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.

Alice Climate Justice

ella
equality, inclusivity

Ginevra Choice

Chloe
Equality across all sectors and facets of life

Sade - inclusive and just world - equality, opportunity

Akshara inclusion and equality

Upuli:
Equality, Justice, inclusiveness

Madeleine
Equality, womens voices and experiences shaping policy

Kit
Improved access, equality, opportunity

maeve - equality

Julia - More inclusive future

Neethu: Equality, greater roles in decision-making

Keira intersectional, equality, justice

Daniel-gender equity

Louise: intersectional, inclusion

Ellie - Progress, autonomy & self-determination

Tiyasha: Equality, Intersectionality, Justice.

Rosy: inclusiveness, agency

Sanyata: Environmental justice. Inclusive, Accessible to all

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?

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 leadership skills required for 21st century organisations.

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 ~~~~~~~~~ and resources than civil society organ~~~~~~~~~ had access to.

forces: capitalism, classism

potential for this to be super beneficial - however people need to be supported to properly use these systems

however - whatsapp as an insecure platform, nations can find ways to access information, companies less likely to want to go up against powerful nations

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.

forces: capitalisms

more natural disasters and extreme weather events

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.

Restriction in Yemen being used to block international aid https://www.hrw.org/report/2020/09/14/deadly-consequences/obstruction-aid-yemen-during-covid-19

Melbourne public housing tower lockdown 2020

Covid-19 has taken foreign aid workers out of vulnerable areas - as such less eyes on the ground (think of human rights violations)

Imrana (Women's Conference from week 7): governments more concerned with addressing covid than addressing human rights

COVID-19 as 'war' - gendered language, makes it harder for women to engage + invest in response - differences in male/female COVID-19 leadership - feminist leadership better to deal with covid-19...

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 ~~~~~~~~~~~~~~~~~~care.

patriarchy - influencing trend/de-funding

Strats
- Feminist leadership to elevate importance of SRHR

developing countries - women and girls needing more social support - making sure people have access to services/resources potentially stifled by other social, economic issues - COVID-19

TREND | STEEP CATEGORY:

[Add a trend]

Description of trend.

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.

> More difficult during COVID to attract support and attention etc.

> allocation of funding is unfair

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.

> Stronger communities can support each other and resist privileging forces

> Reductions in tourism contributing to reconnecting community structures/ behaviours

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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.

> Concerns that long-term change of economic models won't occur through COVID-19, instead will 'return to normal'

> Capitalism limits this trend

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.

> Public housing towers, overcrowding in rural communities, changing demographics of 'at risk' groups (e.g. older women facing homelessness in Australia

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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.

> Recent pushback against government authority - role of media corporations

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TREND | STEEP CATEGORY:

[Add a trend]

Description of trend.

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.

- Burden of trauma increased on women
- Control and surveillance

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 comitment and planning, but the good will for this effort is strong.

- origins of covid-19
- Cancel culture
- Performative activism
- colonialism

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.

- Lockdown projects + social media
- Bezos' money: individualism vs. collectivism

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.

- Links to anti-covid lockdown sentiments to other inherently sexist policies/beliefs.

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.

- Myhealth (gov collecting data on people's health)
- People being scared of the gov surveillance: refusing to QR code
- Phones and fitbits already collect data

TREND | STEEP CATEGORY:

Scientific truth vs Own truth

Speculation on modern medicine and science in general. Fuelled by conspiracy theories, fear etc.

Dichotomies: believe in one thing or the other.

Amalgamation of multiple privileging forces to create distrust and inequalities.

Yellow Team

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Through a post-colonialist lens we can see how information and equality have been dispersed by power structures. The West, the Global North

Health care workers are one group who face the question: work and face risk or stay home

In the post COVID world more work places will move to working from home which may benefit some but inhibit women who may feel trapped at home for both work and domestic duties

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 effects on educational rigor and non-discriminatory policy will be similar to the establishment of "white-flight" schools in the Southern US in the 1960s and 70s.

Vaccine Segregation for the western world

Unfair distribution between public/private schools https://www.statnews.com/2020/06/16/corona...across-nations/

Capitalism segregates classes and different classes will gain different levels of access to vaccines depending upon public/privae education

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 the virus and bringing it into their homes. In repeating cycles of COVID lockdowns, this will cause long-lasting damage for women, both economically and personally.

Unpaid work in the 'care economy'

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 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

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 nations.

Deeply entrenched systemic racism is being afforded greater visibility

Tokenism, privilege people taking up space from marginalized groups

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.

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.

