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Home - Intergenerational Equity

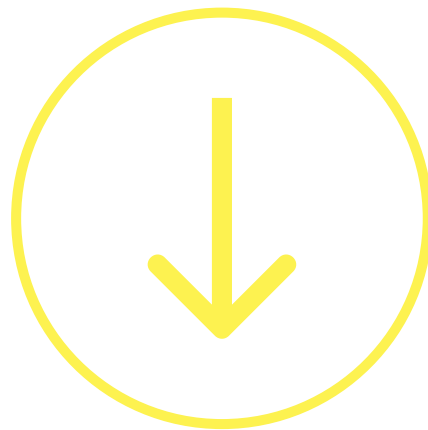
12–16 minutes

Futures Tools for Intergenerational Equity

Intergenerational Equity has gone by many names and been given many meanings.

It is of increasing importance to the work of the United Nations and this pilot set of futuring tools is offered to help UN workers, at all levels of hierarchy, take action to advance it.

SCROLL DOWN



The tools in this collection are adaptations of well-established and recently invented futures tools. All of them can help you develop capabilities which can help advance equitable, just and fair generational relations: both for currently living generations and for people yet to exist.

This online collection is under continual

development!

We encourage and welcome feedback, ideas and insights about these tools. This feedback will be taken into account as the tools are further developed and new tools are added.

What happens next is up to the community

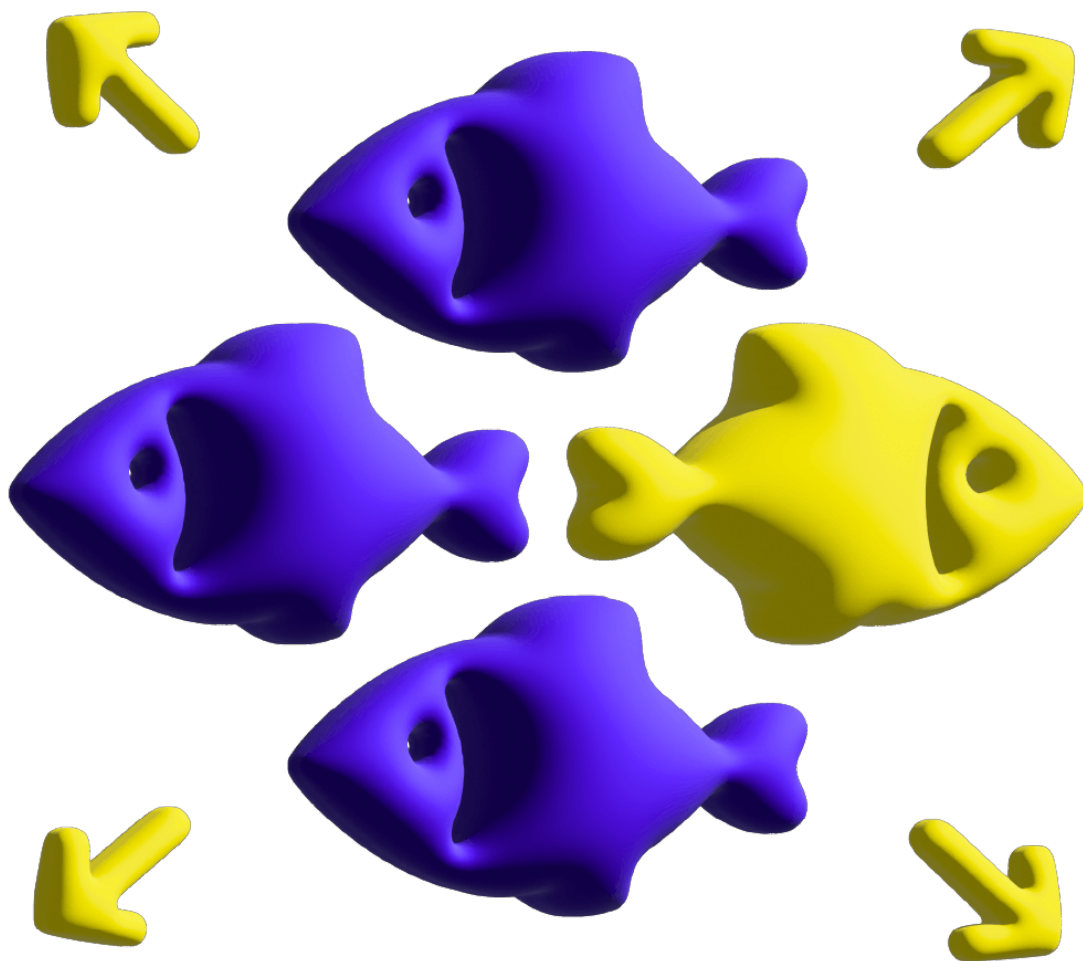
This is a pilot of experimentation-driven self-organized learning. Engaging these tools can be more meaningful and beneficial when done with a small group. These tools are suitable for forming a Small Community of Practice around futures for intergenerational equity and also for solo use.

Contributing actively to intergenerational equity through our work will require developing organisation-wide capabilities. The following is a non-exhaustive list of focal areas for developing those kinds of capabilities. The collection of futures tools can help you develop capabilities in these focal areas.



