

Intentions for Intergenerational Equity

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

- Printed template;
- Pens or markers.

KNOWN APPLICATIONS

Intention setting;
Group formation;
Trust building.

BRIEF DESCRIPTION

This tool is designed to guide a group or individual in **recognising their own intentions** for raising intergenerational equity in their work. The conversation invites **authentic dialogue without judgment or expectation** for 'knowing what to do or say'. It encourages expression of what intergenerational equity means to each person through the use of **metaphors**. It concludes by discussing which **focal areas** would be most interesting to engage. There can be learning benefit to do this exercise first.

HOW IT SUPPORTS INTERGENERATIONAL EQUITY

Co-producing intergenerational equity through your complex work at UN starts with revealing intentions. These can spark interest in developing pertinent capabilities. This can grow into intrinsic motivation for experimenting with the tools in this inventory. If a group participates, this exercise can also help you launch a small community of practice to conduct additional experiments.

CONCISE INSTRUCTIONS

- You can use this tool solo or with a group. Group is recommended.
- Do Part A, Part B, and Part C.
- At the end, set a date for yourself or your group to meet again and try another tool.

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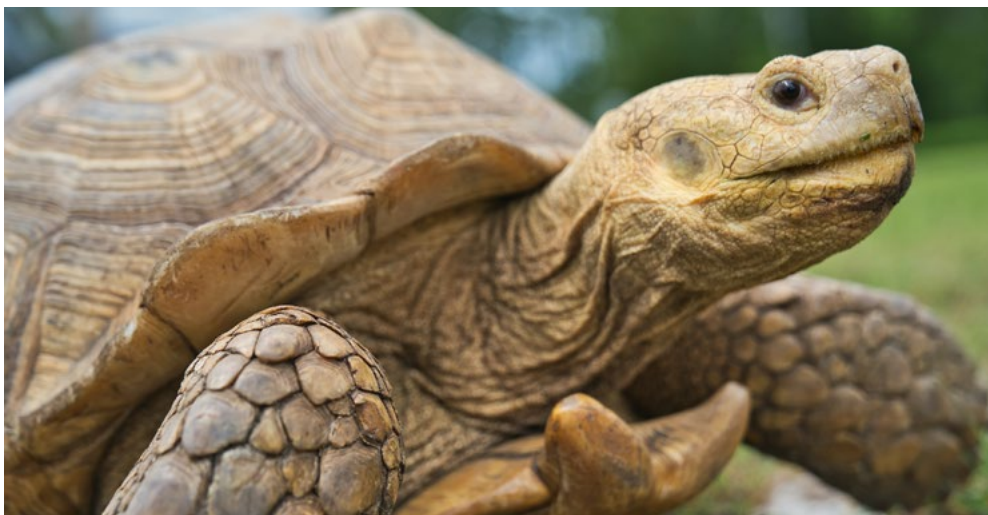
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PART A - WARM UP

Instructions: Pick one of these photos and think of it as a metaphor for intergenerational equity. What does your metaphor-photo mean to you?



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ESTIMATED TIME: 20 MINUTES

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PART B - WHAT DO WE NOTICE?

Instructions: Reflect upon the metaphors shared in Part A. What imagined futures (if any) can you notice in them?

Noticed Futures	Underlying Assumptions about the Future	Emotions & Expressed Values

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PART C - FOCAL AREA OF INTEREST

Instructions: Which of these focal areas spark your interest? Which of them holds the most potential for intergenerational equity and why?

Preparation & Planning	Appreciating Novelty	Temporal Empathy
inter- cultural awareness	ENABLING AGENCY	Long- Term Futuring
invent your own	advancing equitability	invent your own

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PART C - FOCAL AREA OF INTEREST

Initial descriptions of these focal areas, to spark reflection or conversations.

Preparation and Planning - The capability to imagine and discuss probable developments or desirable future states when considering choices, setting priorities, and taking action. Preparation and planning entails being able to distinguish and toggle between probable and desirable modes.

Appreciating Novelty - Appreciating novelty is a capability to make 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.

Temporal Empathy - 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.

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.

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.

Long-Term Futuring - The capability to think beyond immediate priorities or short-term futures, to imagine longer time horizons. It also involves appreciating macro-history and the fact that things can change very quickly or slowly on both short and long time scales.

Advancing Equitability - Co-producing equitable conditions for the present, near future, and further future. 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.

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EXPECTED OUTCOMES

- Revelations about what producing intergenerational equity may entail.
- Insights about the focal areas and your (group's) interest in them.
- If done in a group, first levels of trust helpful to developing new capabilities.

RESOURCES

- An introduction to communities of practice: a brief overview of the concept and its uses. Wenger-Trayner, E. & Wenger-Trayner, B. (2015) <https://www.wenger-trayner.com/introduction-to-communities-of-practice>

FEEDBACK

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