COVID as Cover for Human Rights Violations

community organization and advocates become stronger, diverse local voices amplified

promoting of issues that are unrecognised on the mainstream agenda

greater local recognition and collectivism of state/national issues

potential for government to see more local issues and start to provide more funding

inequalities increase e.g. poor get poorer

increased insecurity for marginalized groups

Government re-directing money towards other problems, rather than providing financial support for human rights NGOs

need recursive engagements to ensure funds/policies are helping the target group

people/groups can be put in greater harms way (in some situations)

less government accountability for use of funds and policies

increased division and inequality amongst groups, increased tension among different groups

COVID-19 providing capacity for governments to negatively solidify power in contentious areas

further marginalization of vulnerable groups

Emergency Powers - ability to pass laws more quickly - we question if all these laws are necessary - police powers more wide-reaching, not typically accepted by society

Green Team

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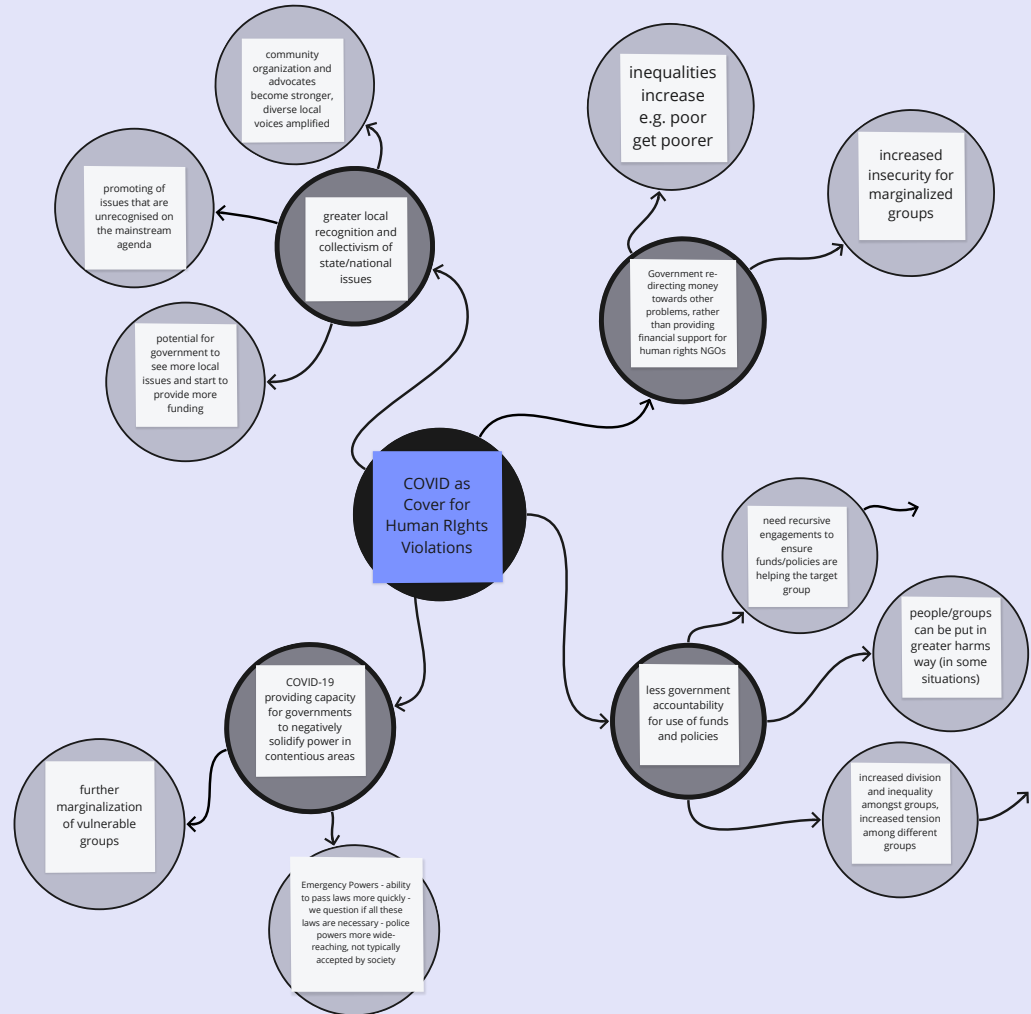
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Post-COVID Economics