Temporal Empathy

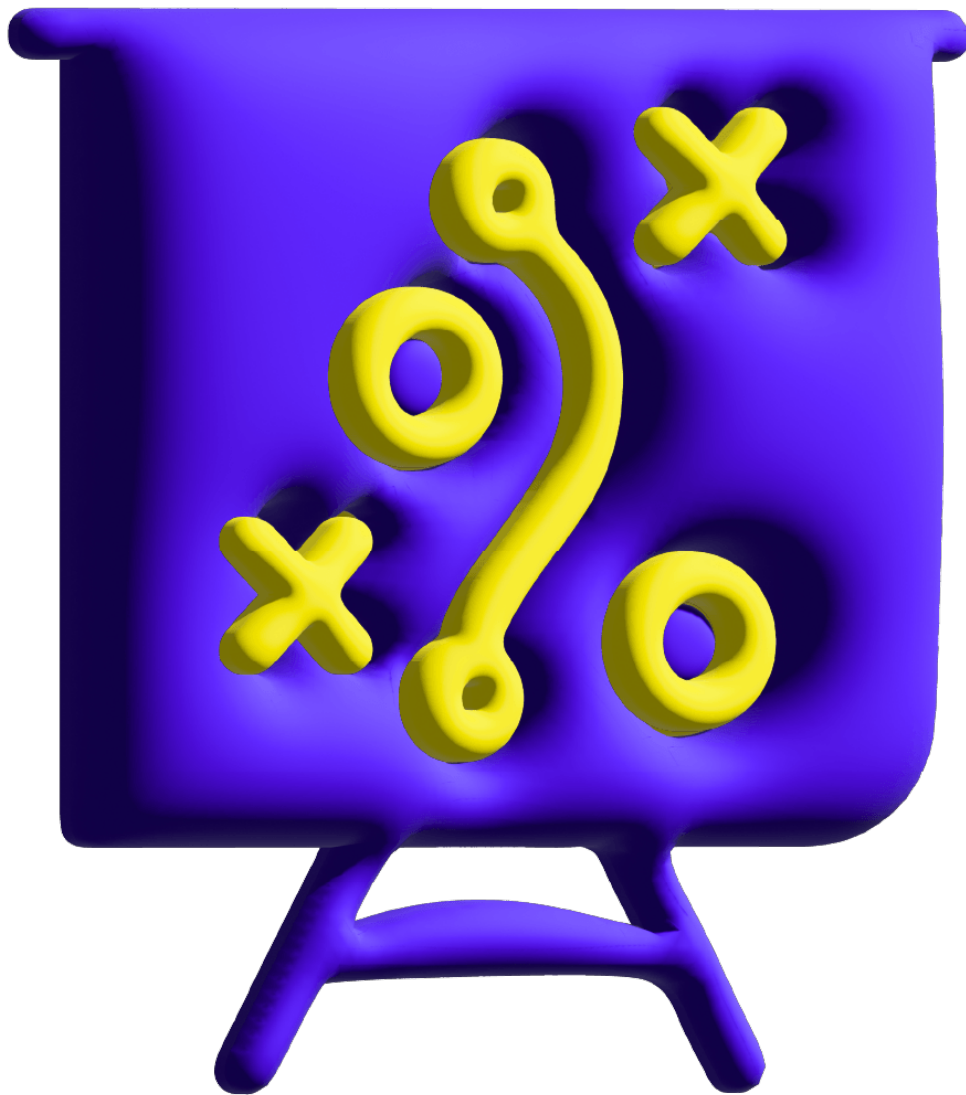
This is the ability to empathize across time – past, present, and future – to appreciate the perspectives, needs, and priorities of the dead, the living, and the yet-to-exist. One has empathy for another person’s situation and acts accordingly.



Appreciating Novelty

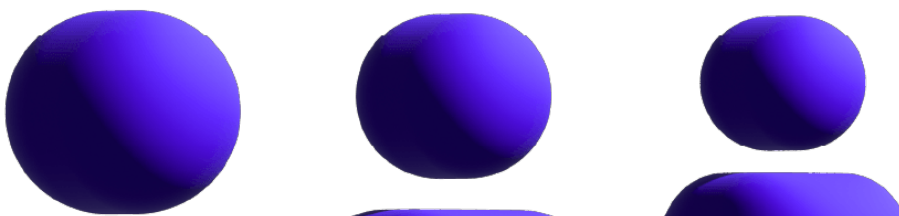
This focus area involves growing skills for making sense of newness arising from complex systems and innovating in relation to change. It helps people be more inventful, resourceful, and agile in

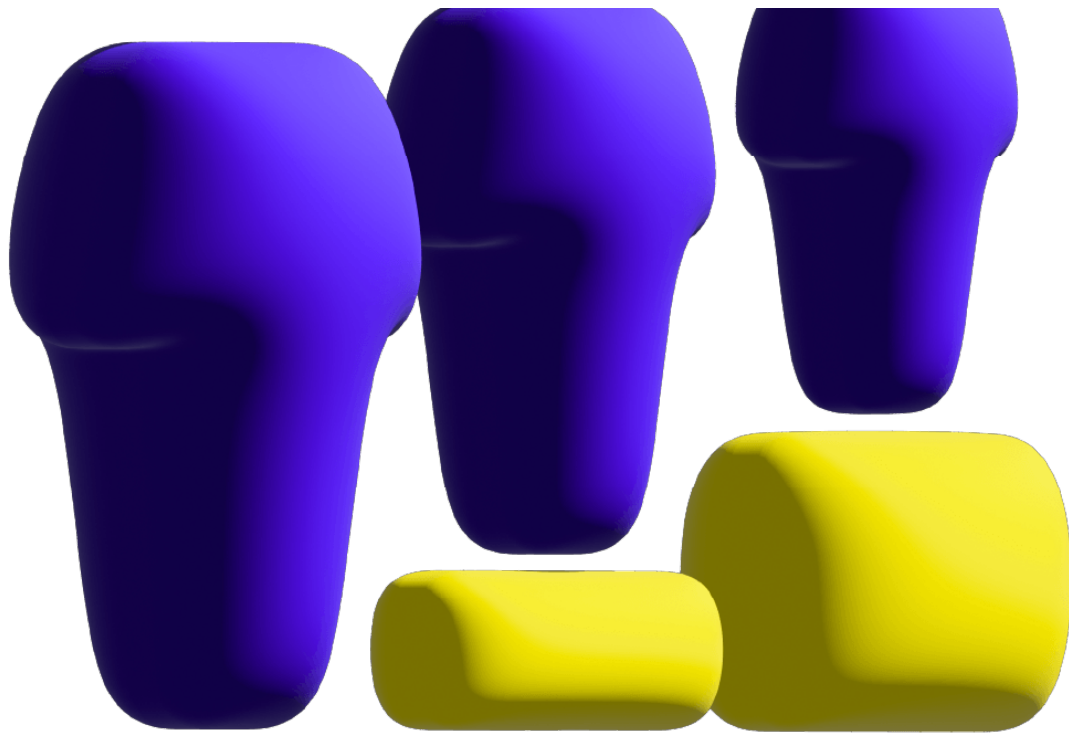
the face of the unknown.



