

Natalie Gillard Workshop Proposal 2026

Conference: 19th Equality, Diversity and Inclusion International Conference (EDI 2026), Cadi Ayyad University, Marrakech, Morocco, 2–4 July 2026

Title: That's Not Fair: An Experiential Exploration of Global Inequities

Workshop Type: Interactive Workshop/Experiential Session

Duration: 90 minutes (recommended but flexible)

Abstract:

Moments of parity often register as "unfair" for those accustomed to advantage.

And when those moments occur, they reveal how systems are structured to favor some while constraining others, and how quickly perceptions of fairness shift when unrealized advantage is disrupted.

This workshop engages participants in data-driven immersive gameplay that highlights both commonplace and often-overlooked inequities, allowing them to see and *feel* how systemic advantages and limitations shape outcomes.

Inequity is best understood when it is felt.

Workshop Description:

"That's Not Fair: An Experiential Exploration of Global Inequities," requires participants to inhabit roles within systems where access, information, and resources are distributed factually, and therefore unevenly. The gameplay draws on real-world data and scenarios through a global lens, surfacing both visible and subtle inequities and the ways structural advantage operates. It also highlights how numerous global inequities have been historically shaped by the extraction of resources and labor from African societies.

As participants make decisions, navigate constraints, and respond to challenges, they experience how inequity shapes outcomes, expectations, and perceptions of fairness across diverse settings. Intentional moments of reflection are interwoven throughout the experience, connecting participants' experiences to broader social, economic, and organizational dynamics, making the invisible structures of advantage unmistakably visible.

This approach moves participants beyond abstract discussion, providing a shared experiential reference point to discuss inequity, courageously acknowledge the truth, and consider strategies for addressing systemic imbalances. By combining structured gameplay, data-driven scenarios, and guided reflection, the workshop bridges theory and practice, engaging academics, practitioners, and policymakers in a participatory exploration of inequity that is both rigorous and transformative.

Theoretical/Conceptual Anchors:

The workshop is grounded in frameworks of systemic inequity, structural advantage, and social power dynamics, translating these complex concepts into tangible experiences. By situating gameplay in real-world data, participants experience how advantage operates across multiple dimensions, including socioeconomic status, education, governance, and access to resources. The approach allows participants to explore inequity as a lived condition, linking affective experience with analytical reasoning and helping participants recognize the often-invisible mechanisms that shape outcomes.

Learning Outcomes:

By the end of the session, participants will:

- Experience firsthand how systemic inequities shape access, resources, and outcomes across multiple contexts.
- Identify both commonplace and often-overlooked advantages that influence organizational and societal structures.
- Develop language and conceptual tools to discuss inequity and systemic advantage.
- Reflect critically on how their own positionality influences perceptions of fairness.
- Consider practical strategies for addressing systemic imbalances in professional, policy, and community settings.

Significance/Contribution:

This workshop bridges the gap between abstract discussion of inequity and experiential understanding, offering a participatory, evidence-informed method for engaging with systemic disadvantage. By combining structured gameplay, data-driven scenarios, and guided reflection, it provides a rigorous, immersive environment that links theory and practice.

The session is designed for academics, practitioners, and policymakers, demonstrating conceptual depth while emphasizing practical application, and highlighting how systemic advantage operates across global contexts. Participants leave not only with insight but also a shared experiential reference point, enabling deeper conversation and informed action around inequity, both within their organizations and across international contexts.

This workshop represents an innovative contribution to the field of equality, diversity, and inclusion, offering a participatory and emotionally resonant approach that complements more traditional research presentations.