- Rebalanced Developed-Developing dialogue
- Grassroots movements
- Sharing economies
- Refocus on communities
- Bottom-up approaches
- Climate change & environmental degradation
- Cooperatives
- Alternative economies
- 'Return to normal'
- Increasing inequality
- Post-capitalist economics (e.g. sustainability and balance)
- Corruption & decreased transparency
- Improved understanding of inequalities
- Greater attention to Social Protection Systems
- Increased awareness of gender disparities
- Gender-responsive policy inc. budgets
- Improved social protection coverage
- Universal Basic Income (UBI)
- Influence of social movements (especially young people)
- Rebalanced care responsibilities
- Greater (economic) freedoms

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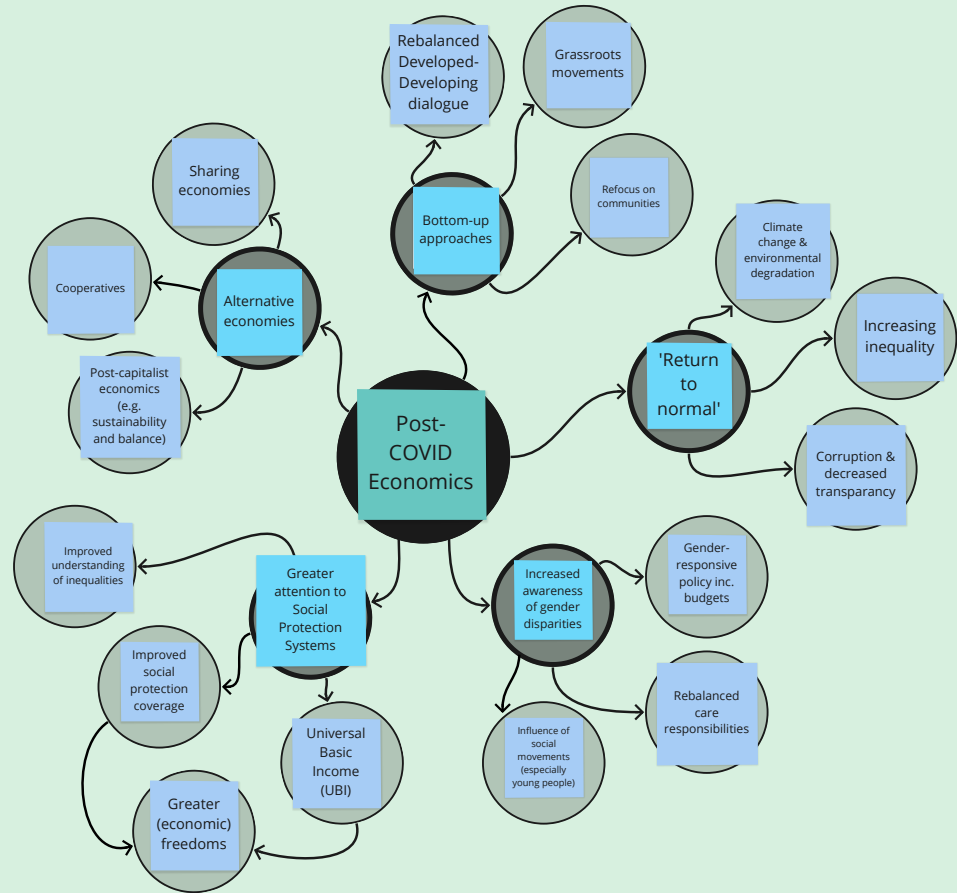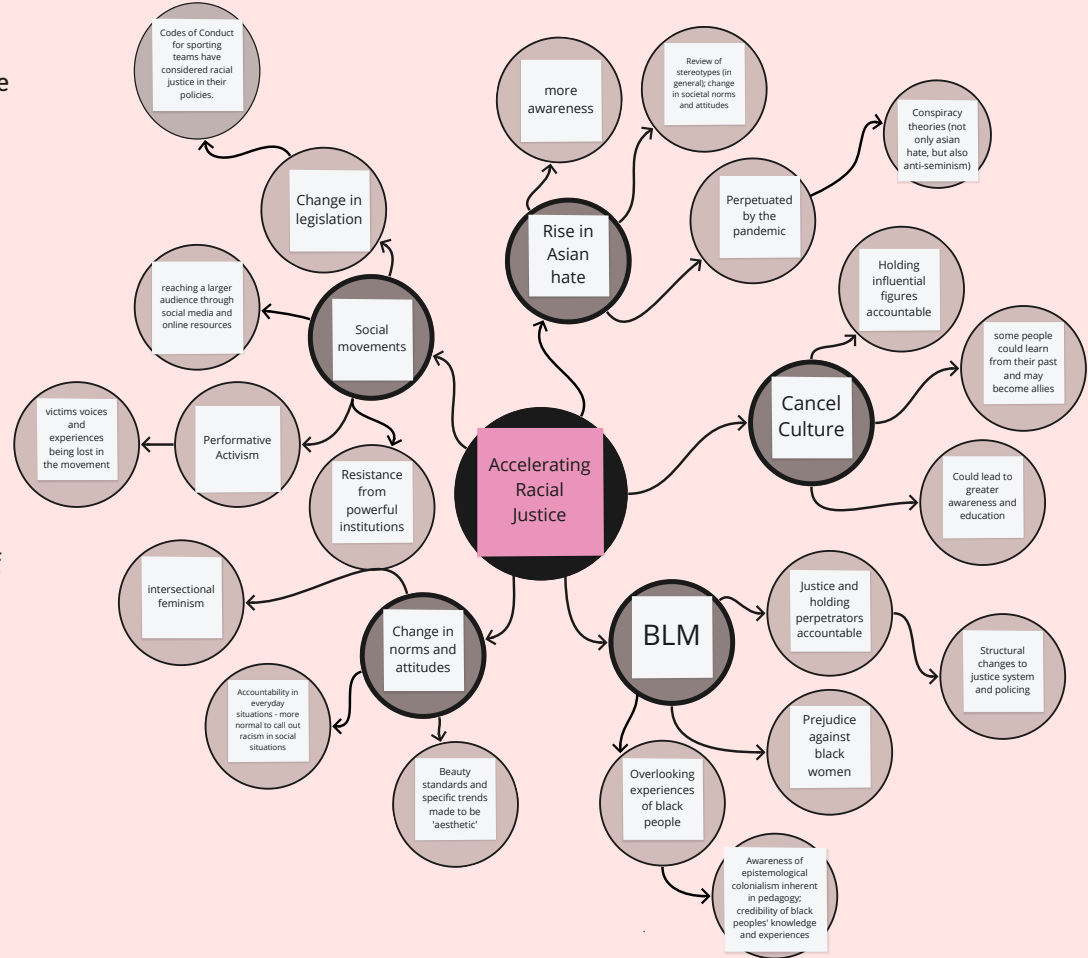
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Accelerating Racial Justice