Preparation and Planning

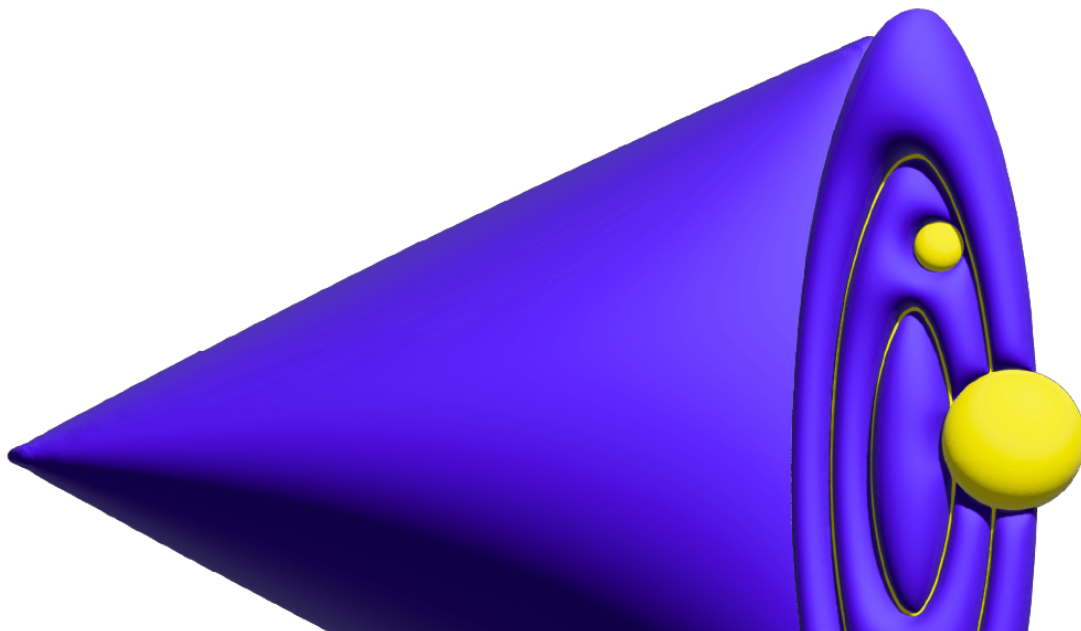
These functions rely on imagining and discussing probable developments or desirable future states when considering choices, setting priorities, and taking action. This focus area targets learning to distinguish between probable and desirable futures, becoming aware of when you are using them, and being willing to switch modes as needed.

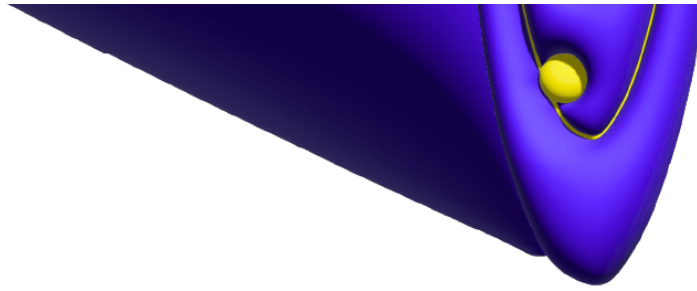




Advancing Equitability

Co-producing equitable conditions for the present, near future, and further future is a key focal area. This entails taking actions today which advance equitability in all of its forms and contexts, not only among various generations (living or yet to come), but also on the basis of human rights.





Long-Term Futuring

Thinking beyond immediate priorities or short-term futures, to imagine longer time horizons, can help reframe priorities in the present. It also involves appreciating macro-history and the fact that things can change very quickly or slowly on both short and long time scales.



Enabling Agency

Being able to see with a clear view what you can do in the present to enable changes which may help current and future generations. This sense of agency involves ensuring future generations also have agency and can make their own choices and express their own values.



Intercultural Awareness

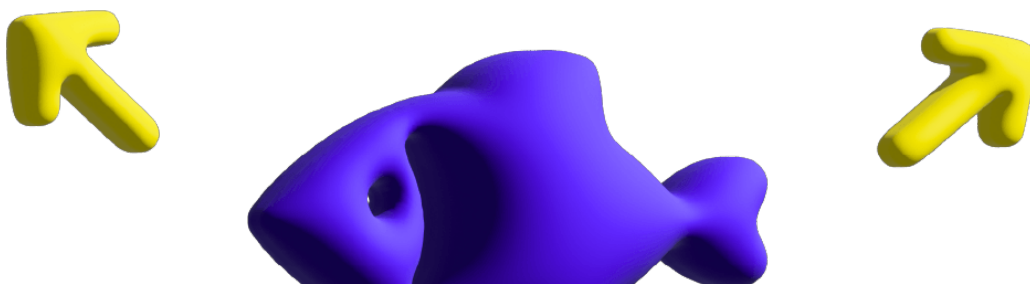
Holding awareness of one's own cultural positionality and intersectionality while engaging with others to produce intergenerational equity. This entails being reflective of your own values and points of view, which are keys to developing

