistance prompts cross-movement solidarity

Growth in feminist foreign & trade policy, enabling more rapid change

increased funding of cross-movement collaboration

Private sector aligning with movement leadership

Reduction of funding

competition bw movement actors fighting to maintain gains

Privileging of narrow 'security' agenda

hardening of nationalist/ nativist trends

increased power of religious institutions

Legislation narrowing SRHR, gender identity, anti-violence work

fracturing of women's movement and cross-movement solidarity

backlash to intersectional analysis

growing use of technology to build connections bw marginalised actors

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

1. Aid getting caught in a humanitarian cycle could still be positive - i.e. the direct localisation of funding to local NGOs.
2. The increase in local philanthropy could result in very targeted nature based solutions for communities

Women have more time for activism, community work, leisure

IWDA becoming irrelevant internationally

Private sector could be a force for good?

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

Yes: path around increased push for CSO action - opening of new funding mechanisms and increase in public engagement
Yes: reduction in IWDA travel modality could result in WROs having more power and self-determination

Yes: post COVID building back better and post BLM movement building racial justice

-The way we recruit
-Opening up of spaces for partners

Resistance prompts cross-movement solidarity

In that thread, what changed by 2030?

Less dependency on external international organisations

COVID: Fundamental shift in gvmt's and business's thinking around how to stimulate the economy and it's impact on equality and human wellbeing. BLM: donors stop funding global north actors and focus on global south actors

IWDA more of a advisory model

Rise of Feminist Foreign Policy & increased funding for cross-movement collaboration + private sector leadership

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

- Reduction in travel
- donors have higher trust in capability of local actors
- Donors risk appetite needs to change

Public opinion shifted and feminist movements presented well thought through proposals and decision makers were open to different ways of thinking.

Decolonising our practice

there needs to be a collective understanding that each movement's objectives are interlinked (reaching common agendas and shared leadership)

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

Power sharing, racial justice, anti-capitalism (economy serves the wellbeing of the community rather than purely profit motivated)

- Power sharing
- Partner autonomy, enabling and collaboration
- More opportunity for partner feedback and reflection
- The way we operate reflect our values

- a focus on what unites us
- collaborative work (that is properly resourced by the movements)
- commitment

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

Shift from equality to justice principle

Less giving a voice and more step back and allowing for voice to be heard.

- Compromise and relinquishing control
- finding a balance between dialogue and action

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 is a radically different acceptance of what 'technical assistance' means and who is able to provide it. There is a meaningful shift towards shifting the power and localisation of the aid sector. Business model change: still have a role in brokering funds, research/policy/advocacy role, rather than traditional program management. Policy, advocacy, research and innovation

Green Team

Feminist movements in the global south have the resources, solidarity and strength in diversity to self-determine their priorities and actions. Decision makers in governments and private sector put wellbeing at the centre of their economic decision making. IWDA works collaboratively, in solidarity with global south feminist actors as a grantee and co-conspirator. Improved social safety nets and policy mean women have time for activism, leisure, art, community service and the community and human connection thrives

Pink Team

We would be a different organisation, with different skillsets and hiring practices which would lead to much greater diversity in staff. Our core business may be in Melbourne but we have staff working remotely all over Australia and around the world. The success of remote work and limiting travel during lockdown is proven successful and becomes a selling point to donors.

Yellow Team

Overcoming fundamentalism means doing it in your own enterprise. Avoiding fracturing of cross movement solidarity through the balance between talking and acting. Less ego - vision of contributing to (rather than being the "one" that achieves). Realising the vision in consistent everyday actions.