- **Rise in Asian hate**
  - more awareness
  - Review of stereotypes (in general); change in societal norms and attitudes
  - Perpetuated by the pandemic
  - Conspiracy theories (not only asian hate, but also anti-seminism)

- **Cancel Culture**
  - Holding influential figures accountable
  - some people could learn from their past and may become allies
  - Could lead to greater awareness and education

- **Social movements**
  - Codes of Conduct for sporting teams have considered racial justice in their policies.
  - Change in legislation
  - reaching a larger audience through social media and online resources
  - Performative Activism
    - victims voices and experiences being lost in the movement

- **Resistance from powerful institutions**

- **Change in norms and attitudes**
  - intersectional feminism
  - Accountability in everyday situations - more normal to call out racism in social situations
  - Beauty standards and specific trends made to be 'aesthetic'

- **BLM**
  - Justice and holding perpetrators accountable
  - Structural changes to justice system and policing
  - Prejudice against black women
  - Overlooking experiences of black people
  - Awareness of epistemological colonialism inherent in pedagogy; credibility of black peoples' knowledge and experiences

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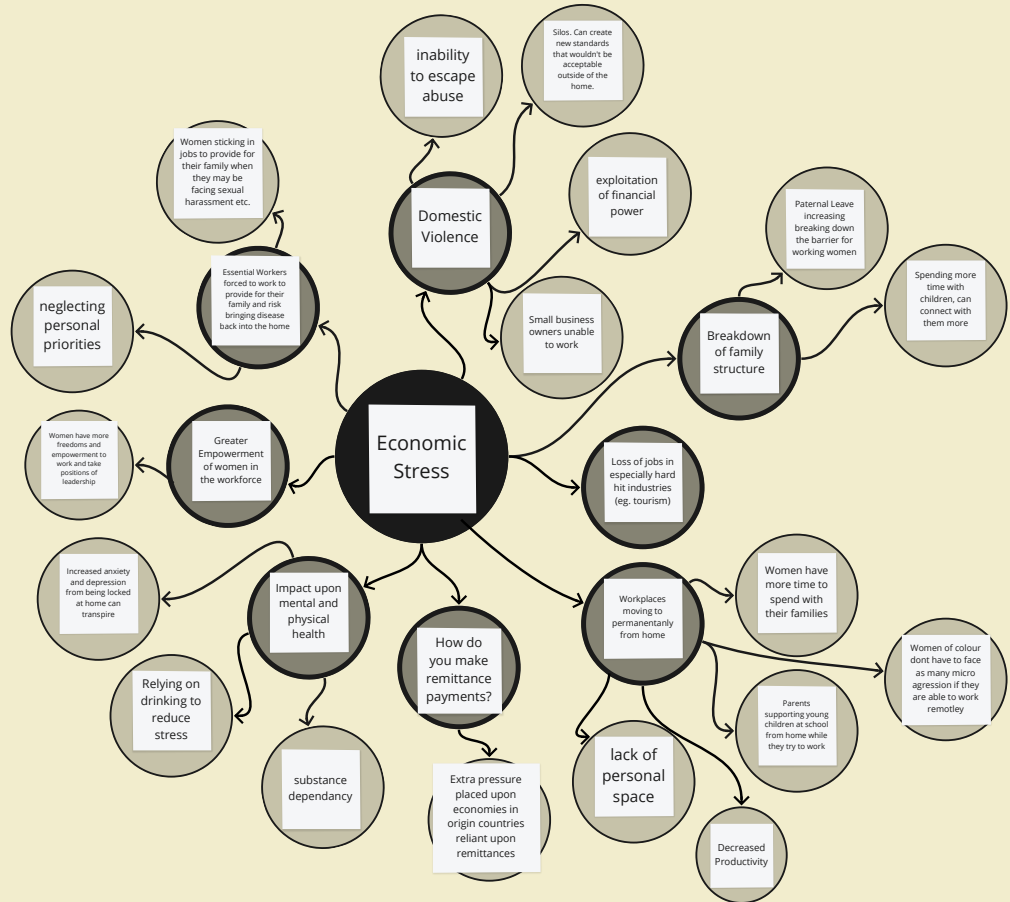
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Economic Stress (center)

- Domestic Violence
  - inability to escape abuse
  - Silos. Can create new standards that wouldn't be acceptable outside of the home.
  - exploitation of financial power
  - Women sticking in jobs to provide for their family when they may be facing sexual harassment etc.
- Essential Workers forced to work to provide for their family and risk bringing disease back into the home
- neglecting personal priorities
- Breakdown of family structure
  - Paternal Leave increasing breaking down the barrier for working women
  - Spending more time with children, can connect with them more
  - Small business owners unable to work
- Greater Empowerment of women in the workforce
  - Women have more freedoms and empowerment to work and take positions of leadership
- Loss of jobs in especially hard hit industries (eg. tourism)
- Workplaces moving to permanently from home
  - Women have more time to spend with their families
  - Women of colour dont have to face as many micro agression if they are able to work remotley
  - Parents supporting young children at school from home while they try to work
- lack of personal space
  - Decreased Productivity
- How do you make remittance payments?
  - Extra pressure placed upon economies in origin countries reliant upon remittances
- Impact upon mental and physical health