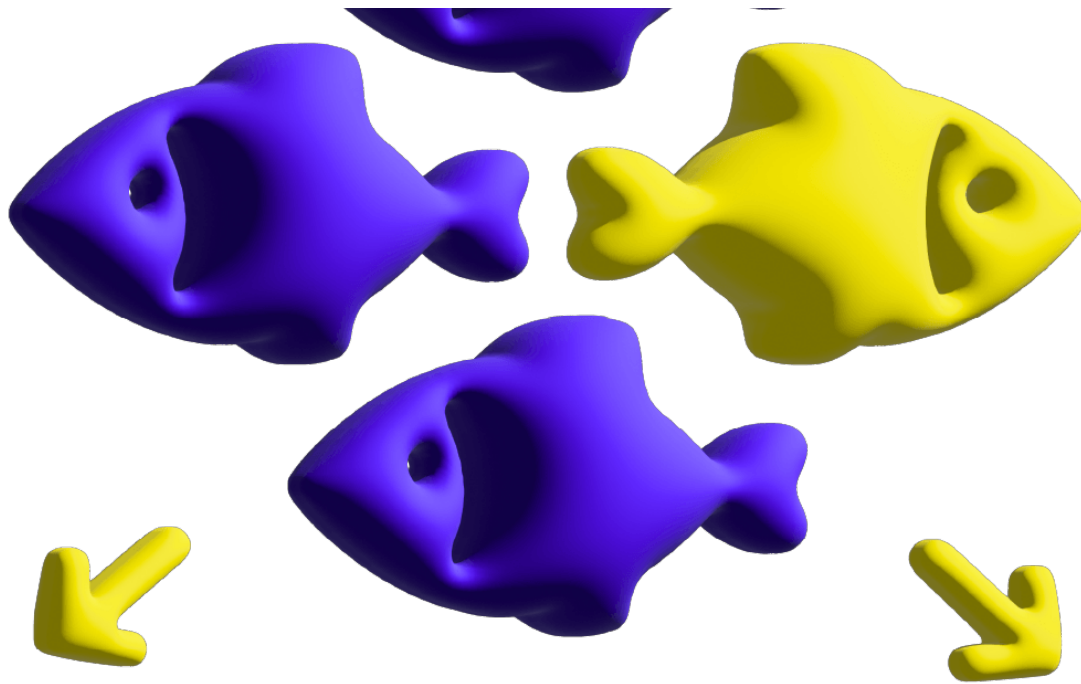
competences necessary for adeptly navigating complex contexts with a diversity of people from different cultures and backgrounds.



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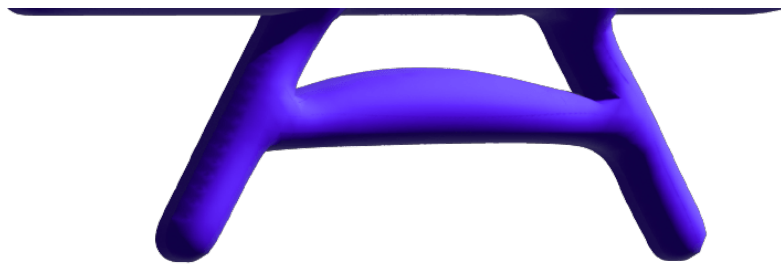




Appreciating Novelty

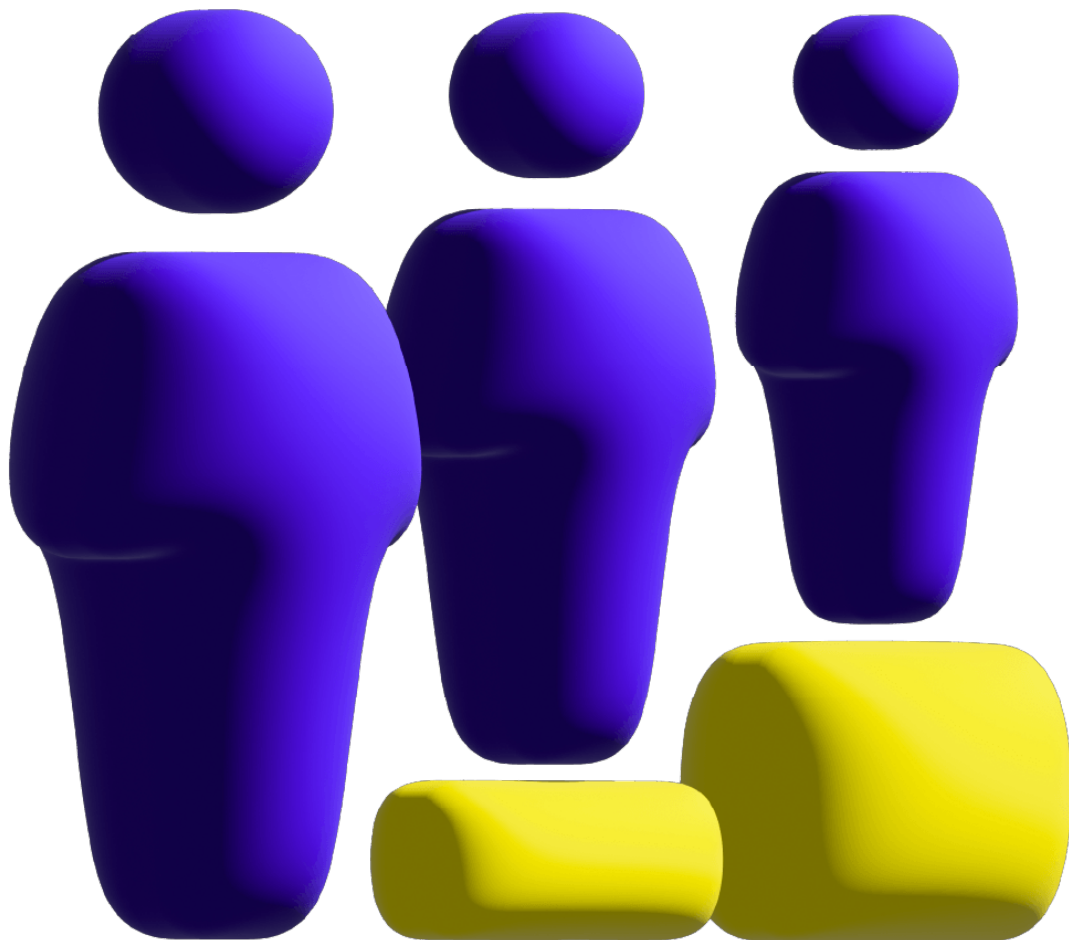
This focus area involves growing skills for making sense of newness arising from complex systems and innovating in relation to change. It helps people be more inventive, resourceful, and agile in the face of the unknown.





