



Liberatory Aid

Re-Imaging Global Development from Programs to Institutions

Presented on the [Cynara Gender Training Platform](https://cynara.co/trainingstore/liberatoryaid)

cynara.co/trainingstore/liberatoryaid

Context: Decolonizing lenses allow us to better understand rich and complex systems and dynamics that create the current context we work in. Liberatory lenses builds on this analysis to help us answer the question: what's next? What does a decolonized space or a decolonized approach actually look like? How can we structure our organizations and our programs to draw to center more liberatory practices and help us radically re-imagine global development?

Description: This virtual workshop will help international development practitioners explore and use liberatory frameworks, analysis, and practical tools into both how design and implementation of programs, and how organizations and program officers operate. This workshop is highly interactive with plenty of exercises and opportunities to apply tools and frameworks. The workshop will include a participant guide with tools and templates. The workshop is four days for four hours a day (3.5 hours of content and 30 minutes of breaks) + an hour 1:1 session. Each day includes practical exercises. This workshop will be led by Farah Mahesri from FNM Advising (www.fnmadvising.com.)

Learning Objectives: Through this workshop, participants will:

- Explore concepts of power, imperialism and development
- Become familiar with decolonizing and liberatory frameworks
- Learn about and practice using tools and resources in program design, program implementation, communications work
- Learn about and practice using liberatory frameworks within your organization

Sample Agenda:

Session 1: Introduction to liberatory frameworks

Introducing concepts related to colonialism, imperialism and power; exploring systems level analysis and how to analyze international development through a 5-level lens; overview different frameworks and how liberatory frameworks are related and different. Opportunity to reflect on personal connections to this work.

Session 2: Historical and Power Analysis and Liberatory Design Frameworks

Overview and understanding of what is a historical analysis and power analysis within international development and within our organizational structures. Practical study on how to use this analysis and liberatory design frameworks in global development.

Session 3: Liberatory lens in proposals, activities, and communications

Overview of using liberatory lenses in program design, in programmatic activities (such as stakeholder and community engagement, etc) and in programmatic communications. This session explores deeply how liberatory lenses increase the impactfulness of development programming.

Session 4: Liberatory lens within our organizations

Overview of using liberatory lenses within our organizations and teams, including in organizational structure, leadership development and setting organizational policies.

Total hours: 15 hours

All training participants receive:

- 15 hours of live facilitation with an experienced trainer and practitioner
- Opportunities to learn from and with up to 15 other practitioners from around the world
- Options for 1-on-1 Q&A or discussion with the trainer during reflection session
- A copy of a participants' training manual with key terms and concepts

Trainer Bio

As the co-author for the [2018 State of Diversity in Global Social Impact report](#), Ms. Mahesri is both an experienced international development expert with more than 15 years of experience in global development and DE&I expert with nearly 10 years of working on DEI-type initiatives using liberatory frameworks to unlock transformative potential and impact. She is a skilled facilitator, expert in training design, and has experience conducting organizational development work both as internal staff for an organization and as an external consultant. You can see more about her work at www.fnmadvising.com.