  - Increased anxiety and depression from being locked at home can transpire
  - Relying on drinking to reduce stress
  - substance dependancy

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

Emergency Powers, the ability to craft + pass laws more quickly

Many opportunities for change, that challenge economic system from within it

Social movements seen to have more of an impact rather than government action
- harder path to more institutional change, need to change norms first

Financial exploitation

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

greater local recognition and collectivism of state/national issues

Bottom-up approaches

Social norms changed through social movements that have resulted in legislative as well as institutional change
- societal changes in the calling out of racist behaviour

Empowerment of women in the workforce; paternal leave

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

increased division and inequality amongst groups, increased tension among different groups

More marginalised voices included in dialogue

Change in social norms (e.g. beauty standards) leads to structural/ institutional/ policy change. For example, African women can wear braids to work without judgement or consequence. Increased women in leadership roles.

In some parts of Australia, inclusion of women; greater work life balance

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

Increased (genuine) community engagement that takes into account intersectional voices that are close to the issue, to inform and work toward inclusive policies, programs or initiatives

Greater awareness of inequalities

Structural changes in law, policing and institutional change

change in patriarchal family structure; allowing work life balance

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

diversity in the voices influencing and forming government policy, increased engagement with community groups, intersectional lens used on all policies, quotas on required community consultation before policy implementation, greater ability for affected communities to access government platforms, more diversity in politics

Green Team

- Marginalised voices are amplified
- Inclusive structures at all levels
- Self-determination

Pink Team

Accessibility and support for women going into leadership; having the ability to participate in decision-making processes. Dismantled structures that perpetrate racism. Institutions have reformed to be inclusive rather than being discriminatory of race, sex, etc.

Yellow Team

- Meeting of indicators which see more women in positions of leadership within the workforce
- gender quota in most professions
- Challenging and changing gendered stereotypes and binaries
- quota in unpaid domestic labour and the care economy, so its spread equally