Preparation and Planning

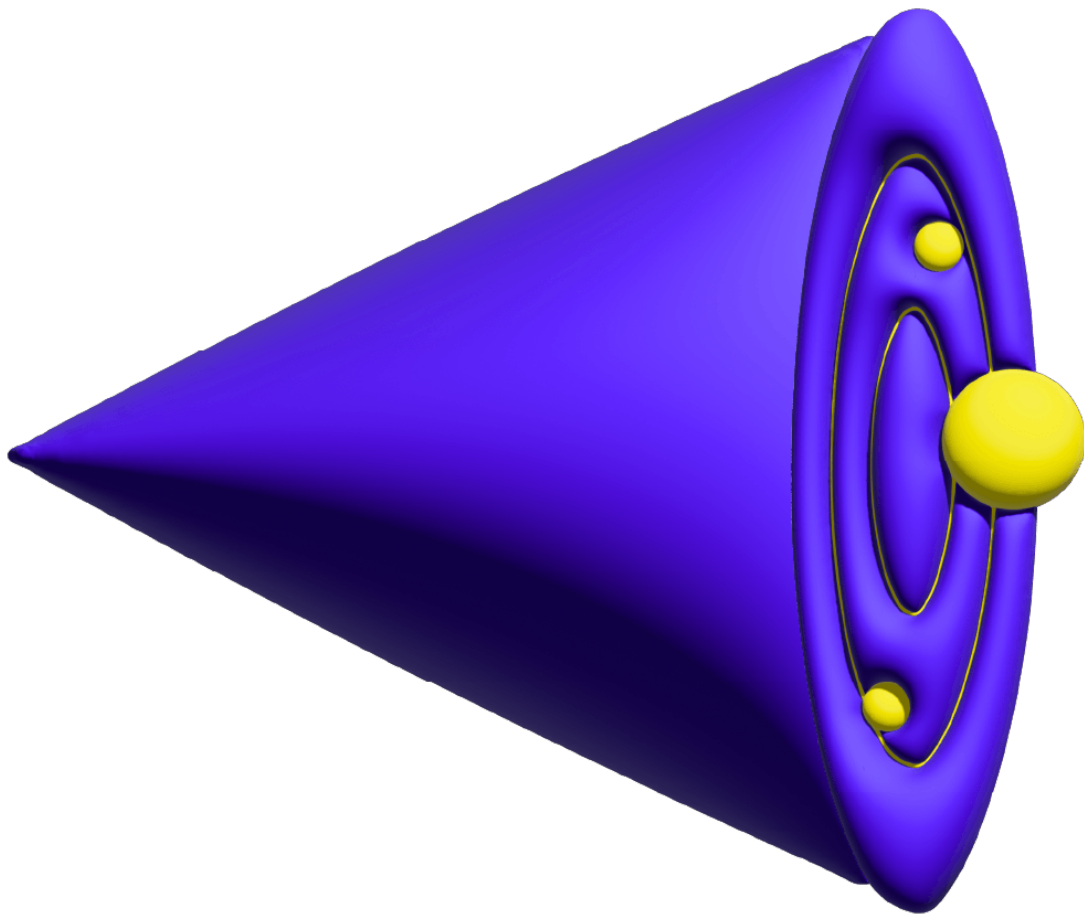
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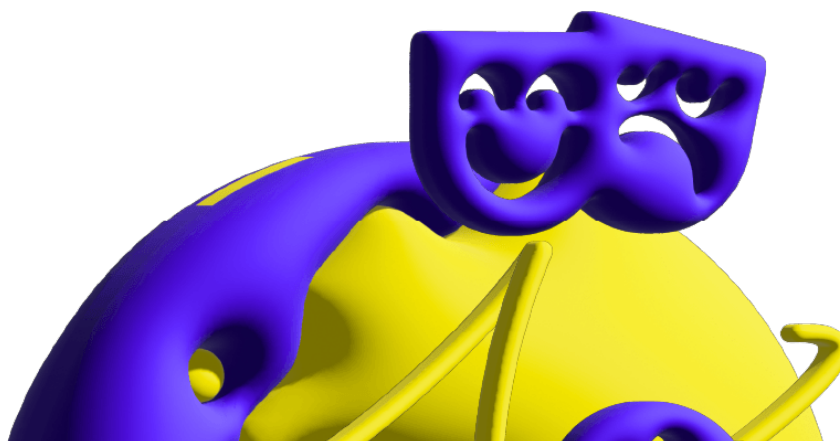
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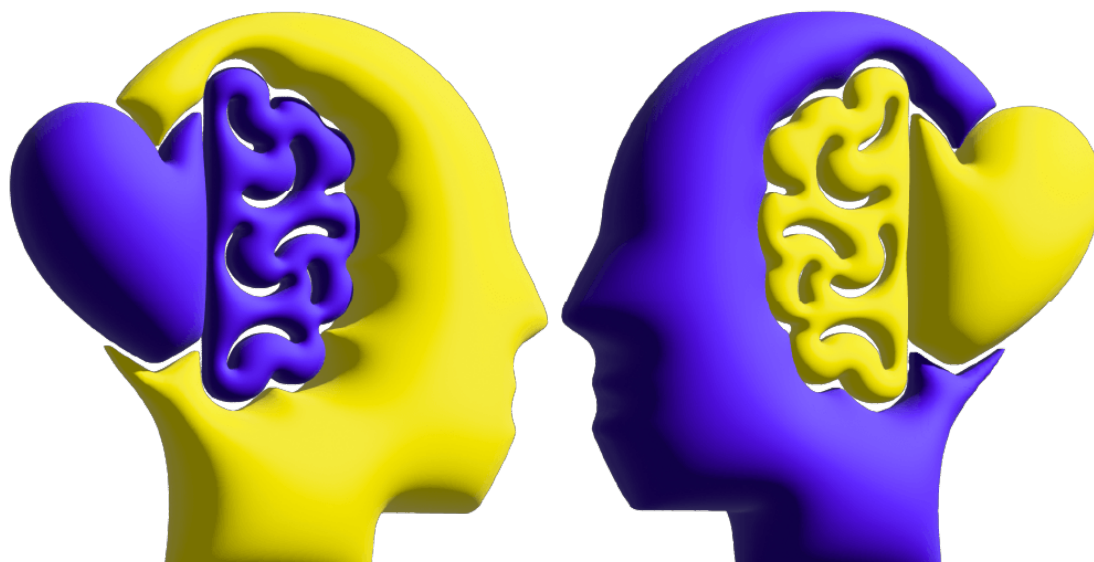
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Collection of Tools

Collection of Tools

The model learning cycle requires three separate 60-90 minute futuring sessions:

1. Start with Tool 1 – Intention,
2. Try any of the other tools (Tools 2 to X),
3. Wrap up with Tool R – Reflect. Then return to Step 2 to try another tool.

After a cycle, send in feedback about your experience with the tools you tried. This feedback helps further understand how useful they are, and adapt the tools over time.

Please note, you can use these tools however you wish, in whatever sequence and whatever setting you prefer.





Tool 1

Intentions for Intergenerational Equity

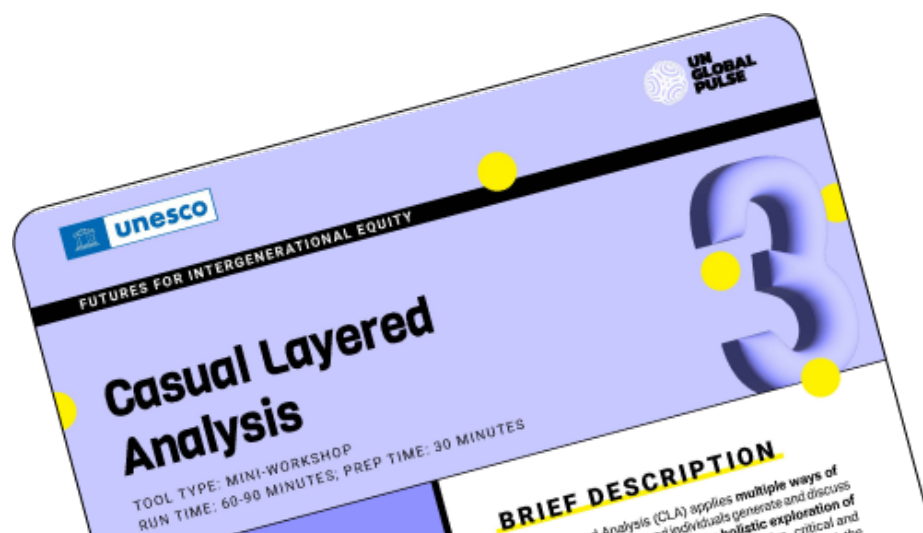
This tool is designed to spark authentic dialogues and metaphorical engagement to reveal our intentions for raising intergenerational equity, helping people to identify the focal areas that they are interested in exploring.

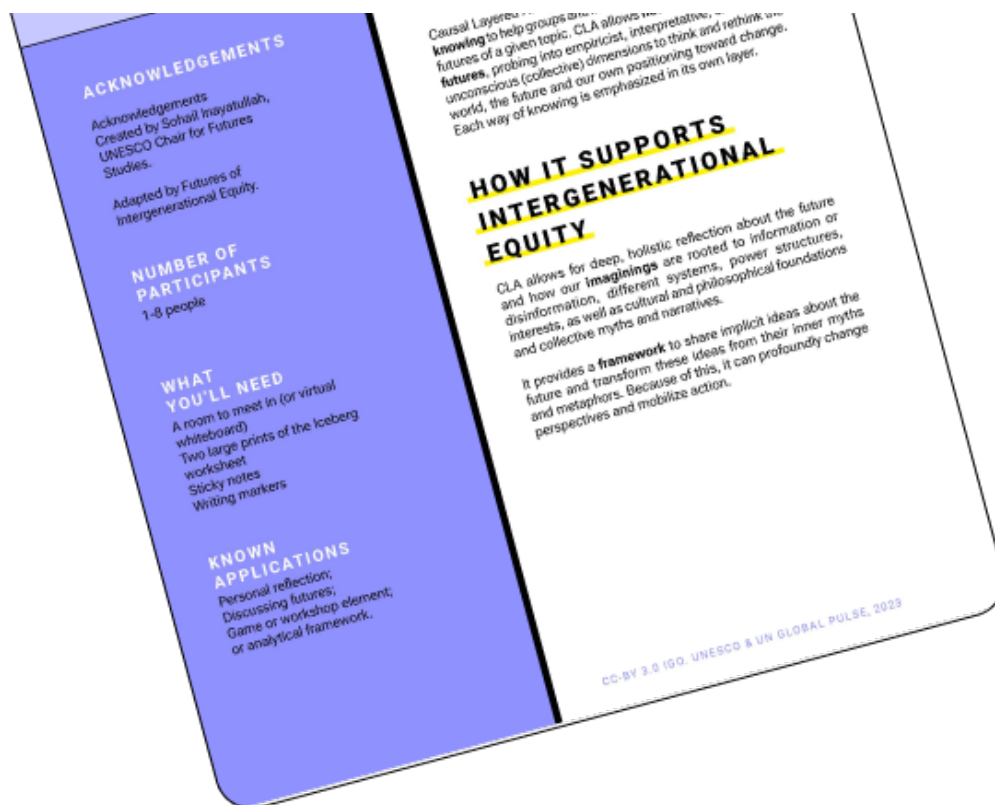
Tool 2

Thing From The Future

Combining futures thinking with 'forced combination' creativity, the

'thing from the Future' card game sparks playful collective imagination to invent novel future items. This adaptation uses Intergenerational Relations as the 'Terrain' card throughout.





Tool 3

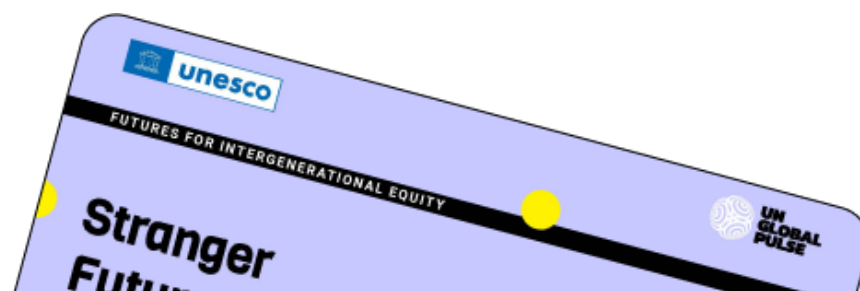
Casual layered analysis

Causal Layered Analysis (CLA) enables a deep, holistic exploration of futures. It provides a multidimensional framework for groups and individuals to rethink the ways of the world, sparking thought on litany, systems, worldviews, myths, and metaphors.

Tool 4

Stranger Futures

Modelled after popular board games, 'Stranger Futures' gamifies our engagement with disruption. It challenges players to disrupt their assumptions and evaluate their arguments for disruptive ideas, raising new perspectives about what could change and why.



4

TOOL TYPE: FUTURING GAME
RUN TIME: 60-90 MINUTES; **PREP TIME:** 20 MINUTES

ACKNOWLEDGEMENTS
Created by ACF, the Futures Literacy Company (Poland).

NUMBER OF PARTICIPANTS
3-9 people

WHAT YOU'LL NEED
A self-printed and self-assembled CC-BY-NC-ND version;
A Room, Table, and Chairs;
Writing Markers.

KNOWN APPLICATIONS
Issue Exploration;
Playful debate.

USE CASE INSIDE UN
Exercise in week-long workshop, Resilience Frontiers, Global Adaptation Week, hosted by UNFCCC, Republic of Korea (2019).

BRIEF DESCRIPTION
Stranger Futures is modelled after popular board games. There is a game leaders' 'tent' and pace cards for each player. The players discuss the future of a selected topic and earn tokens for sharing disruptive ideas ('pre-cogs'), and strengthening or weakening arguments for already shared disruptive ideas. It is fun, while challenging the players to **disrupt assumptions** about the future and raising **new ideas** about what could change and why.

HOW IT SUPPORTS INTERGENERATIONAL EQUITY
Stranger Futures game encourages its players to surprise each other with increasingly strange disruptive ideas and arguments about the future. Accepting and responding to these surprises is a way to practice appreciation of novelty. Organisers of the game will need to prepare starting assumptions pertinent to intergenerational equity with long time horizons (e.g. +35 years) to support temporal empathy, co-production of equitable conditions, and long-term futuring.

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FUTURES FOR INTERGENERATIONAL EQUITY

5

Active Futures Thinking

TOOL TYPE: FUTURES WORKOUT
RUN TIME: 60-90 MINUTES; **PREP TIME:** 15 MINUTES

ACKNOWLEDGEMENTS
Blend of methods adapted to support intergenerational equity. Inspired by the work of:
Katie King & Julia Rose West
Sirika Heinoonen & Juho Ruotsalainen

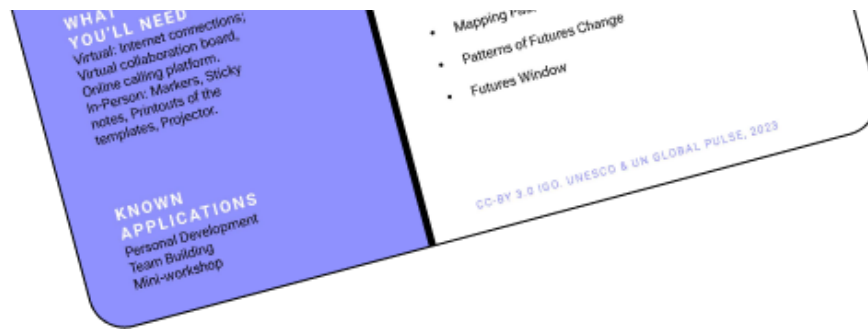
NUMBER OF PARTICIPANTS
1-5 people

INTENSITY
Medium

BRIEF DESCRIPTION
Dominant future images (e.g. sci-fi movies; fancy tech; archetypical collapse, decay, vs. utopias; hyped megatrends; etc.) are too often the sources used for imagining the future. This tool is a set of three exercises which can be used individually or in a group to actively engage your own futures thinking and relate to your own concerns and images of the future.

HOW IT SUPPORTS INTERGENERATIONAL EQUITY
The tool facilitates imagination of longer-term changes and future potentials. It fosters self-awareness about individual and collective anticipatory patterns. It also can support intercultural awareness with respect to different conceptions of time and how they affect worldviews and values systems via a vis current and future generations.

CONCISE INSTRUCTIONS
Use the worksheets under Resources to complete the following exercises:
... - Present - Future



Tool 5

Active Futures Thinking

This tool is a set of three exercises that encourages participants to journey beyond dominant paradigms, and instead actively empower their own futures thinking abilities, advancing self-awareness and inter-cultural awareness through engagement with the sources shaping different images of the future.

Tool 6

Crowdsourced Futures Window

Sparking multimedia engagement with futures, this tool encourages a 'crowd' (e.g. your colleagues) to submit photos, visuals, and music which they can 'see the future' in. These sources are curated into a displayed slideshow, becoming a 'Crowdsourced Futures Window' for reflection on future possibilities and present values.



WHAT YOU'LL NEED
 Leadership buy-in.
 Video display (large TV, monitor, or video projection)
 Printed sign for next to the window.
 Slideshow software (e.g. MS Powerpoint)

KNOWN APPLICATIONS
 Workplace Futures Awareness

USE CASE INSIDE UN
 Exercise in weeklong workshop, Resilience Frontiers, Global Adaptation Week, hosted by UNFCCC, Republic of Korea (2019).

HOW IT SUPPORTS INTERGENERATIONAL EQUITY
 The Futures Window supports intergenerational equity by promoting an attentive stance toward the potentials for change which helps in long-term futuring. It helps locate one's own values and concerns in the present, an intercultural competence.

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FUTURES FOR INTERGENERATIONAL EQUITY

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Reflection

TOOL TYPE: MINI-WORKSHOP OR SELF REFLECTION
 RUN TIME: 60 MINUTES; PREP TIME: 5 MINUTES

ACKNOWLEDGEMENTS
 Created for Futures for Intergenerational Equity.

NUMBER OF PARTICIPANTS
 1-5 people

WHAT YOU'LL NEED
 Meeting room or virtual space;
 A printed or virtual whiteboard version of this PDF.

KNOWN APPLICATIONS
 Communities of Practice;
 Co-Inquiry.

BRIEF DESCRIPTION
 This tool fosters reflection and learning. It should be used after trying another tool from this collection. It helps a group discuss and process their experiences, their new insights and realizations, and the potential value of those insights. It can also optionally be used by individuals. It supports collective learning via a structured conversation. It supports raising awareness of the experiences of trying the exercise. It de-emphasises functional questions (e.g., 'did this work?') and instead calls attention to 'what happened' and any new insights or new questions the experimentation produced.

HOW IT SUPPORTS INTERGENERATIONAL EQUITY
 Reflection contributes to the advancement of Equitable Conditions by fostering the development of capabilities helpful for co-producing intergenerational equity. When done as a group, it is a chance to practice listening and dialogue across differences, which is an intercultural competence. It also entails personal and group-level temporal empathy for one's own and others' uncertainty. As learning processes enable capabilities to grow, everyone's sense of agency could transform.

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Tool R

Reflection

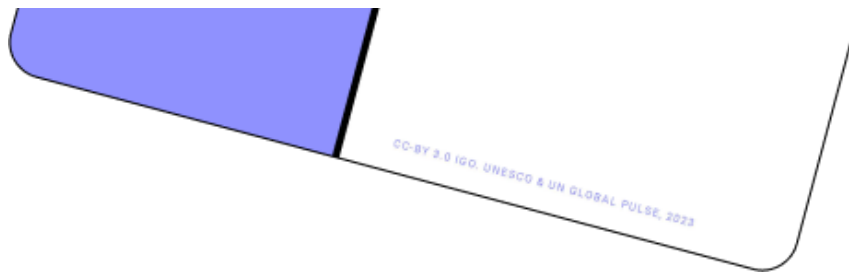
This tool should be used after trying another from this collection. Fostering reflection and learning, this tool supports collective learning through structured conversation about experiences from partaking in futures-thinking activities.

Tool X

Invent & Test a Futures Exercise

Every work area in the UN has its own specific contexts and requirements, so what better then to design your own bespoke futuring tool for intergenerational equity. This tool will help you identify parameters and proceed to a step-by-step process to invent and test your prototype.





About this pilot

Futures for Intergenerational Equity is a pilot experiment organized by UNESCO Futures Literacy & Foresight Team / Social and Human Sciences Sector and the UN Global Pulse Strategic Foresight team.

FEEDBACK

Share Your Feedback About The Tools

Please use this form to provide feedback about any of these tools you tried to help us evolve our Collection!

We want to know about your experience to keep improving our proposal. Answer a few questions!

SUGGEST

Suggest New Tools

Have you done Tool X? Did you experience a great futures tool not (yet) in our collection?

Submit a new futures tool for inclusion in the Futures for Intergenerational Equity collection.



The work presented in this website is grounded on the Inception report titled 'futures for intergenerational equity: growing our capabilities to act responsibly toward future life'